

Stop Redundancies at the University of Derby

645 signatures to 30th April 2025

We write as concerned staff, students, academic colleagues and members of the public to express our profound concern regarding the impact and reputational damage of the proposed redundancies for Professors, Associate Professors and Readers at the University of Derby, announced at the institution in March.

The University of Derby has announced plans to make redundant up to forty members of staff, almost half of this staff group. The targeting of these colleagues fails to appreciate their wide-ranging contributions to research, learning, teaching and senior leadership, at great risk of reputational damage to the university, its capacity to offer excellent supervision to doctoral students - many of whom could lose their entire supervision team under these proposals - and its ability to attract top talents in the future.

A formal 30-day consultation has been launched, in which university management have failed to provide a figure of intended saving from these cuts, failed to issue documents until hours before meetings, or engage in meaningful discussions with UCU and representatives toward alternative options to prevent job losses.

The university's own strategic framework offers one of its key pillars as 'Valuing People'. Its value for its most senior and influential staff members has been derisory, causing those in the professorial group weeks of stress and fear, with more to come. Removing academics with invaluable research experience, knowledge and leadership roles will leave an untenable gap that cannot be filled by colleagues already straining with increased workloads as a result of recent enhanced resignation and voluntary redundancy schemes and multiple freezes on recruitment over the last three years. The burden of this increased workload will necessarily impact on the quality of the teaching and learning that students experience, as well as on the wellbeing and ability to do their jobs of remaining academics.

The University of Derby has long enjoyed a solid financial status, and is very mindful of its civic role as the only HE institution in Derbyshire, and has invested heavily in this. The impact of redundancies will be keenly felt in the local economy. The current losses have been caused solely by poor managerial choices (such as the construction of a £75 million Business School, the Cavendish Building in Friar Gate, or the miscalculation of student recruitment), not by academic staff.

There are clear indications that this will only be the first round of a concerted attack against academics at the university, we are in no doubt that this will be the beginning if this initial scheme goes ahead. All of this comes against the well documented backdrop of thousands of potential job losses across the Higher Education sector in the UK.

We therefore call on the University of Derby to halt this attack against our colleagues and our broader academic community with immediate effect, reverse the redundancies process and open a dialogue with the recognised trade unions and professorial representatives and interested parties to meaningfully and transparently consult with over its financial sustainability and work toward a sustainable solution for the university.

Signatories

1. Johannes Karl Schmees, Staff at University of Derby
2. Professor Hester Parr, University of Glasgow
3. Lydia Gray, Member of the public
4. Andrew Bracey , Lecturer at University of Lincoln, have given public and research lecture at Derby
5. Angela Bartram, Staff
6. Ian Turner, Staff at University of Derby
7. John Steel, Staff
8. Farid Meziane, Staff at the University of Derby
9. Charlotte Clewlow, Senior Lecturer at UoD
10. Christine Parker, Staff at Derby
11. Dr Lisa Rüll, Staff at University of Nottingham (formerly lecturer at University of Derby)
12. Tristram Hooley, Staff
13. Carrie Childs, Senior Lecturer at UoD
14. David Conway, Branch Chair/Head of Careers and Employability - University of Northampton
15. John Morrison, Careers Leader in Sixth Form College and alumni of Derby University
16. Elizabeth Willett, Friend
17. Teresa Byrne, Staff at UCB, no relationship to UoD
18. Sacha Robinson, Staff in IoE
19. Tomas Sprlak, Researcher partner of iCeGS
20. Dr Chris A Williams, FRHistS, Senior Lecturer, The Open University
21. Paul Challacombe, Staff
22. Wendy Hirsh, Visiting Professor
23. Nicki Moore, Alumni
24. Jo Ray, Staff
25. Cllr Frank Adlington-Stringer, Green Party Councillor in Derbyshire and former East Midlands Mayoral candidate
26. Claire Johnson, Worked with staff and students from UoD and really admire the dedication and expertise of the staff in developing students as career development professionals.
27. Mariana Sofia Lucas Casanova, Researcher and adjunct professor at the School of Education (Polytechnic of Porto, Portugal), working with professors of UoD in funded projects and collaborative international research
28. Emma Le Blanc, Supporter of this petition
29. Henry Marshall, Student
30. Demi-leigh Evans, Student of Global Affairs and Politics (BA)
31. Steven Jones, University of Manchester
32. Jessica Critchlow, Student
33. Charlie Coles, Student
34. Grace Ricketts, Student
35. Sophie, Student
36. Ellie Gackowski, Student
37. Shanice Rowe, Student
38. Jess Dias, Student
39. Katie Millard, Student
40. Gracie Firth, Student

41. Jeanine van Halteren, Assistant Professor OsloMet
42. Hannah Blake, Staff at UoD
43. Lucas Copeland, Student
44. Mark Rawlinson, Professor of English Literature, University of Leicester
45. Jasmine Jones, Student
46. Ailija Davidaviciute, Student
47. Professor Kate Moss, Staff at UoD
48. Robert Forynski, PhD Student at UoD
49. Jill Hanson, Ex employee now employed by Regent College London
50. Alicia Bambrick, Student
51. Helen Hitchcock, Alumna
52. Charlotte Chadderton, University of Derby staff
53. Matt Jones, Staff at University of Liverpool
54. Dr Gertjan Lucas, Equality Officer, University of Nottingham UCU branch
55. Millie Crabtree, Student
56. Lilly Ellen Welsh, Student
57. Siobhan Neary, Staff
58. Darren Woodward, Alumni
59. Delia Habiba Cisse, Student
60. Professor Felicity Callard, University of Glasgow, As an academic I have colleagues and friends at UoD
61. Alan Green, Student
62. Suranjana Haldar, Alumni of University of Derby
63. Marta Wrzosek, Researcher at SWPS University, Poland
64. Isabelle Holden, Student
65. Feenix RoseMarie Tunnicliffe, Student
66. Sharan Tagore
67. Matthew Robinson, Staff at University of Derby
68. Jane Artess, Former staff member
69. Tobias Prill, University of Rostock, following the research of UoD in relation to Vocational Research
70. Eloise Hancock, Student
71. Emma Williams, CEEUPS Anglia Ruskin University
72. Professor Susan Hogan, Staff
73. Marcello Trovati, Previous member of staff
74. Kaitlyn Mepstead, Student
75. Julie P Smith, Staff at UCL Careers
76. Jamie Leadbeater, Daughter
77. Katryn Furnmston, Visiting lecturer
78. Heather duncan, Student MA Design
79. Sreelakshmi, Student
80. Rhian Kirkby, Student
81. Oluwajoba Gbadebo, Student
82. Simon Hackett, External Examiner
83. Dr Tricia Ong, Deakin University
84. Bethany Hicking, PhD Student
85. David Sheffield, Staff at University of Derby
86. Matt Batchelor, Studio Owner, friends on staff at Derby and at other institutions

87. Rosemary McLean, Director at The Career Innovation Company
88. Antony John Mott
89. Dr Nadine Edwards, Independent Researcher
90. Matthew Cheeseman, Staff at UoD
91. Laura Watterson, Careers Advisor at WTB Academy
92. Kacey Leah Durant, Student
93. Neil Bailey, Concerned member of public. No relationship to U of D
94. Lucia Hervas Hermida, Research fellow in 2017
95. Alexandra Dey, Student
96. Isabel Paul, Student at University of Derby
97. Tina Paphitis, Associate Professor, University of Bergen, UoD project collaborator
98. Richard Boczko, Research Associate, University of Hull.
99. Aneeka Quraishi, Student
100. Cathy Brown, Former PhD student
101. Dr Paul Cowdell, UoD project collaborator
102. Nicole Irene Webb, Student
103. Suzanne Helen Reynolds, Student
104. Ian Baker, Staff at University of Derby
105. Dan Webber, Project Partner, Derby Museums
106. Natalia Monu, Student from University of Derby
107. Joe Coghlan, Associate lecturer in Creative Writing
108. Diane A. Rodgers, Staff at Sheffield Hallam Uni, working on funded research projects with UoD
109. Cathy Brown, Former PhD student
110. Morgan Wakeman, Student at UoD
111. Isabella Pauline Godfrey, 3rd year Undergrad Student
112. Dylan Turner, Student
113. Eloise Coleman, Student
114. Kev Jones, Staff at University of Derby
115. Bryony Boon, Partner to student
116. Marian Frances Liebmann, Former External Examiner
117. Emma Pollard, Principal Research Fellow, Institute for Employment Studies, research partner
118. Kitina Monaghan, Student
119. Naia Georgieva, Student
120. Rose Stacey, Student
121. Matei Costea, PhD Student
122. Emma Rowson, Staff at University of Derby
123. Daniel Gaffiero, Lecturer in Health Psychology at the University of Derby
124. Lorna Warren, Retired Senior Lecturer, University of Sheffield
125. Lynne Campbell, Alumni
126. Kellie Everton MA, PhD candidate UoD
127. Christos Callow Jr, Senior Lecturer at University of Derby
128. Tia Duckmanton, Concerned member of public
129. Ian Wilcox, Former student
130. Sarah Mason, PhD student
131. Eva Kavková, career practitioner, at EKS, UoD long-time project partner
132. Reuben Grant Hooley, Concerned member of the public

133. John Drury, Professor of Social Psychology, University of Sussex
134. Dr Melanie Pope, Associate Professor at the University of Derby
135. Katia Correa Vione, Staff at the University of Birmingham
136. Isabel Quirino, PhD Student, University of Coimbra, Portugal
137. Emily Roisin Reid, Associate Professor, University of Warwick, Collaborator
138. George Harris, Student Family
139. Gavin Schwartz-Leeper, Staff at University of Warwick
140. Trevor Hirst, Student
141. Dagmar Heinrich, University of Salford
142. Simonas Gaušas, Visionary Analytics
143. Fabienne Collignon, Staff at University of Sheffield
144. Patricia Childs, A concerned adult
145. Leo Broadley, Staff at University of Derby
146. Professor Gerhard Kemp, Former member of staff UoD
147. Anonymous AP, Undertaken PGR external examination
148. Jessica Joyce Moore, Concerned member of the public
149. Kay Atkinson, Student
150. Sarah Watts, NDTi Associate/PhD University of Strathclyde
151. Ashlee croft, Student
152. Cyrus Sheridan, Student at Univeristy of Derby
153. Timothy Thurston, Associate Professor at University of Leeds, looking to collaborate with UoD
154. Lili Yau, Graphic Design Student
155. Karen Perkins
156. Ellie-Jane Laing, Related to a student
157. Robyn Fawcett, Staff
158. Amelia Hall, Student
159. Professor Paul Crawford, Collaborator
160. Nick Bernards, Staff at University of Warwick
161. Sianne whitehead, Ex student
162. Sarah Finnegan-Dehn, Freelancer / supporter
163. Rachael Pearson, ICeGS Associate, alumnus
164. Aaron Gallimore, Student at UoD
165. Jane, Friend
166. Lexie Suzanne Margaret Marshall, Student
167. Adam Piette, University of Sheffield
168. Amanda Lumb, Concerned career guidance professional
169. Anne Ford, Relative is a student
170. Maren Huck, Staff
171. Richard Bates, University of Nottingham
172. Annie Gill, Alumni
173. Emeritus Professor Victoria Robinson, University of York
174. James William Smithurst, Preacher of peace and technology
175. Justin, Student
176. Everdina Wood, Freelance filmmaker
177. Sung-Hee Lee, Staff
178. Megan Mountford, PGR student in psychology
179. Richard Hornsey, Staff at University of Nottingham

- 180. Fae Burns, Student
- 181. Ross Balzaretti, Emeritus professor, University of Nottingham
- 182. Kate Mansfield, NICEC Fellow, Director Career Counselling Services
- 183. Dr Alice Doherty, Staff at University of Nottingham, former employee of University of

Derby

- 184. Gemma Collard-Stokes, Staff
- 185. Charlotte Paul, Student
- 186. Alex Barker, Staff
- 187. Gill Frigerio, Co-author and collaborator with Derby staff from another HEI
- 188. Dr Sunwoo Ryu, Lecturer at Bristol University
- 189. Ash Brinton, Student
- 190. Jake Williams, University of Der student
- 191. Russell Christie, Doctoral Researcher, Brunel University
- 192. Dr Ulla Rajala, Affiliated with Stockholm, living in Leicester
- 193. Daniel Robert Gallimore, Relative
- 194. Candella cousins, Staff and student Interaction and teaching
- 195. Dr Per Rolandsson, University of Nottingham
- 196. Thomas Harvey, Student at UoD
- 197. Carol Rea, Staff at University of Lincoln
- 198. Jessica Gough, Student
- 199. Jonathan Tsang, Student
- 200. William Gridley-Kirk, Student
- 201. Natasha Swan, Student BSc Zoology
- 202. Kay Guccione, Staff, Glasgow, collaborator
- 203. Sam Henshaw, Student of UoD
- 204. Chris Moores, University of Birmingham
- 205. Cath Feely, Senior Lecturer at University of Derby
- 206. James L, Student
- 207. Paige Marsden, Student
- 208. Nicholas Blagden, Professor
- 209. Joan McSweeney, Guidance Counsellor, Ireland recent Master's graduate from

Maynooth University

- 210. Michael Plant, Student
- 211. Becca Woodward, Student
- 212. Dean Fido, Staff at University of Derby
- 213. Alessio D'Angelo, Professor, University of Derby
- 214. Lydia Cairns, Former student
- 215. Cameron Grove, Student - Zoology
- 216. Caitlin Ubhi, 2nd year Student
- 217. Richard Crittenden, Ex student
- 218. Dr Michelle Stewart
- 219. Alan Bell, CDI Professional colleague
- 220. Jamie Birks, Student
- 221. Dr. Charmaine Sonnex, University of Buckingham
- 222. Alexandra Commarmond, Master's Student at University of Derby
- 223. Stephen Rooney, Staff at Aston University
- 224. Sadikcha rai, Student
- 225. Carly Butler, Staff at UoD

226. Molly Haig, I hope to attend UoD for my MSc
227. Liz Pickford, Head of Futures @ RMS for Girls
228. Dr Corrina Readioff, Honorary Associate, University of Liverpool
229. Hiba Aziz, Student
230. Emilie Murphy, Academic Staff at University of York, solidarity
231. Christopher Bradshaw, Student
232. Danielle Waitt, Postgraduate Student
233. Elinor Taylor, Staff at University of Westminster
234. Nathan Stubbings, Student
235. Nisan Alici, Staff at UoD
236. Natalie Freeman, EdD student at UoD
237. Professor Alex Stevens, University of Sheffield
238. Dominik Jackson-Cole, ECA, University of Derby
239. Pranaya Prakash, Student
240. Zara hooley, Senior Lecturer @ De Montfort University
241. Lewis Clark, PhD Student at Derby University
242. Orisunayo Akinniran, Student
243. Wendy Conrad, Staff
244. Touqeer Ahmed, Student
245. Shaylah watts, 1st year student at University of Derby
246. Reian Ward, Family, student
247. Ruth Damant, Student
248. Milly Walker, MA Student
249. Caroline Ball, Staff at University of Derby
250. Elspeth Mackie, Staff at University of Roehampton
251. Katelyn East, Student at University of Derby
252. John Matthew Aiden Hale, Student at UoD
253. Jan Macaj, Research partner
254. Brad Michael Hanney, Student
255. Dr Daniel Turner, Research Fellow @ University of Southampton - UoD alumnus
256. Saad ali, Previous employee
257. Alex Bryne, De Montfort University
258. Philip Oamen , I am not a student/staff at UoD, but I have friends who are academic staff there.
259. Dr Emma Bolger, Previous External Examiner for iCeGS
260. Tina Carrington, Career Guidance & Development Professional
261. Ciarán McMullan, Staff at Queen's University Belfast
262. Eloise Speight, Postgrad Student at UoD
263. Andrew Tingley, Student
264. Lauran Doak, Associate Professor at UoD
265. April Booker, Alumni
266. Hannah P, 2nd year student
267. Ben Fulford, Staff, University of Chester
268. Shoaib Arif, Student at University of Derby
269. Ahmad Anifowose, Graduate
270. Ruth Richardson, Staff & Student at the University of Derby
271. Tony Watts, Emeritus Professor
272. Dr Barbara Tomasella, STAFF

273. Fiona Cotton, PhD student, another HEI. ECADOC Alumni.
 274. Mauricio Farias, PhD, Consultant, Chile
 275. FIONA CHRISTIE, Manchester Metropolitan University
 276. Dorinthia Clayton, Student
 277. Anastasia Mironova, Alumni
 278. Dr Allison Singer, Previous Staff
 279. Rosie Alexander, Researcher, Aarhus university, Alumnus of University of Derby
 280. Flora Huang, Staff at University of Derby
 281. Lexi Breen, Lincoln UCU
 282. David Andrews, Visiting Fellow, International Centre for Guidance Studies
 283. Mehmet Can Ucar, Research fellow at University of Sheffield
 284. Jim Hordern, Visiting Professor at UoD
 285. Vittoria Sorice, Staff and student at UoD
 286. John Lees, NICEC Fellow
 287. Emma Stringfellow, Manchester Metropolitan University
 288. Claire adshead, PhD student psychology
 289. Zaneta Musilova, Former student/staff
 290. Korin Grant, Community member
 291. Jackie Williams, MSc Student at UoD
 292. Deborah Robinson, Staff (associate), Derby and Strathclyde
 293. Charlotte Sturdy, Student UoD
 294. Tracy Salsbury, Staff - Loughborough University Careers
 295. Lucy Williams, Student
 296. Anja Gogo, Prospective MA student at SOAS, Cambridge graduate, worked for UoD
- Professor
297. Emilio Hogan, External academic
 298. Sammar javed, Staff
 299. Caroline Cheung, Resident with teenage child
 300. Sabrina Davis, Former student and employee
 301. Holly Davenport-Kelly , Student
 302. Sameer Mody, Staff at Loughborough University
 303. Debra McLean, Alumni
 304. Concetta Fonzo, Researcher and EU PM at INAPP
 305. Joseph Turner, Derby resident
 306. Sharan Scott, Undergraduate Student at University of Derby (UoD), BSc Biomedical Science.
307. Abeer Pharaon, Senior lecturer at Manchester Metropolitan University
 308. Christina Purcell, Manchester Metropolitan University
 309. Rebecca Lewis, Biomedical science Student and employee at the union of students
 310. Rachel Walters, Student
 311. Ashni Vaja, Second year student
 312. Resa Crane Bizzaro, International Independent Scholar
 313. Zara Tatem, Former student
 314. Samuel Lewis, Sibling currently studying
 315. Dr Philip James Wickens, Former student and staff at Imperial College London
 316. Julia Zaniewska, Student at UoD
 317. Alison Etches , Staff at University of Derby

318. Callum James Holleyhead, Student at University of Derby, Science Officer of University of Derby Student Union
319. Oliver Jenkin, Career Development Consultant
320. Monira Ahmed, University of Birmingham
321. Alison houlton, Public
322. John Michael Hooley, I am a concerned East Midlands resident
323. Geoffrey Elwell, Concerned citizen
324. Susan Taylor, Careers Consultant Jesmond Park Academy Newcastle
325. Shadd Maruna, Staff at University of Liverpool
326. Neil Richard Stock, Concerned member of the public
327. Jennifer Harper, RCDP Careers Practitioner (no relationship to UOD) but support this petition.
328. Barbara Susan Hooley, Concerned member of the public
329. Sourav Gill, Student at University of Derby
330. Sallie Kneebone, Potential student
331. Dr Alison Martin, Derby City Councillor, Darley Ward
332. Glyn Ellis, Independent Careers Professional who values the worth of careers guidance at UoD
333. Colin Hyde, Friend of the University
334. Dr Lyn Barham, Former Research Associate, iCeGS
335. Rebecca Huston, Alumni
336. Claire Bell, University Admissions BPP
337. Berni Wilson, Professional Careers Guidance Adviser/Tutor
338. Eileen Cunningham, Staff MMU
339. Dr Will Paterson, Staff at University of Nottingham
340. Helena Kostalova, EKS, independent expert
341. Lawrence Moore, Member of the Public
342. Hamza Farooqi, Student at University of Derby
343. Rachel Tedesco, Supporter of ICeGS staff facing cuts
344. Professor John Preston, University of Essex
345. Sharon Davis, Phd student
346. AFRAH HASHEM, Student
347. Bethany Morris, Student family member
348. Lucy Faire, AL Open University
349. Ruth Tully, Alumnus
350. Julie Boggon, Concerned citizen
351. Dr Drew Bird, Ex member of staff
352. Louise Pullen, Member of the public
353. Kristina Mariager-Anderson, Associate professor, PH.D. Aarhus University, Denmark
354. Rebecca Callard, Career Guidance professional
355. Rhiannon Roberts, Concerned citizen
356. Phil Jones, Staff
357. Alexandra Hemingway, University of Portsmouth
358. Laura Earle, Member of the public
359. Pauline Jas, University of Nottingham
360. Larissa Sandy, Associate Professor at University of Nottingham, academic colleague

361. Clare Meads, Student
362. Liv Boyce, Staff at UOD
363. Cath Feely, Staff at UoD
364. Tom Andrews, Staff
365. Adrian Buckner, Retired member of Academic staff (UOD)
366. Giulia Levi, Lecturer, University of Derby
367. Francesco Vincenzo Ferraro, University of Derby
368. Chris li, Student
369. Rae Buckley, Student of BA Photography
370. Phoebe Start, Student
371. Kenny Stevenson, Student
372. Ethan Hall, Student BA HONS Photography
373. Grace Chapman, Student
374. Joel Newton-Brown, Student at University of Derby
375. Alex Aplin, Student UOD
376. Ifza Shakoor, Student
377. Alfie Crabtree, Student
378. Madelaine Rose Clark, Student
379. Claire Sedgwick, former employee at UoD
380. Charlie Blackwell, Student
381. John Edenzor Titterton
382. Becki Pate, UCU Branch Chair Nottingham College
383. Wendy Kelman, Concerned member of public
384. Rajinder Bhui, other HE
385. Arjun Binninh, Student
386. Kathie Mepstead, Student family member
387. Vanessa Harris, Member of public
388. Phil Mepstead, Student family member
389. Cara Penry Williams, staff at UoD
390. Mason Andrew Colin Robinson, Student
391. Simon Heywood, UoD Staff
392. Alastair Davidson, Councillor, Derby City
393. Lucy Patricia O'Sullivan, BA with honours former student.
394. Neil Pennell, Alumni, University of Derby
395. Nicki Young, Research by Tristram Hoolley has supported my development as a careers professional
396. Jonathan Peace, Previous graduate
397. Bobby Derbyshire, Ex student
398. Charlotte Lunn, Former student, current invigilator
399. Chris Pritchard, Staff at Nottingham Trent University, Branch Secretary NTU UCU, UCU East Midlands Regional HE Chair
400. Louis Dean Brentnall, Former Staff
401. Nathan Fidler, Alumni
402. Tia Owen, Alumna of UoD
403. Mickalena Borrelli, Student
404. Sarah Ryan, International guidance community member
405. Raymond Olas, PhD student
406. Prof Diane Waller OBE, Former external examiner

407. Nikki Basra, MSc student
408. Eilish Simpson, Alumni
409. Kirsten Whitehall, Staff at UoD
410. Amanda Davis, Staff
411. Mira Vogel, Wellwisher
412. Jan Ellis, Supporter of iCeGS at the University of Derby
413. Richard Brook, Member of the community
414. Alen Toplisek, Senior Lecturer at the University of Derby
415. Megan Wild, Former Undergraduate
416. Charlie Fletcher, Student at University of Derby
417. Kathleen McIlvenna, Senior Lecturer, University of Derby
418. Melanie Bhenf, Staff at University of Nottingham
419. Bill Esmond, Staff
420. Professor Simon McGrath, University of Glasgow
421. Alex Graham dawson, 100580473
422. Alexandra Price, Publisher
423. Alexander dDng, Professor at University of Leeds
424. Ida Lassing, Alumni
425. Dr Deborah Earnshaw, Senior Lecturer at Birmingham City University, alumni of University of Derby
426. Maria Szymanska, Student at University of Derby
427. Dr Leah Ridgway, Lecturer at Dublin City University, former tutor at UoD
428. Alister Clay, Student
429. Laura Stroud, Student
430. Francesco Belcastro, Staff at Derby
431. Cristian Croitoru, University of Nottingham
432. Ayesha Gaye, Alumni
433. Princie Kudhail, Alumni, Part time staff
434. Suzanne Tupling, Previous student
435. Samara Lemon, Zoology student and student ambassador for SCL an WP
436. Shani Bacon, Student at the University of Derby
437. Rosalind henrick, Second year BSc psychology student
438. Stephanie Rushton, Staff at University of Derby
439. Kayleigh healy, Student
440. Mary, Previous student
441. Patrice Haynes, Staff at University of Nottingham
442. Rebecca Borthwick, Friend of a Student
443. Lorena S. Gadella Kamstra, Staff at University of Nottingham
444. Emma Jones-Gill, PhD Student at Kingston University, University of Derby Alumni.
445. David Bethell, Visiting lecturer
446. Dr Lesley Doyle, Senior Lecturer, University of Glasgow
447. David Bryson, Retired Senior Lecturer from University of Derby
448. Amelia Clark, BSc (Hons) Forensic Science third year student at the University of Derby, Student Ambassador at the University of Derby
449. Ian Reece, Doctoral Student
450. Leesa Wheelahan, Professor Emerita, University of Toronto
451. Simon Cook, Staff at University of Dundee, research collaborator with UoDerby colleague

- 452. Katie Anne Riley, Forensic psychology student
- 453. Alice Jones, Student at Bournemouth University - saw on LinkedIn
- 454. Dawn Forman, Professor of Academic Leadership
- 455. Nel Beaumont, Staff
- 456. Terry Rich, HE Observer and supporter of Derby Uni
- 457. Professor Naomi Shiner, Alumni
- 458. Teresa Rushton, Associate Lecturer and DOS
- 459. Dr Ellen Yates, Retired senior lecturer at UOD
- 460. Ian Randall, Staff Derby University
- 461. James Elander, Professor of Health Psychology, University of Derby
- 462. David Mark Powell, Retired Senior Lecturer in Teacher Education at University of Huddersfield
- 463. Leonie o'connell, Former student
- 464. Moy McCrory, Retired Senior Lecturer @UoD & Hawthornden Fellow
- 465. Wendy Wood, Staff
- 466. Linnéa Österman, Gothenburg University
- 467. Laurence Baldwin, Senior Lecturer at University of Lincoln, UoD alumnus
- 468. Tobyn Bell, Alumni
- 469. Kirsty wood, Student
- 470. Kayleigh O'Brien, Alumni
- 471. Dr Tara Hickey, Adjunct Research Fellow, Monash University, Australia
- 472. Nelica Lagro, Retired from University sector (UEL)
- 473. Anita Pattani, Staff
- 474. Lindsay Gitimu, Student
- 475. Ladi Mohammed, Professional
- 476. Jill Gould, Staff at University of Derby
- 477. David Andrew Edwards, Student
- 478. Joseph Milestone, Student at UoD
- 479. John Paul Cassella, Previous employee
- 480. Dr Neil Radford, Former UoD employee
- 481. Monica White, University of Nottingham
- 482. Sarah Koko, Student at University of Derby
- 483. Mally mallinson, Partner of staff member
- 484. Louise Rutherford, Student
- 485. Tyler Grant Hooley, Student
- 486. Alexandra Hudson, Staff at University of Derby
- 487. Rob Peutrell, Community Ed. Nottingham
- 488. Dr Yoon Irons, Staff at University of Derby
- 489. Ruby Herd, Friend
- 490. Yuti Bhundiya, Friend
- 491. Ria Patel, student
- 492. Caroline Leedham
- 493. Brianna Harrington, Collaborator
- 494. James Mitchell, Staff
- 495. Frances Anne Maratos, Staff at University of Derby
- 496. Karl Mitchell, PhD Student at UoD
- 497. Anonymous, PhD student & Academic
- 498. Peter Macaulay, Staff, University of Derby

499. Hettie Roebuck, Staff at University of Derby
500. Judith Forrest, Past Member of Council - now concerned member of the public. MSc alumna of UoD' mother of UoD alumnus who received much help in his mental health difficulties; careers guidance professional in a previous incarnation
501. Dr Sarah Cresswell at UoD, Staff, Senior Lecturer
502. Kisane Prutton, Student
503. Tonimaire Benaton, Student
504. Tom Page, Staff
505. Dr Melanie's Haughton, Staff
506. Jessica Hottinger, Former student
507. Rebecca Foster, Staff
508. Dr Simon Bignell, Senior Lecturer in Psychology at University of Derby
509. Dr Ben Anderson, Keele University
510. Daria Kuss, Associate professor
511. Matthew Jackson, BEng Civil Engineering Student
512. Natalie Zadurian, Staff at University of Derby
513. Yvette Kusel, Member of the public
514. Julie Hurst, Student
515. Dr. Julia E. Wahl, Former PhD student
516. Tam Salter, Friend
517. Jill Blount, Past Masters student
518. Sharon Brennan, Staff
519. Anna Burton, Staff at UoD
520. Michelle Brooks-Ucheaga, staff
521. Professor Theo Gilbert, PhD, SFHEA, My international research career built on the findings of academics at Derby
522. Dr. Donna Barnes, Senior lecturer
523. Kate Hirst, staff
524. Amanda Biggam, staff
525. Gulcan Garip, Staff at University of Derby
526. Fiona Holland, Senior Lecturer, University of Derby
527. Nic DeVeaux, Staff - University of Lincoln
528. Christina Penna, staff
529. Ptarmigan Plowright, PhD student at UoD, staff at The Compassionate Mind Foundation
530. Kelly Morter, Staff at Compassionate Mind Foundation, University of Derby
531. Edzia Carvalho, Academic at University of Dundee
532. Amanda Wallace, Senior lecturer University of Derby
533. Angela Daly, Professor of Law & Technology, University of Dundee
534. Ian Danton, PhD Student and Associate Lecturer
535. Ian Roache, Tutor/PGR at University of Dundee
536. Hedda Lindheim, Former student
537. Dr Joanne Tatham, Reader, Royal College of Art, London
538. Hannah Wharton, Attended employer employer/courses and other civic society activity
539. Ian Dolan, Staff/lecturer Arts University Bournemouth
540. Rahul Patel, Joint UCU Branch Secretary, University of the Arts London.
541. Maria Thrasivoulou, Staff at the UoD

- 542. Robyn Mooney, Former Staff at University of Derby
- 543. Holly Limbert, Staff at University of Derby
- 544. Karen Bentley, Coombe Girls' School and Sixth Form
- 545. Shivendra Naidoo, Senior Engagement Lead, ORCID
- 546. Caroline Locke, Staff
- 547. Kelly Evans, Alumni
- 548. Huw Costin, Family member of staff under threat of redundancy
- 549. Charley Etheridge, UoD alumna
- 550. Louise K Wilson, Staff at University of Leeds (previously Doctoral student at Derby)
- 551. Lindsey Lukehurst, Petition supporter
- 552. John Bevan Newling, Emeritus Professor of installation Sculpture
- 553. Boban Simonovic, Staff
- 554. Dr Sharon Smith, GOB SQUAD
- 555. Professor Jon McGregor, University of Nottingham
- 556. Lou Hankins, Lecturer at Nottingham College
- 557. Tamara Mellon, Graduate from the UoD – 2018
- 558. Nia Alston-Holmes, Friend of Caroline Locke
- 559. Rachel Dineley, Alumni
- 560. Jenny Smith, Alumni- MA Fine Art
- 561. Rob Duley, Husband of UoD Lecturer
- 562. Samantha mason, Southampton University Visiting lecturer
- 563. Nathan Walker, CBT Therapist, UoD Graduate
- 564. Luke Gordon-Calvert, Alumnus and professional services staff member at UoD
- 565. Hilary O'Donnell, Concerned member of the public
- 566. David Dent, Ex-undergraduate and postgraduate student
- 567. Sally Waddingham, Staff at NTU
- 568. Fiona Hamblin, Senior Lecturer at NTU
- 569. Mine Kaylan
- 570. Dr. Vincent Felde, Assistant Professor, Leibniz University Hannover, Germany,
- 571. Academic Colleague of a UoD researcher
- 572. Fiona Robertson, Friend of staff member
- 573. Abigail Hall, Former student (2013-2016)
- 574. Kirsten McEwan, Staff
- 575. Robert Ayers, Retired Professor at Nottingham Trent, neighbor, regular visitor
- 576. Judith Airey, Student
- 577. Dr Allister Mactaggart, Independent researcher
- 578. Anita Morling, Staff at UEA
- 579. Claire McDonald, Forest bathing & CFT supervisee of Prof Kirsten McEwan
- 580. Deana Heath, University of Liverpool
- 581. Imogen Shaw, Staff, Bristol University
- 582. Henriette Louwerse, University of Sheffield
- 583. Alexandre, Liverpool John Moores University, external examiner
- 584. Nikolaos Diamantis, Professor at U. of Nottingham
- 585. Melanie Brunner, University of Leeds
- 586. Rachel Jacobs, Associate and Research partner
- 587. Margaret Jepson, Member of public
- 588. Ana Castano Arques, Staff at University of Oxford
- 589. De Sara Prot, Lecturer at Coventry University

- 590. Joseph Mckenna, Alumni
- 591. Rachel Cristy, Lecturer at King's College London
- 592. Randy Banks, University of Essex (Retired)
- 593. Gintare Forshaw, PhD Student at UoD
- 594. Martin Pennington, Leicester University retired member
- 595. Marius Kwint, Staff at University of Portsmouth
- 596. Dr C.H. Bryant, Lecturer, University of Salford
- 597. William Crosby, Staff, Anglia Ruskin University (fellow UCU member)
- 598. Dr Bethany Simmonds, Aberystwyth University, Senior Lecturer
- 599. Jon Hackett, Brunel University Staff
- 600. Peter Girling, Staff at Cambridge University
- 601. Dan bohane, Friend
- 602. Amanda Tatton, Lecturer at Open University
- 603. Colin Waugh, Retired
- 604. Anne Delauzun, University of Reading
- 605. Christina Gore, Student university of derby
- 606. Umberto Albarella, Staff at University of Sheffield
- 607. Barbara MacMahon, Former staff member
- 608. Lee McFarlane, Runshaw College
- 609. Melanie Flynn, Staff at Liverpool Hope University and alumnus of Derby University

LLB

- 610. Shivani Rao, Student at the LSE
- 611. Thomas Rowley, Alumni
- 612. Ray Campbell, Teaching Fellow, Royal Holloway University of London
- 613. Henry Holborn, Edge Hill University
- 614. Dr Tim Reinke-Williams, University of Northampton
- 615. David Thomas, Lecturer, University of Brighton
- 616. Sheila Webber, Staff at University of Sheffield
- 617. Mic Porter, Retired - ex OU
- 618. Sophie Williams, Staff at University of Derby
- 619. Peter Goddard, University of Liverpool
- 620. Emma Thorpe, Artist
- 621. Anna Dixon, Friend of staff and concerned member of public
- 622. Andrew Stride, Student
- 623. Kathleen Moeller, University of Derby alumnus
- 624. Chris Downs, The Open University
- 625. Miles Chalcraft, Staff at Bard College Berlin
- 626. Stefan Machura, Bangor University
- 627. Dr Jamie Bird, Staff at University of Derby
- 628. Sheila evt
- 629. Dr Lydia Wysocki, Staff at Newcastle University
- 630. Marianna Manousaridou, former employee at UoD
- 631. Tania Lyden, Colleague, University of Warwick
- 632. Owen Robert Butler, Disability Adviser, University of Nottingham
- 633. Carole Southall, University of Northumbria
- 634. Karl McCreadie, Ulster University
- 635. Louise Kenyon, Staff at Loughborough University

- 636. Dr Ann Kilanska, Consultant Clinical Psychologist, attended training at UoD in the past
- 637. Sofia Paskaleva, Student
- 638. Stefan Batorijs, associate of Kirsten McEwan
- 639. Victoria Metcalf, PhD Student at University of Huddersfield in career development - ICeGs critical research center!
- 640. Matthias Feist, Staff at Queen's University Belfast
- 641. Carina Hart, Staff at University of Nottingham
- 642. Lisa Ferrari, Staff, University of Derby
- 643. Nicola Coxon, Ex-colleague/alumna
- 644. Ellen Vanderhoven, Staff at University of Glasgow, research collaboration with UoD colleagues
- 645. Lauren Sandford, Staff at LSTM; concerned HE colleague

Comments

As the former chair of the Placements in Industry Network (PlaceNet), I fondly remember working with UoD colleagues. I always understood Derby as a centre of excellence in careers research. Losing someone like Prof. Tristram Hooley, an internationally recognised expert in this field, would be a great loss. At a time when the impact of higher education as a motor of growth is important, this looks short-sighted. - **Matthias Feist, Staff at Queen's University Belfast**

Kirsten has been instrumental in supporting the invaluable research carried out by our students and graduates. Her advice and knowledge in relation to the specifics of Forest Bathing research has made an important contribution to our work and to promoting the benefits of Nature based interventions. - **Stefan Batorijs**

This is outrageous - **Emma Thorpe, Artist**

This is yet another criminal act against education, the most important and essential resource for young people in our society. Where would we be without education and the dedicated people who deliver it. Shame on you. - **Anna Dixon, Friend of staff and concerned member of public**

Uncertainty of situations like this along with the potential harm of such decisions being made will only harm the students, staff and the future of the University as a whole. This kind of short sighted approach can't be ignored particularly when it threatens these uniquely skilled and dedicated individuals. - **Thomas Rowley, Alumni**

My director of studies Yoon is the reason I successfully completed my doctoral studies. I am saddened that hardworking amazing academics like her are even put in this situation! We need more of them not less. - **Christina Gore, Student University of Derby**

The work of ICeGS colleagues is a huge asset to careers professionals, and those they serve. Why risk the reputational damage of stifling colleagues and their work that is so well-regarded nationally, and internationally? - **Anne Delauzun, University of Reading**

Paul Elliott is an incredibly dedicated and passionate historian and always has been in the 30 years we have been friends - **Dan Bohane, Friend**

This is appalling. - **Marius Kwint, Staff at University of Portsmouth**

Stand up for HE! - **Martin Pennington, Leicester University retired member**

I have worked with staff at the University and currently working with a member of staff to bring funding into the university for a new research project, this is a ridiculous and short sighted proposal that devalues the amazing work of these members of staff, and will continue to decrease morale in the students and staff, companies and partners that work with the University, damaging the University's national reputation. - **Rachel Jacobs, Associate and Research partner**

In solidarity. We are going through the same thing. - **Imogen Shaw, Staff, Bristol University**

I can think of no rationale for this absurd plan - **Robert Ayers, Retired Professor at Nottingham Trent, neighbor, regular visitor**

This action is short-sighted, my colleagues are already struggling under the strain created by a lack of personnel. Further cuts will make the work at UoD unfeasible and will negatively affect students, especially PhD's. - **Kirsten McEwan, Staff**

It is probably the worst indication for a university to maintain high standards when their academic staff with excellent and productive research profiles who are also highly competent and committed in their teaching practice are undervalued to the extent that they face redundancies. A serious case of an H.E. institution shooting itself in the foot. - **Mine Kaylan**

As an ex- mature student and husband of an ex-senior lecturer at the university I feel that this policy of redundancies is another step towards destroying what was becoming an amazing academic institution. My student experience in fine art was exceptional with incredible staff facilitating a great learning experience. **David Dent, Ex-undergraduate and postgraduate student**

Stop the redundancies - **Hilary O'Donnell, Concerned member of the public**

Caroline Locke is a huge credit to the BA (Hons) Fine Art programme and the city of Derby with her expertise, academic background and specialised experience. - **Nathan Walker, CBT Therapist, UoD Graduate**

Caroline is passionate, committed & dedicated to the learning, development and success of all - **Nia Alston-Holmes, Friend of Caroline Locke**

My partner has dedicated most of her adult life - with great passion, dedication, energy and care to her students, and on behalf of Derby University. Many students have signed up to Derby Uni because she believes in the power of art to transform & give richness to life, and in the power of creativity, and that Derby University was the best place for those students to spend some of the best years of their lives. She has worked well over her contracted hours during all her time, cared deeply for students through hard times like the pandemic, and added value to the University through her tireless and deeply connected and exemplary work as an artist. I know she is not the only one in a similar situation. If our worst fears come true the powers that University will have shot itself in the foot. Wouldn't it be better for the powers that be to come up with a just, sustainable, fair, creative and intelligent solution - in consultation with staff, and the union. It's supposed to be a University, an institution - not JD Sports. - **Huw Costin, Family member of staff under threat of redundancy**

I have dedicated 24 years of hard work nurturing student talent and development cutting edge research only to be treated like 'just another number' at the University of Derby. I am appalled at the way staff have been treated over the last few years and as part of the new redundancy initiative. I am extremely concerned about the impact of bad decision making on our learning environments. - **Caroline Locke, Staff**

It is difficult to understand the damaging cuts and redundancies being put forward by the Uni of Derby and how this will affect the reputation of the uni in terms of academic excellence and student experience.

In my sector of secondary education, Uni of Derby's research into Careers Education has been pivotal in developing professional understanding and knowledge of the sector and improving educational outcomes for our students in state schools.

The academics in this field are highly regarded and the research and resources they share with professionals is integral to careers education in the UK. - **Karen Bentley, Coombe Girls' School and Sixth Form**

Some much for never-ending money for war and destruction but never for education. - **Rahul Patel, Joint UCU Branch Secretary, University of the Arts London.**

I've been supported both by colleagues at Derby University in both work related and non work related matters over the past 12 years and they have always gone above and beyond to help me when I've asked for extra information or advice. Please don't lose this, knowledge, experience and goodwill, thank you. - **Hannah Wharton, Attended employer employer/courses and other civic society activity**

Solidarity fae Scotland. - **Ian Roache, Tutor/PGR at University of Dundee**

Loss of these academics, by their role recognised for their capability and accomplishment, feels like the last move the University I have come to respect should be making. I am all too aware of the need for difficult decisions in my own career, however this cut feels too deep and inherently counter-productive, running the risk of precipitating further decline. - **Ian Danton, PhD Student and Associate Lecturer**

I wanted to stress the reputational risk and imminent damage to the research environment of the institution that such a decision brings. - **Christina Penna, staff**

I am sure there are different ways in which the University can save money rather than go to this extreme. This has the potential to affect morale of the remaining staff, leaving them even more overworked, trying to support too many students them feeling insecure, heading towards burnout and looking for jobs elsewhere leaving the University in an even more difficult situation. - **Kate Hirst, staff**

The cutting edge empirical work on compassion by academics at Derby is world-class - there is no other research like it in the world. This is why compassion-focused therapy - based on on its enduring patient results - is the fastest growing therapy in the world.. Implementing these Derby academics' work into other contexts, for example teaching and learning as in Engineering, Computer Science, Law Life and Medical Sciences, Business and Law at my university alone, Hertfordshire, means cognitive compassion in teams is now credit bearing towards degrees in all these disciplines. Moreover, there are now staff from 90 universities, pursuing the same. The results are greater student belonging, and critical thinking capacities in team/group work as published studies outside Derby have shown again and again. This is all thanks to Derby senior academics. In this area alone then, Derby appears to be making a dangerous decision that will undermine any university's remit: to serve the public good, and for Derby in particular, risk its tumbling in the league tables over time. That's because such expertise, across Derby, not just for

the Psychology Department, cannot be replaced or magicked up in a couple of years when things get better. Reputation in these areas will have to be built from scratch - an impossible recovery/survival task within today's league tables. - **Professor Theo Gilbert, PhD, SFHEA**

Be the change you want to see in the world University of Derby! - **Tam Salter, Friend**

Shocking! Especially considering what's happening in the US..., and some of the salaries for the high-up people. Caste system as always. - **Dr. Julia E. Wahl, Former PhD student**

When redundancy occurs you lose the expertise within the university and the wider and longer term commitment of staff. Redundancy impacts staff loyalty as people need to think about their own career and as such may move earlier. And whilst you reduce costs this is relative, you lose the expertise / you have to retrain people over and over again, which then minimises the essence of the university of Derby - it also impacts on confidence of the university from outside both in terms of student and staff recruitment and also Research commitments. Multiple changes in staff impact upon study and as a student changes in staff decrease the confidence of the university. Redundancies are a short-term gain - in the long run everybody loses - The uod could explore sabbaticals/ condiments and other alternatives. - **Tonimaire Benaton, Student**

Loss of senior academics will jeopardise the reputation of the university and be a serious deterrent to junior academics and students seeking excellence. - **Kisane Prutton, Student**

I am saddened by the short-sighted approach which threatens the loss of a hugely expert and experienced cadre of senior staff. This will have catastrophic reputational results. - **Judith Forrest Past Member of Council - now concerned member of the public. MSc alumna of UoD' mother of UoD alumnus**

Derby is lost, how much money are we going to throw at the wall until something sticks? A law building, a super lab - these are great, but are they Derby? How long have we been known as THE law university or THE biomedical specialists? We need new, we need cutting edge but we need to be Derby. We need to be BETTER.

We talk about diversity and inclusion, we talk about TEF and REF, we talk about the attainment gap. Then we build an 800k+ transport hub that's a glorified bike shed with a nice interactive sign? (I appreciate that a grant was involved but it's terribly underwhelming). We rebrand seemingly every 2 years and some have been... horrifying. Money is being thrown everywhere but where it's needed and the solution is to remove those who WE as an institution have awarded professorship for the excellence?

Perhaps our numerous boards and committees might just speak to the people who do the ground work, Derby as a company is reliant on its academics. Derby as a company is removing academics. How will Derby as an education provider recover? I fear that it in fact won't.

This needs to stop, and the University of Derby needs to find its sense of self before it crumbles from the middle. - **Anonymous, PhD student & Academic**

It's abysmal that the uni is treating their staff like this. do better! - **yuti bhundiya, friend**

STOP redundancies. Teachers and assistant professors are our foundation! Have shame. - **Sarah Koko, Student at University of Derby**

Please do not do this..... so many people have worked too hard to make Derby what it is - **John Paul Cassella, Previous employee**

I am against these redundancies. Sending solidarity - **Tobyn Bell, Alumni**

This is surely a backward step for any aspirational professors. How on earth can staff at this or any university look to reach a standard of excellence when this very role is being denigrated. - **Terry Rich, HE Observer and supporter of Derby Uni**

Funding cuts affect everyone, but this is not the way to rectify such issues. Making valued staff members and associates redundant only hurts the University and their general reputation- surely the student union could help with this too?? - **Amelia Clark, BSc (Hons) Forensic Science third year student at the University of Derby, Student Ambassador at the University of Derby**

I must admit if I had stayed I would have been on the list but I took a severance package so I could fully retire though I still miss everybody and the skills and knowledge I could bring to STEM courses on the photography side of things - **David Bryson, Retired Senior Lecturer from University of Derby**

University of Derby believed in my academic journey when I had to go through Clearing, and staff fostered a genuine thirst for education and positive environment for teaching. To cut staff would be detrimental to academic endeavours and create larger gaps in knowledge and learning for all students, regardless of their learning style or course choices. - **Emma Jones-Gill, PhD Student at Kingston University, University of Derby Alumni.**

It's not the facilities that make a university it's the people. This is disheartening news, I have learnt so much from my lecturers and course staff that is invaluable and has shaped me into the person and professional I am today. I would not want to graduate without these people by my side. - **Kayleigh healy, Student**

Please reconsider this disturbing decision, it is potentially damaging to the long-term academic reputation and impact of the university. We have spent years developing an excellent research community. Also I am mid way through a PhD and have spent 3 years immersed in research what will happen if my supervisors are made redundant. - **Stephanie Rushton, Staff at University of Derby**

I have very little respect left for this institution. First the accessibility baiting, and removal of accommodations for disabled students and now we're defunding the staff? This is not an issue caused by lack of resources, this is the University of Derby showcasing where its priorities truly lie. - **Rosalind henrick, Second year BSc psychology student**

As a current Zoology student at the University of Derby, I am deeply disheartened and concerned by the proposed redundancies targeting Professors, Associate Professors, and Readers. During my four years here, the dedication, expertise, and mentorship of the academic staff — particularly within the Zoology and Biology programmes — have been instrumental in shaping not only my

academic success but also my personal growth and career aspirations.

These staff members have gone above and beyond to support students in both taught modules and independent research. Through opportunities like the On-Campus Internship Scheme and the Undergraduate Research Scholarship Scheme, I've had the privilege of working directly alongside academics whose knowledge and guidance have provided me with valuable skills, workplace experience, and the confidence to pursue a future in science.

The proposed cuts will be devastating. STEM subjects are already struggling to attract and retain students across the UK — removing nearly half of the academic staff in these programmes will only worsen this crisis. Fewer staff means fewer opportunities for supervision, mentorship, and support, leading to lower student satisfaction, poorer academic outcomes, and an increased risk of dropouts. It also jeopardises the future of hands-on learning experiences that give students a competitive edge when entering the workforce.

This decision is not only short-sighted but unjust. It punishes the very people who make the University of Derby a vibrant and innovative academic institution. Our academics are not just educators — they are researchers, mentors, and changemakers. Their passion is contagious and has empowered students like myself to believe that we, too, can make a difference in a world facing urgent environmental and societal challenges.

I stand in full opposition to these proposed redundancies. I urge the University to reverse this damaging course of action and instead open a transparent, honest dialogue with staff and trade unions to find a sustainable and ethical solution that truly values people — as promised in the University's own strategic framework. - **Samara Lemon, Zoology student and student ambassador for SCL an WP**

This is a really sad situation for lots of people at the university and the wider public within it's reach. I hope a solution can be found - **Alister Clay, Student**

UoD gave me fantastic teaching opportunities at the start of my academic career. I'm very disappointed to hear of redundancies - **Dr Leah Ridgway, Lecturer at Dublin City University, former tutor at UoD**

These redundancies must not go ahead. Our professors, which these redundancies would affect, play a vital role in the quality of our learning and work extremely hard to make our learning experience unique and worthwhile. Their expertise and support is very important in helping students reach their potential, at least as helpful if not more so than specialist facilities. Losing these members of staff would have a huge negative impact on current and future students. - **Charlie Fletcher, Student at University of Derby**

UoD gave me the opportunity to restart my life in my early 20s and I could not have done it without the abundance of nurturing, passionate lecturers.

Now I am a qualified Secondary School Teacher, thanks to my writing course with UoD, and I couldn't imagine being made redundant in such a rewarding career.

It would be a shame to see any teacher, lecturer, member of education, etc., be prevented from continuing their career. - **Megan Wild, Former Undergraduate**

On what open, fair and transparent grounds have individuals been selected? - **Jan Ellis, Supporter of iCeGS at the University of Derby**

This will negatively influence this enterprising and valued university and its staff and student body. Derby has become an example of a truly innovative university. - **Prof Diane Waller OBE, Former external examiner**

Stop the professors redundancy Now - **Raymond Olas, PhD student**

Dreadful - **Alastair Davidson, Councillor, Derby City**

If you lose key academics you risk the university's reputation as a revered place of research and potentially risk losing student applications for future cohorts - **Nicki Young, careers professional**

I was a mature student between 2019 and 2022, first on the Film Production degree and then moved over to Create Writing during the pandemic. Thanks to great lecturers such as Russell, Barry, Simon, Moy, Adrian and many others I learned so much and thanks to their support finished not one but three crime novels which were published by Hobeck Books. This opened up many opportunities for me: I was asked to read at Bloody Scotland; I read at several libraries and several thousand copies of my books were sold. - **Jonathan Peace, Previous graduate**

I am now writing the fourth book in the series and none of this would have happened without the dedication, support and inspiration these lecturers offered. I know that this attitude is reflected amongst the entire staffing team and such cuts will be detrimental to the university, its students and the community as a whole, not to say the horrendous effect this will have on these people who have dedicated their lives to help raise others.

Derby university lecturers are paramount to shaping people's futures and I personally have learnt a lot and am undertaking a successful writing career, hugely due to the wonderful creative writing lecturers at the university. I have also conversed with and worked with many wonderful staff members through note-taking and invigilating. Your staff deserve to be supported, looked after and retained. - **Charlotte Lunn, Former student, current invigilator**

There are many abiding memories of my time at the University of Derby - but my academic ones were facilitated by staff and professors who were not only kind and generous, but immensely experienced in their fields. As others have said, compulsory redundancies (after what seems to be a wilful lack of engagement from the University) will have a knock on effect on the workloads of remaining staff, and by extension on students. In turbulent political times where knowledge is under threat in all quarters, the University should be working to retain its academics, not sowing the seeds to get rid of them. - **Tia Owen, Alumna of UoD**

This is distressing news. Since hearing of this latest development from colleagues that I have kept in touch with since my own retirement, I have looked in vain for a meaningful statement from the Governing Council about how they view the future of Derby's academic reputation. Apologies if I have missed this, but if I haven't and one is in preparation, please avoid the phrase 'remain committed to...' - **Adrian Buckner, Retired member of Academic staff (UOD)**

Appreciate hard work and pay the people that makes this university what they are worth. - **Joel**

Newton-Brown, Student at University of Derby

This makes no sense - if the foundations crumble, so will the rest of the university - **Ifza Shakoor, Student**

The staff put a lot of effort into making out uni experience amazing and it's a shame that the higher ups don't recognise or consider this! - **Alfie Crabtree, Student**

Sending solidarity from Nottingham College - **Becki Pate, UCU Branch Chair Nottingham College**

Cutting these staff will leave a gaping hole in the University's capacity to bounce back from financial difficulties, since they are surely the people most likely to draw funding and good will into the institution. - **Alexandra Hemingway, University of Portsmouth**

Professor Hogan has an international reputation in her field, it would be absurd to dismiss her. She's world leading in the arts and health, so it would be detrimental to sack someone of this standing. - **Anja Gogo, Prospective MA student at SOAS, Cambridge graduate, worked for UoD Professor**

Perhaps a reduction in the inflated salaries of the most senior members of staff is in order rather than sacking the academics who represent the pillars of the institution... - **Emilio Hogan, External academic**

Tristram Hooley is a distinguished international professional and academic, highly respected for his expertise, research and contributions to the field of Career and Lifelong Guidance. His work has had a profound impact on the global community, and he is widely recognized as a pioneer and thought leader in his areas of specialization. To lose his input would be a major loss, as his experience and wisdom are essential for the progress and development of many fields. - **Concetta Fonzo, Researcher and EU PM at INAPP**

I am embarrassed to even be commenting on this. How did this happen? We lead sustainability and champion programs due to our incredible Prof. Drs. and associates. They are what make UoD great. We pioneer new thoughts, ideas and actions. Without these truly incredible people and their support, what will the UoD become? This news has saddened and shocked not only me but everyone bar the powers to be. I am appalled at the lack of transparency and can already feel such a great sense of loss and grief for our staff and students alike, not to mention the mental health implications, not only for the prospective students who are threatened with the loss of their supervisors but to the supervisors themselves and their families who through absolutely no fault of their own are up against something that should never have happened in the first place. Come on UoD! You can do better than this! We are nothing without these people! Time for you to pull something out of the bag to secure our teacher's employment. Huge respect and support are with each and every one affected. - **Sharan Scott, Undergraduate Student at University of Derby (UoD), BSc Biomedical Science.**

Professors and academics are valuable assets. Cuts can be in so many other ways in using your resources in sustainable ways - **Abeer Pharaon, Senior lecturer at Manchester Metropolitan University, no relationship to UoD**

The staff we have at this university are phenomenal and it would be utterly detrimental to the students education to even lose one of them. Every lecturer provides a unique teaching style and their own set of unique experience within the field. My lecturers are inspirational and one of them is directly responsible for saving my mother's life, due to his experience with diabetes and hemachromatosis. Had he not had the experience and shared it with us and had conversations with me I would not have been able to redirect my mother's medical care to appropriately manage her condition instead of slowly killing her. Experience like this is LIFE CHANGING not only personally but also on an academic level, many students on my cohort have made choices on what they would like to do with their careers based on the inspiration of lecturers, lab techs and all the wonderful staff we have. Loosing just one lecturer will have a profound impact and I truly believe would negatively impact my experience within the university, my education, and my wellbeing. While I understand the financial implications universities are under forcing redundancies and limiting research are detrimental to the public and to the students that are paying tens of thousands of pounds to study at this university - **Rebecca Lewis, Biomedical science Student and employee at the union of students**

Professors, senior professors, and associate professors should not be made redundant. As a Biology student, my academic leaders and professors have played a pivotal role in the quality of my education through their research-informed teaching and support. This is at least equally as important as specialist facilities. They have worked tirelessly in their field, and provide a consistently unique teaching experience relative to any other university. Experienced researchers on the teaching staff have enabled this informed teaching, and has made this university stand out when compared to other universities. Losing these exceptional academic professionals would be a major loss for the quality of education this university provides. The impacts this will have on students will be drastically adverse, and students will no longer experience the contributing factor to University of Derby's gold rating status. We as students need our professors' knowledge to not only guide us, but enable us to excel in our education. These redundancies must not go ahead, and our professors must remain in order to prevent this downfall of the university to the hands of this injustice. - **Ashni Vaja, Second year student**

We need excellence more than ever! - **Zara Tatem, Former student**

Our universities in this region have an importance well beyond the Universities themselves and are an essential part of our society in many ways. These proposed redundancies seem to me to be particularly ill advised in the face of competition from other universities within and beyond the UK. The rational decision would be to retain the current strong and impressive team in order to beat that competition That level of ambition would be completely undermined by this action. In effect you would be saying to students, " don't come here, we have lost many of our most accomplished people because we have decided that we are second rate. - **From a concerned East Midlands resident**

At a time when we as a country are facing industrial changes we need Higher Education to lead the way. I never thought I would say this, but the time has come to nationalise universities to ensure parity of education and prevent this focus on profit and profiteering by a few at the expense of students, staff and the country. Take away the competitive element of universities and the need to pay outrageous salaries to a few is removed. - **Glyn Ellis, Independent Careers Professional who values the worth of careers guidance at UoD**

Cuts of this sort rarely make a substantial difference financially but do lose the University experience, expertise and reputation. Please think again. - **Colin Hyde, Friend of the University**

As a former university employer who accepted voluntary redundancy (jumped before I was pushed) I empathise with the challenges that Tristram and his colleagues are facing. It is a short term solution to the overwhelming issues facing HE. Without the commitment of the staff the university will not be able to sustain the support for the students and the wider community/stakeholders. Research is fundamental to the Careers Guidance professional. This is an essential requirement to maintain our professional status. Tristram is a key authority in this world wide field of expertise. Please reconsider your response and find other ways to generate income. - **Berni Wilson, Professional Careers Guidance Adviser/Tutor**

The decimation of tertiary education around the world must cease. - **Lawrence Moore, Member of the Public**

I'm in my final year of study, my two mentors are professors. I'm stressed about this on top of my final year and submission. Do you guys not think about the pressure we are under at phd students. It's selfish and could alter the outcome of my studies. - **Sharon Davis, Phd student**

Going ahead with these plans will have a significant impact on the quality of teaching and research at the University of Derby. It will do little for its reputation and will have far less to offer potential students. - **Lucy Faire, AL Open University**

Given the university's ambitions for REF and the prolonged investment in research development since REF, this move is at odds with the actualisation of its own priorities. Exceptional colleagues are threatened with job losses in a context where they have laboured long and hard to contribute to the university's ambitions. I have seen the self-sacrifice first hand. These are not colleagues who have luxuriated in an easy life. These are colleagues who've been under pressure to perform in difficult circumstances and have achieved great things. - **Deborah Robinson, Staff (associate), Derby and Strathclyde**

Cutting experienced, knowledgeable and well networked colleagues is a false economy. The University of Derby can do better for its community, students and staff. - **Korin Grant, Community member**

Making professors redundant threatens the very foundation of quality education. When experienced academics are cut, universities lose vital expertise and institutional knowledge that took decades to build. Students suffer through larger classes, fewer course options, and reduced access to mentorship. Research innovation stalls, weakening the UK's global academic standing and future economic potential. The current wave of redundancies creates unsustainable workloads for remaining staff, accelerating burnout and further degrading educational quality. This short-sighted approach sacrifices long-term academic excellence for temporary financial gains, ultimately devaluing the degrees students work so hard to earn. - **Vittoria Sorice, Staff and student at UoD**

iCeGS makes a unique contribution to the field of careers education and guidance. It is the only university centre in the UK dedicated to career guidance and its two professors are leading academics with an international reputation. To cut these posts for short term financial gains would

be devastating to the longer term reputation to the University, both here in England and internationally. - **David Andrews, Visiting Fellow, International Centre for Guidance Studies**

Why aren't the government stepping in to assist like in the steel industry? - **Lexi Breen, Lincoln UCU**

The university risks significant reputational damage in losing academic staff with stellar track records. I started my academic career at Derby, and I only enrolled for a PhD at the university because of the quality and reputation of staff based at the international centre for guidance studies. - **Rosie Alexander, Researcher, Aarhus university, Alumnus of University of Derby**

This is obviously due to funding cuts, but tragic for UoD- the professors themselves, their students and the greater community for the knowledge, skills, prolific research and publications to be lost (from the UoD). That said, other universities will jump at the chance to gain their expertise. It is very sad to see this at any university. Please look for other ways to cut costs or seek more funding from your government. - **Fiona Cotton, PhD student, another HEI. ECADOC Alumni**

How can the University of Derby continue to deliver on its key USP compared to a college (I. E. research informed education), if they let go of the very people delivering on such promise? Letting go of experienced staff, to make short term savings, would be a very poor and short sighted decision. PLEASE RECONSIDER - **Dr Barbara Tomasella, STAFF**

Tristram Hooley is the leading academic in the UK in the field of career development and also has an extensive international reputation. The University is fortunate to have him, and benefits greatly from its association with him and his work. These threatened redundancies will do immense reputational damage to the University, and will represent a betrayal of its values. - **Tony Watts, Emeritus Professor**

Education and educators are needed. These redundancies are so stupid - **Hannah P, 2nd year student**

I am writing to express my deep concern regarding the proposed redundancies at the University of Derby. As an alum who has been both inspired and academically shaped by the outstanding staff at this institution, I find this decision not only distressing but also potentially damaging to the long-term academic reputation and community impact of the university.

During my time at Derby, it was the dedication, passion, and expertise of the academic staff that encouraged me to pursue postgraduate study. Their commitment to student development, research excellence, and pedagogical innovation went far beyond the classroom. In fact, it was through their mentorship and example that I was inspired to undertake a Master's degree—something that has profoundly enriched my academic and professional life.

The University of Derby has long stood as a beacon of inclusive excellence and has rightly earned recognition, including the prestigious Gold rating in the Teaching Excellence Framework . Such accolades are not achieved in isolation; they are the direct result of the hard work, creativity, and sustained efforts of its academic and support staff. To consider making these individuals redundant is to jeopardise not only the student experience, but also the institution's standing in the wider higher education landscape.

Redundancies of this nature risk eroding the very foundation upon which the university's achievements are built. It sends a troubling message to current and prospective students, alumni, and the academic community at large. A university is more than its physical infrastructure—it is the people who give it life, who inspire inquiry, foster innovation, and build lasting connections with learners.

The proposed decision also appears to stand in contrast to the university's mission and values, which emphasise opportunity, innovation, and academic excellence. Moving forward with such redundancies could have long-lasting consequences that are not easily reversible. Academic communities take years to build, yet they can be dismantled in a matter of moments through short-sighted decision-making.

I urge the university to reconsider this course of action. There must be alternative solutions that do not involve compromising the quality and integrity of the academic community. Retaining the talented individuals who have helped shape Derby into the institution it is today should be a top priority—not only for the sake of staff, but for the future of the university as a whole. - **April Booker, Alumni**

I chose Derby for my postgrad due to the commitment of the staff I met prior to enrolling, to hear they are now under threat of losing their jobs makes question the commitment of the University to the highest quality of education. Universities are nothing without their staff. - **Eloise Speight, Postgrad Student at UoD**

UoD rightly prides itself on the quality of its teaching/research-led teaching. Losing such a large proportion of the most senior/experienced academics is going to damage not only the student experience but also have a huge impact on the mentoring and progression of early/mid career academics, as they are forced to pick up the inevitable slack. The latter of which will have further impact on the student experience. - **Dr Daniel Turner, Research Fellow @ University of Southampton - UoD alumnus**

Staff I have had the great pleasure of working with and whom have contributed invaluable to my own academic development are at risk of losing their positions and being unable to contribute to the development of future students. This is not acceptable considering the previous spending conducted by the University. - **Brad Michael Hanney, Student**

The university is an institution for education and learning, decreasing the number of professors and associate professors also decreases the capacity of the university to function as Derbyshire's centre for higher education. Forced redundancy with no alternate choice for those at risk is not a sustainable course of action. - **John Matthew Aiden Hale, Student at UoD**

Tristram Hooley is a leading thinker in the world of careers guidance and a researcher who is at the forefront of his profession. He brings UOD to the forefront of the world of career guidance to lose such a voice would be hugely detrimental to the profession - **Elsbeth Mackie, Staff at University of Roehampton**

Making redundancies will only add pressure to other staff! What on earth is all of my money going on if you are planning on making important staff redundant! University is a place to educate those

who have chosen to further our knowledge in specific fields of speciality. - **Ruth Damant, Student**

Research & resources particularly from Dr Hooley benefit wider community of education hugely in vital field of careers advice & guidance. Please reconsider this short sighted decision. - **Liz Pickford, Head of Futures @ RMS for Girls**

The academic staff was the highlight of my undergraduate degree, with excellent teaching and research opportunities, and their ability to share their expert knowledge in a pedagogical and captivating way made for the student's passion for our degree. This would greatly tarnish the educational quality of the university and would harm the mental wellbeing of its staff. This university is nothing without its academics, and redundancy should be the very last resort, and, in reality, should not even be considered. Without its academics, I would not have pursued a master's degree in Derby. - **Alexandra Commarmond, Master's Student at University of Derby**

As a careers adviser i value the contribution that Tristram Hooley and his colleagues have made to the guidance profession - **Alan Bell, CDI Professional colleague**

As a career development professional I value the outstanding work of iCeGs under the leadership of Siobhan Neary and Tristram Hooley. - **Dr Michelle Stewart**

Do not let our education suffer due to the greed of the university - **Caitlin Ubhi, 2nd year Student**

As I've been unaware of this, as well as many other students sure are. I believe putting the selective 40 staff through this process is not right, and as an education sector like the university they should be looking into other ways to deal with an issue that they've created themselves, their answer should not be to make redundancies for the staff. Especially when they've built, for example, the business building. Even though they've gone along with their plan, they will still have to hire others to work there, to teach, to lecture others. They will remain in their situation as all they're doing is filling in the gap of the 40 staff members they're making redundant. The redundancies do not make sense, we should be strengthening the university, not weakening it. - **Cameron Grove, Student - Zoology**

As a Guidance Counselling Professional, I wish to support Dr. Tristram Hooley and commend his leadership in guidance counselling research and publications which I have used in my research. Being allowed to continue this important work is critical to both training in of new guidance counselling professionals as well as supporting experienced practioners as we navigate increasingly complex contexts. I count myself privileged to have attended a recent CPD session led by him. I urge the University of Derby to look to alternatives to losing the invaluable expertise, leadership and commitment of Tristram and his colleagues. - **Joan McSweeney, Guidance Counsellor, Ireland recent Master's graduate from Maynooth University**

I support the livelihoods of our valued staff, not the blunders of idiots in suits. Whoever came up with the idea - did you offer up your own job first? - **Michael Plant, Student**

Finance over education again? Typical. The prospect that a University could make doctorate supervisors redundant is undoubtedly enough to cause outrage. Not to mention a blanket move across various degrees. The impact of losing these undervalued professionals for a monetary gain is despicable, and the University would be far worse for it. I wholeheartedly believe Derby

University should focus more on its many background shortcomings rather than spreading them out to a new facility, starting with whoever came up with this idea... - **James L, Student**

This is so disappointing of the university. Us students pay a lot of money to receive top quality education. We pay the high fees for the quality of staff and facilities, but most importantly the high level of education staff have received to give us a better future. What is the point of attending university if sufficient staff are not provided? If the cuts go ahead students will suffer greatly, and the money they pay will be wasted greatly. I have so many lecturers that contribute significantly to my studies, I think this is truly disgusting. Poor management shouldn't be the reason why these highly educated people lose their jobs, in what way is this right? Students do not want their money spent on infrastructures they don't even use, they want good quality lecturers. My 3 years as a zoology student has been made by my great quality lecturers such as Mark Bulling, Dave Gee, Eleanor Atkins, my PAT Rosemary and many more credible staff. This proposes a significant lack of respect for the academic staff, who already do not get paid the amount they deserve. The amount of time and effort they put into every student to be treated like this is truly appalling. - **Jessica Gough, Student**

I am worried about the depth of the cuts, will the University be sustainable academically? - **Dr Ulla Rajala, Affiliated with Stockholm, living in Leicester**

I am currently a first year Global Affairs and Politics student at the University of Derby, and the experience I have had so far has been nothing short of amazing. The academics which I have had the pleasure of being taught by have absolutely fabulous, and to be frank, I think that it is disgusting how the university is mistreating its invaluable academics, and I certainly demand that the University does not go ahead with these proposals. There is a reason why UoD has a gold standard for teaching. - **Jake Williams, University of Derby student**

This is a highly regarded centre for Careers research & teaching that makes a vital contribution to all working in this field. Please re-consider. - **Kate Mansfield, NICEC Fellow, Director Career Counselling Services**

Please stop the redundancies to our great staff they have gone above and beyond in there work! Speaking on behalf of students as a current student myself and a representative of my discipline. - **Justin, Student**

I had an amazing postgraduate experience thanks to the efforts of my lecturers (Nicki Moore, Tom Staunton, Tristram Hooley) in career development. My training at Derby finally gave me a positive experience of formal education and because of it, I am now able to offer young people high-quality, impartial and person-centred careers education, advice and guidance. The dedication of these professionals has greatly influenced the lives of their students, the wider community and the career development profession as a whole. - **Annie Gill, Alumni**

The way this has been handled shows a sad lack of respect and humanity from those that make these decisions. Lip service of how much the university values their staff is occasionally given, but on a day to day basis, the reality is that academic staff are not valued at all. I feel with all those colleagues who are currently under this threat. - **Maren Huck, Staff**

As a Careers Guidance Professional, I have read and utilised publications of Dr Hooley extensively. His work is of utmost importance to the careers community and his redundancy, and that of any of his fellow colleagues, would be a huge blow that will be deeply felt. - **Amanda Lumb, Concerned career guidance professional**

As a graduate of the university and now an associate of one of its internationally-leading departments, as well as a professional university guidance counsellor, it worries me that the county's only HE institution is making cuts. The impact on the area, and routes available, especially amongst potential students from low-progression backgrounds, shouldn't be underestimated. - **Rachael Pearson, ICeGS Associate, alumnus**

The University of Derby is in my experience characterised by academic excellence, outstanding scholarship and an outward looking approach. Losing great staff is not a solution at this time. - **Sarah Finnegan-Dehn, Freelancer / supporter**

The University of Derby should enter into dialogue with key bodies supporting its workforce as well making a direct appeal to the Government. - **Professor Paul Crawford, Collaborator**

You cannot afford to lose these exceptional people. - **Emily Roisin Reid, Associate Professor, University of Warwick, Collaborator**

I am disappointed to see the low levels of respect the staff are being given by the university. The ones here in the creative industries have given me invaluable advice and guidance along my educational journey. Such a strong team should not be weakened or be viewed as replaceable. - **Lili Yau, Design Student**

Professionals like Tristram Hooley and those supporting future proofing of degrees and subjects for students especially those studying from home, are much-needed especially now as skills and sustainable careers are essential for UK future, and Derbyshire. The whole University has helped people & local industry benefit from a degree, degree apprenticeships etc. They deserve to be consulted on a sustainable solution. - **Karen Perkins**

Academic staff should not pay with their jobs for poor fiscal management. There are multiple options available in these hard times. Innovative solutions will trump short-termism if the courage to try can be found. Please do UoD SMT it is a wonderful university and full of wonderfully talented thinkers. You won't be able to plug the gap! - **Anonymous AP, Undertaken PGR external examination**

University of Derby has very good international reputation due to research experience, knowledge and leadership roles of its staff members. Making them redundant will be a great loss to Career Guidance international community. - **Isabel Quirino, PhD Student, University of Coimbra, Portugal**

Higher education is in danger if universities continue to shed experienced staff to balance the books. The UK HE sector is on the brink of financial collapse, and talent and reputation will be irrevocably lost. We will not be the first to develop vaccines for future pandemics, or solve any of the other world challenges ahead, without a robust HE system that delivers both excellent research

and teaching of future talent. Government, not individual academics, is responsible for the solutions, and must value the HE sector for its contributions to the economy and society. - **Dr Melanie Pope, Associate Professor at the University of Derby**

As a current PhD student, the decision to includes making two of my supervisors redundant is detrimental to my studies. Their expertise, guidance, and ongoing support are integral to the success of my research. Losing them at this stage not only disrupts my academic progress but also places an immense personal and professional burden on me. This decision undermines the quality and stability of the university's research environment. - **Kellie Everton MA, PhD candidate uOD**

Universities need to keep their lecturers and academic/tech staff. Making them redundant will only increase the workload on the remaining employees, leading them to exhaustion and eventually quitting. It's the management teams and overly inflated salaries of top admin roles that need to be shrunk down to keep the academic side afloat. - **Matei Costea, PhD Student**

These brutal redundancies do not reflect an academic vision and money should not take precedence over academic excellence. - **Neil Bailey, Concerned member of public.**

Having been a student at Derby since 2018 at the beginning of my University journey, nothing saddens me more than the loss of invaluable knowledge from the staff and institution I have grown to love. Wanting to work in Higher Ed myself, the situation does not fill me with hope, nor does it sit well. Academic staff are already stretched so incredibly thin, and any savings that could possibly be made would occur at the cost of the quality of education provided, and therefore, the future of the institution. - **Bethany Hicking, PhD Student**

We need the knowledge of our Professors to guide us through our PhD journey; their expertise is invaluable in this process and the thought of losing such amazing talent diminishes the whole sector, as well as the University of Derby - **Suzanne Helen Reynolds, Student**

I had an outstanding PhD experience at Derby. Professor Tristram Hooley was an outstanding supervisor - **Cathy Brown, Former PhD student**

Cutting the core expertise that resides in the University will weaken its reputation and student outcomes. In particular Derby is well rewarded as a centre of expertise in careers guidance, for which it has an International reputation. - **Rosemary McLean, Director at The Career Innovation Company**

To support colleagues who advance research in the arts for health - **Dr Tricia Ong, Deakin University**

As a professional Careers Advisor and Educator, I read publications of and follow Dr Hooley's work. His redundancy would be a great loss. - **Sharan Tagore**

Shedding your most highly skilled people does not seem a sustainable workforce strategy. - **Wendy Hirsh, Visiting Professor**

These redundancies make no sense. Why weaken research and teaching at the University just at the time when we need to strengthen it. - **Tristram Hooley, Staff**

Please reconsider this move. - **Teresa Byrne, Staff at UCB**

UoD needs to pull back from this act of sabotage against the economy and prospects of the city and the region. - **Dr Chris A Williams, FRHistS Senior Lecturer, The Open University**

Do not fire, make redundant or force to quit, any lecturer, Senior Lecturer, Associate Professor or Professor. We need our educators far more than we need any members of the council. - **Henry Marshall, Student**