

RESEARCH REVIEW 2019-20



PANDEMICS...

Decision making under scientific and technological uncertainty

UK PRODUCTIVITY SLOWDOWN

Learning from the past to understand the future of UK productivity

HELD TO ACCOUNT

Exploring accountability for harassment in the workplace

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WELCOME FROM THE DEAN

In our annual Research Review, we showcase a cross-section of the innovative research being undertaken here at the University of Sussex Business School that seeks to address some of the key challenges facing the modern world, from the current pandemic and the evolving world of work to the role of innovation in meeting the Sustainable Development Goals. We share with you our plans, successes and a selection of our recent activities and outputs.

While our intellectual footprint goes back at least five decades, the current range and quality of our expertise places us at the forefront of research and teaching that is of direct relevance to business practice and policymaking. Across the School, our strengths lie in interdisciplinary, policy-focused research with particular expertise in three areas: energy, innovation and sustainability. We are placed 1st in the UK for Energy Economics and 2nd for Innovation in the most recent Research Papers in Economics (RePEc) rankings.

In alignment with the University's Strategic Framework, Sussex 2025, the School is committed to understanding and responding to the grand issues of our time by challenging conventional thinking and discourse, being creative and open in our approaches, and innovative in our methods, in order to produce world-class research with impact.

This review gives a flavour of this research and the work that has gone into producing it over the past year.

Professor Steven McGuire
Dean of the Business School



Our vision is to be a School that collaborates across disciplines to shape global issues in business, management, and society, making an impact on policy, practice, and people.

Our Approach

Pioneering both innovation studies and development studies several decades ago, the School has a distinctive intellectual focus on science, technology and innovation, and sustainability and development. Across the School, we have world-leading economists, political scientists and management scholars working to understand the interactions between business, policy, and social and economic development.

We aim to contribute to the development of a better world through research into issues of significant relevance to policy debate and decision-making. In order to effect change, members of faculty work with external organisations, providing expert knowledge and rigorous analysis to help inform policy development and implementation. As a result, we are a business school with a holistic understanding of modern management because of our applied research and interest in public policy.

Technology and Innovation

Innovation is often viewed as the application of better solutions to meet new requirements, unarticulated needs, or existing market demands, but the creation of new products and services is not merely about technological advances. Understanding how innovations arise requires an appreciation of the supporting economic and regulatory environment, as well as an understanding of the role of organisational design and the social context of users. At the Business School, we look both outside and inside the organisation for a deeper understanding of innovation processes. Our work focuses on understanding innovation in all types of organisations, across all sectors, and involves developing and delivering tools to improve the management of innovation both within and between organisations and their suppliers and customers, as well as at national and international policy levels.

Sustainability and Development

The modern way of provisioning our basic needs is not sustainable, and is already causing climate change, insecurity and inequality on an unprecedented scale. It is clear that we cannot globalise our current ways of providing food, energy, mobility, healthcare and water. As recognised in the international Sustainable Development Goals, no policy imperatives are more compelling or expansive than the need for global actions to end poverty and inequality. There exists a diversity of ways in which these challenges can be met. But the complexities, uncertainties and political obstacles are formidable. Science and technology – and knowledge and innovation of all kinds – are as fundamental to these problems as to their solutions. Across the Business School, our academics study the economics, social acceptance and broader sociotechnical implications of different policy options and mixes, with our key areas of research including energy policy, innovation and sustainable growth.



INTRODUCTION

Last year we were concerned that Brexit posed a significant challenge to the research landscape, but the global coronavirus pandemic has brought an entirely new level of disruption to the sector.

The difficulties and uncertainties posed by Brexit remain, and in many cases have been compounded by the advent of COVID-19, which has brought unprecedented challenges of its own. It has also brought to light the importance and value of research to society in general as it has proved key to paving the way out of the crisis and providing the tools needed to repair the damage caused to society, the economy and people's lives.

Here at the University of Sussex Business School our research is helping inform policy and business practice across a broad array of pandemic-related challenges, from the science policy of mitigation measures and vaccines to the economic and personal impacts on jobs and working practices. We are fortunate that a great deal of our research concerns the megatrends that play such a vital role in our understanding of the pandemic and its aftermath – such as transformation, innovation, resilience and sustainability. All of these issues are important to the future of society and so it is heartening that we have experienced another highly successful year on the research front – in terms of research funding and citation counts, but more importantly, new research projects that make a real difference to the world we live in.

However, we are confronted with a paradox: the financial pressures resulting from the pandemic threaten the resources required to undertake ground-breaking research at precisely the time that the need for such research has never been greater. While this is a problem for universities and governments to solve, the pandemic has forced us to reconsider our research strategy as an institution. In addition to the challenges of resourcing research, research itself has become more digitalized, providing access to new international research networks and making global thought leaders more accessible, but at the same time rendering physical conferences and unplanned research encounters virtually non-existent. As we know from our colleague Ohid Yaqub, serendipity is vitally important in the research process; and so we must better understand how, in the 'new normal', we can keep alive the intellectual environment of 'creative chaos' that has so often proved necessary for achieving ground-breaking research.

As a school we have succeeded thus far in maintaining research momentum in a locked-down world, and although many of us look forward to a (research) life after the pandemic, it seems that institutionally we have already learned and adapted (for the most part) to our new conditions. Our REF preparations are on track; a high proportion of our publications are internationally co-authored; our research centres continue to gain visibility, recognition and acclaim; key metrics around PhD success remain strong; and our research income generation is amongst the very best in the country, with the School retaining its top-three position in the Chartered Association of Business Schools' research income rankings and securing more research funding last year than any other UK business school.

In the second edition of our Annual Research Review, we invite you to find out more about this year's activities and achievements. Of course, the highlighted research only allows the reader to infer what the research culture in Sussex is like. Nevertheless, we believe we are a school that inspires other researchers through collaboration, collegiality and interdisciplinary research (for example through our Research Mobilisation Groups).

Rankings, of course, fail to capture some important elements of a research culture, but given that we are located in a young university and are a school of smaller size than many, we are delighted to be positioned 9th in the UK for research excellence according to the Times Higher Education Ranking and within the top 20 in the world for research citations and h-index. We have produced some of the world's most heavily cited research, with four of our faculty appearing in the top 1% of researchers globally by citation count – across ALL academic disciplines, not just those of concern to business schools (source: Clarivate Analytics). Indeed, when it comes to demonstrating the reach and influence of our research, for example using field-weighted citation data, we consistently outperform both the Russell Group in the UK and the Ivy League in the US (source: Scopus; SciVal). This demonstrates the global importance of our research to both society and the academy, and reaffirms our conviction that we are on course to becoming one of the very best producers of business and policy related research in the world.



Professor Constantin Blome
Associate Dean – Research



Dr Richard Taylor
Research Manager





NEW PROJECTS

The School has been very successful in attracting funding for research projects. Here are some of the projects that started during the academic year 2019-20.

Poverty, vulnerability and crime: What does COVID-19 mean for Nigerian street vendors?

Funded by UK Research and Innovation (UKRI) through the UK Government's Global Challenges Research Fund (GCRF) and the Newton Fund to address COVID-19, this research project, led by Dr Ogbonnaya, explores the impact of the COVID-19 lockdown on Nigerian street vendors, focusing on their socioeconomic experiences (e.g. loss of income and hunger), coping strategies and susceptibility to crime. The project also explores street vendors' perspectives on what government and policymakers can do to assist them urgently.

Analysing Sustainable Development Goals in the Peruvian Amazon

This project aims to strengthen the capacity of an NGO responsible for management of a large protected area of rainforest on the Western frontier of the Amazon basin in Peru to enact better data management. Some 250,000 people live in a buffer zone around this national park and surveys on livelihoods, crop yields, and deforestation recorded over the last 15 years provide a data resource to analyse historic changes and point to future opportunities for improvements. The project is led by Dr A Alexander, funded by the Economic and Social Research Council (ESRC) and run in partnership with the local NGO in Peru, CIMA.

Bringing Environmental Radio Frequency Identification (RFID) Tags to Market

Funded by the ESRC and the National Productivity Investment Fund, this project led by Dr Stopford examines the employment consequences of the development, adoption and implementation of innovative, environmentally friendly digital technologies; in this case RFID tags in the retail sector. The project brings together researchers from the social sciences and management studies with those in Material and Quantum Physics at the University of Sussex, who will work closely with a Sussex based firm, Advanced Material Development (AMD) and the world's largest company by revenue, Walmart (USA).

Inclusive Green Infrastructures

Led by Professor Marshall and funded by the British Academy, this project aims to contribute to the long-term well-being of diverse urban and peri-urban residents by revealing the possibilities for integrating green infrastructures into city policy and planning in China and India. The researchers are gathering data to demonstrate the multiple benefits of different types of green infrastructure and the effects of development processes on them. This data will open a dialogue concerning alternate urban development options that recognise and benefit from inclusive green infrastructural development.

Pathways of Crop and Livestock Intensification for Green Revolution in Africa: Evidence from Smallholder Farmers in Rwanda

This project builds on Sung Kyu Kim's research into the dynamics of crop-livestock integration as a sustainable intensification strategy by and for smallholder farmers. With funding for a Fellowship from the ESRC, this project seeks to unpack the interconnections between different actors and institutional processes that shape outcomes for sustainable development in East Africa, and make the intensification of small-scale farming systems more inclusive in Rwanda.

Closing Gaps in Social Citizenship. New Tools to Foster Social Resilience in Europe (EUROSHIP)

EUROSHIP explores the effectiveness of social protection policies that aim to reduce poverty and social exclusion in Europe. The project examines how individual citizens and households cope with social risks - such as low education, low income, and care obligations - and identifies how social protection policies affect citizens' life choices. In particular, the project focuses on three key groups of citizens: youth at risk, precarious workers with care obligations, and elderly and disabled people with long-term care needs. Led by Professor O'Reilly, this project is funded for 3 years by the European Commission Horizon 2020 programme.

Fuel and Transport Poverty in the UK's Energy Transition

The FAIR project (Fuel and Transport Poverty in the UK's Energy Transition) investigates the causes and links between fuel poverty and transport poverty in England, Scotland, Wales and Northern Ireland, and explores ways to ensure that the UK's shift to a low-carbon society does not leave anyone behind. The project is led by Dr Martiskainen and is part of the Centre for Research into Energy Demand Solutions (CREDS), funded by UK Research and Innovation.

Economic Choices and Cognitive Diversity

Choices are typically explained in economics by a single variable: preferences. However, actual individuals differ not only in their preferences but also in their cognitive make-up and in the mental procedures they use to arrive at their final decisions. This project aims to introduce and analyse a unified theoretical framework to: (i) accommodate cognitive-based (as well as preference-based) explanations of choices, and (ii) allow an observer of choices to infer both the underlying cognitive and preference variables. This will lay the basis for a new standard approach that puts perceptual variables on the same footing as preferences. This project is led by Professor Manzini, funded by The Leverhulme Trust and will run from 2020 - 2024.



MAJOR RESEARCH CENTRES

Centre for Research into Energy Demand Solutions – Digital Society

C R E D S

The Centre for Research into Energy Demand Solutions (CREDS) was established in 2018 with a vision to make the UK a leader in understanding the changes in energy demand needed for the transition to a secure and affordable, low carbon energy system. The Centre has several different strands of research with SPRU academics leading the 'Digital Society' strand. This involves researching the effects that Information and Communication Technologies (ICTs) have on energy consumption and carbon emissions.

Creative Industries Policy and Evidence Centre

Creative Industries Policy & Evidence Centre Led by neato

The UK's creative industries are a national economic strength. Since the turn of the decade, employment, exports and output growth has far surpassed that in other areas of the economy. Yet, behind this rapid growth lies structural challenges and business uncertainties. And while there has also been an increase in academic research on the creative industries, gaps in the evidence base still exist. The Centre launched in November 2018, in parallel with the Government's Creative Industries Clusters Programme, which aims to bring together world-class research talent with UK companies and organisations to create jobs and drive the creation of innovative new companies, products and experiences that can be marketed around the world. The Centre seeks to address these issues and to develop good quality, independent evidence that will inform decision-making across the creative industries and underpin future policy decisions.

Digital Futures at Work Research Centre

digit

The Digital Futures at Work Research Centre (DIGIT) – aims to advance our understanding of how digital technologies are reshaping work, impacting on employers, employees, job seekers and governments. It is led by both University of Sussex Business School and Leeds University Business School with partners from Aberdeen, Cambridge, Manchester and Monash Universities. It is funded by the Economic and Social Research Council (ESRC). The Centre aims to produce new evidence for policymakers, businesses, and unions on the benefits, risks and challenges of the impact and effective adoption of new technologies in the workplace.

Energy Systems Integration

The National Centre for Energy Systems Integration (CESI) brings together energy experts from around the world to help unravel the energy network and understand future supply and demand, paving the way to a flexible smart infrastructure, empowering customers and giving them greater control of their energy use. It allows industry to meet tough new low carbon targets.

Social, Technological and Environmental Pathways to Sustainability (STEPS Centre)

STEPS centre

The STEPS Centre is an interdisciplinary global research and policy engagement centre uniting development studies with science and technology studies. The work of STEPS covers: agriculture and food; energy and climate change; urbanisation; health and disease; water and sanitation; and technology in which society and ecologies are entangled. STEPS is part of a Global Consortium with hubs in Africa, China, Europe, Latin America, North America and South Asia. STEPS research explores how poor and marginalised people

can be involved in identifying and diagnosing problems, as well as deciding what to do. This often involves challenging power and assumptions, and exploring many different values, perspectives and possible futures.

Sussex Energy Group

The Sussex Energy Group (SEG) aims to understand and foster transitions towards sustainable, low carbon energy systems. Drawing on SPRU's tradition, the group undertakes academically rigorous, interdisciplinary and world-leading research that is relevant to contemporary policy challenges. They also educate the next generation of energy policy professionals through MSc and PhD programmes.

Sussex Sustainability Research Programme



The Sussex Sustainability Research Programme (SSRP) – a partnership between the University of Sussex and the Institute for Development Studies – was launched in 2016 to address complex overlapping socio-economic, technical and environmental challenges to achieve the Sustainable Development Goals (SDGs). The programme, which has its administrative home in the Business School, has funded 20 interdisciplinary research projects that address interactions between the SDGs to explore how trade-offs can be minimised or synergies maximized, and capitalise on the efficiencies of an integrated response. These projects are carried out with partners in 14 low- and middle-income countries (primarily in sub-Saharan Africa and Asia) and in the UK, and cover topics that cut across important subject areas of the SDGs such as trade, debt and the environment; biodiversity and food production; climate and food insecurity; and global health and the environment.

Transformative Innovation Policy Consortium

TRANSFORMATIVE INNOVATION POLICY CONSORTIUM

The Transformative Innovation Policy Consortium (TIPC) is a group of policy makers and funding agencies working together to give substance to a new framing for Science, Technology and Innovation policy that aims to contribute to addressing global societal challenges, as encapsulated in the United Nations' Sustainable Development Goals, including climate change, inequality, employment and pathways to economic growth and development. The Consortium involves building new platforms for a mutual learning process between the Global North and South and between research and policy. It comprises academics, policymakers and funders across 10 countries.

UK Trade Policy Observatory

UKTPO UK TRADE POLICY OBSERVATORY

The Department of Economics has a long-standing tradition of research in international trade and trade policy, addressing important questions about the drivers and effects of international trade, as well as the design and implications of trade policy, regional integration and the world trading system. The UK Trade Policy Observatory (UKTPO) was established just days after the EU referendum result as a partnership between the University of Sussex and Chatham House. It is an independent expert group that conducts objective and rigorous interdisciplinary research on international trade and integration and in-depth analysis of current and future UK trade policy. The Observatory provides timely, detailed and informed analysis of the impact of future possible trading arrangements and trading developments in world trade on the UK, in response to the new national need for trade expertise to inform and shape UK trade policy.

“Our Research Centres focus on some of the greatest challenges facing the modern world: from climate-induced inequality to technological innovation and the future of work.”



PANDEMICS, PANDEMONIUM AND PANACEAS

Scientific and technological uncertainty

Pandemics

COVID-19 is perhaps the most significant science policy issue of our time. Whether it is diagnostic technologies, vaccines and therapeutics, or response paradigms, the issue at the heart of the COVID-19 response is the high level of scientific and technological uncertainty and how this shapes decision-making.

Yet, according to Dr Josh Moon, looking back to previous pandemics, and there have been quite a few in the not so distant past – SARS (2005), Swine Flu (2009), Ebola (2014) – the lesson is clear: accountability is key. Despite efforts to bolster the International Health Regulations – the World Health Organization’s legally binding framework of rules, guidance and expectations for states in the event of a health emergency – there have been mixed results. And right now, the world is witnessing the effects of this in terms of preparedness and response to a global pandemic.

Globally, there has been significant apathy towards pandemic preparedness between outbreaks, punctuated by panic, pandemonium and throwing large amounts of resource at response when the epidemic hits. This leads to a lack of learning from previous outbreaks because institutions cannot depend on consistent funding to implement recommendations. COVID-19 stands as a case in point.

Nevertheless, from the perspective of the technical response, there have been significant improvements between COVID-19 and SARS. First of all, the identification of the virus was incredibly rapid, coming in a matter of weeks, not months. In addition to this, the rapid production of a diagnostic test and the sheer volume of data and clinical information sharing that has occurred during this outbreak demonstrates a clear improvement on previous outbreaks.

Pandemonium

However, one of the starkest things with COVID-19 is the varying levels of success different countries have had in dealing with the virus. This is something that Professor Michael Hopkins, with Dr Moon and colleagues from other organisations, has set out to examine by systematically comparing six countries and analysing the key aspects of these systems that could be rapidly replicated in other contexts. The project team is focused on identifying key elements of successful testing systems, including measures that facilitated preparedness and resilience before the crisis, and the rapid innovations that have helped countries to deal with a fast-evolving pandemic.

So far, results indicate great diversity in the accuracy of testing due to a whole range of issues from:

- Type of tests used, with lower respiratory samples more likely to provide positive test results than upper respiratory samples
- The use of inadequate specimens, for example those not collected by a suitably trained professional and self-tests
- And problems with sample collection, transportation or laboratory handling errors.

At the beginning of the pandemic, extensive use of mobile technology, including tracing apps, in conjunction with steps to ensure the protection of privacy was found to be more prevalent outside England. Even across the four nations of the UK there were marked differences, with the Scottish and Welsh governments endorsing their publics to use a COVID-19 symptom tracking app and Northern Ireland’s government developing and releasing a similar app quickly, whilst it took much longer for an app to be endorsed in England.

In **evidence** submitted to the House of Lords Science and Technology Committee inquiry on the Science of COVID, the researchers argue that there should be independent reviews of the practices established in other countries with the aim of providing a suite of mobile technologies

for rapid use in England. These should provide individuals with access to an algorithm for self-diagnosis, health advice, and onward guidance for confirmatory testing, as well as rapid and automated alerting of contacts at risk of infection.

Despite positive steps in technical response, social lessons have not improved to the same degree. As with Ebola, the WHO again fell under criticism for delays in declaring the COVID-19 pandemic. Secondly, the use of excessive quarantine measures – a near-impossible task and often implemented too late to have much of an effect – raises questions about the social responsibility of states.

Panacea...?

Dr Moon argues that responding to health emergencies and the WHO’s Review mechanism itself is necessarily political and needs to be recognised as such. Nowhere is this clearer than in the US. The politics of accountability and blame cannot be avoided. However, if organisations and nations are transparent and inclusive in the evidence-base and communicate and disseminate findings, then response and future preparedness will improve.

Whilst many people think and hope that a vaccine will guarantee immunity from COVID-19, Dr Ohid Yaqub, who works on research policy and biomedical innovation, argues that there are huge technical, social, and political uncertainties involved in vaccines, right from the very moment they are conceived as a way to address a pandemic, all the way through development and roll-out.

One of the features of vaccine development to come to light amongst the broader public is the idea that there are different kinds and possibilities of vaccine. Vaccines that show high efficacy, vaccines that show low efficacy, vaccines that prevent infection, vaccine that can’t prevent infection but at least prevent serious symptoms developing, vaccines that are thermostable, vaccines that require cold chain refrigeration, vaccines that require one dose, vaccines that require three doses, vaccines that work differently in the young, old, obese, pregnant, and so on.

Let us just take two of these.

Somewhat counter-intuitively, low efficacy vaccines are harder to develop, because they require larger and longer trials to detect their efficacy. They take longer to arrive, and when they do arrive, the low efficacy means they might not have a transformative effect on the pandemic until it is rolled out far and wide. So, it might

mean that the ‘test n trace’ system is not just a stop-gap until a vaccine arrives, it may well be needed for much longer than many might think. “Seen in this light”, says Dr Yaqub, “some of the hope imbued in a future vaccine is mere deflection from the fact the potential benefits of test and trace systems have not been fully tapped, and indeed how urgently a better test and trace system is needed.”

Vaccines that require cold chain refrigeration represent completely different challenges for countries without a network of delivery infrastructure in place. It can mean people having to travel further to where there is refrigeration in order to get vaccinated. This can mean that trust in vaccines, and motivation to get vaccinated need to be considerably stronger. A vaccine that requires multiple doses exacerbates this further.

“One of the starkest things with COVID-19 is the varying levels of success different countries have had in dealing with the virus.”



About the Researchers

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Dr Ohid Yaqub is Senior Lecturer at the Science Policy Research Unit

Read the papers

Moon, Joshua and Chekar, Choon Key and Barber, David and Davey, Gail and Gaiser, Sibylle and Gaiser, Tobias and Iwaji, Collins and Meseguer, Enrique and Ryan, James G and Hopkins, Michael M., *Optimising ‘Test and Trace’ Systems: Early lessons from a comparative analysis of six countries* (September 17, 2020). Available at SSRN: <https://ssrn.com/abstract=3694441> or <http://dx.doi.org/10.2139/ssrn.3694441>

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WELL-BEING AT WORK AND HOME-WORKING

With almost all facets of society affected by the coronavirus pandemic, the world of work is no exception. A seismic shift occurred almost overnight as national lockdowns came into force. For many, this was a sudden paralysis or even permanent end to their business or employment. For others – mainly office workers – it was a shift to home-working.

As the COVID-19 crisis continues, remote working is set to play an ever-expanding role in the economy and in our daily lives. In fact, with the aid of technologies, there may be a permanent shift in the way we see the traditional office workplace.

Video conferencing and electronic messages – accessed via computer and smartphones alike – have become the staple tools for communication, co-ordinating project work, relationship management, information sharing, and teamwork.

This raises the need for implementing effective strategies to manage digital communications, both for personal well-being and organisational performance.

Individual differences

Dr Emma Russell's research has explored individual differences (e.g. personality traits) in the actions that people use to deal with work-email, and how different actions impact people's goals differently.

Dr Russell's studies have found that work-email activity largely depends on the resources that people have available to them, and the goals that people are striving towards.

For example, a recently published study found that people who have 'agreeable' personalities prioritise goals that show concern for others. As such, they may be more likely to send work-messages that are short, simple and succinct, and less likely to ignore others' emails. More conscientious people (hard working and achievement-focused) will prioritise work goals, and as such may be more likely to conduct regular 'housekeeping' on their email systems and write lengthy messages that cover multiple points. A previous multi-level study conducted by Dr Russell found that conscientious people were also better disposed to resist incoming digital interruptions, although this had a negative impact on their well-being because they were concerned about the work implications of the ignored messages.

The notion that people's salient goals impact strategies for dealing with digital technologies is the basis of a new theory of effective Information Systems activity by Dr Russell (currently under review). The theory suggests that when individuals have access to resources and control (such as autonomy, variety, skill use, and social support) they are better able to implement actions that will positively impact both their well-being and work goals.

In examining how people are responding to some of the home-working systems that are currently in use during the pandemic (the enterprise social media contenders such as MS Teams, Slack, Google Meet/ Hangouts), it is evident how important resources are to engender effective use. For example, in managing Zoom meetings people need to undertake more self-regulatory behaviours and navigate a new form of social etiquette. This can be resource-intensive and draining, which is potentially why so many people are

reporting video-conferencing meetings to be so tiring and depleting at present.

Mental health

Dr Chidiebere Ogbonnaya has been studying the effects of remote working on mental health and also finds that the impact of technologies and home working varies widely, with individual personality being a key determinant.

Results from a study of data from 3200 workers across Britain found that the more messy and disorganised people are, the more likely they will report mental health problems when working remotely.

Comparing the data from remote workers to those working from the office, he found some interesting differences. One was that being open to new experiences made remote workers less worried, depressed and miserable than those who worked at the office. Similar differences between remote and office workers were found among people who are agreeable and introverted, but for one mental health condition only – feeling gloomy. Another interesting finding is that neuroticism caused mental health problems for everyone, both remote and office workers alike. The explanation is fairly simple: being moody and easily frustrated puts people at greater risk of feeling worried, depressed and miserable in every context, be it working from home, on the move, or at a physical office location away from home.

Management

One key takeaway from these studies is that managers need to proceed with caution. They must understand that remote working is not fine for everyone; some people's mental health and well-being could be badly affected. Both Dr Russell and Dr Ogbonnaya's research suggests that there is no one-size-fits-all in terms of psychologically sound ways of working with digital technologies.

In Dr Russell's forthcoming book on agile working in the digital age, it is noted how digitalisation can create an 'always on' culture, where rather than simply liberating us from traditional work boundaries, workers can be enslaved by being available and accessible 24-7. This can mean that people who prefer to stipulate clear work and non-work boundaries can feel stressed by the fact that temporal, physical and psychological divisions between work and home have become blurred. For others who are happy for boundaries to overlap this is much less of a problem. Nevertheless, digitalisation, which affords remote e-working, can lead to a plethora of issues, including work intensification (people tend to work longer and more intensively at home), social and professional isolation, increased sedentary lifestyle and increased musculoskeletal problems (owing to a non-optimal set-up in many people's homes), and problems of digital distraction.

However, Dr Russell states that the more resources managers and organisations can provide for people, and the more control people have over their work, the less likely it is that these issues will become problematic. Workers can then choose strategies that best suit their work preferences to help achieve work goals. Organisations can encourage staff to respect each other's boundary preferences and to communicate these clearly to others in their teams. They can also provide the

necessary infrastructure to support people who are home working – checking that environments and equipment are safe, functional, ergonomic, etc. There are also some interesting interventions at the moment in relation to encouraging more physical activity when working from home.

Dr Ogbonnaya has also studied the consequences of a recession on changes at work and employee well-being and found evidence that employees are likely to report a significant decline in the overall quality of their jobs during periods of economic recession. However, employees are less anxious or frustrated when they feel valued and cared for by the organization.

As we grapple with the COVID-19 crisis, managers will sooner or later have to make tough decisions that change the future of work – investing in new technologies, cutting financial costs, and increasing staff workloads. Organisations stand to gain from more remote working in terms of productivity and profit, because people tend to work more intensively at home, and because the costs (in terms of estates and buildings) massively reduce. Yet, managers should tread carefully. They must be honest and genuine, and give staff greater certainty about the future. Wouldn't it be great if employee review processes involved setting objectives relating to how people can improve their well-being, not just their work performance?



About the Researchers

Dr Emma Russell is Senior Lecturer in Occupational and Organisational Psychology in the Department of Management

Dr Chidiebere Ogbonnaya is Senior Lecturer in Organisational Behaviour/Human Resource Management in the Department of Management.

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THE UK PRODUCTIVITY SLOWDOWN

UK productivity growth has slowed considerably over the last ten years. In the decades leading up to the 2008 financial crisis, productivity – which is a measure of economic output per hour of work – had grown steadily year on year. However, since 2008 this growth rate has plummeted.

A recent estimate from Nicholas Crafts, Professor of Economic History at the University of Sussex Business School, has put current productivity levels at 19.7% below the pre-2008 trend in 2018. However, for Prof Crafts, the true extent of the current slump can only be understood by looking to the past.

“The UK has experienced productivity slowdowns before,” says Crafts, “but what we’re seeing today is far worse than anything we’ve seen over the past 250 years.”

“It is fair to say that the current UK productivity slowdown is unprecedented”.

History of slowdowns

Professor Crafts measures the extent of productivity slowdowns by estimating how far the level of labour productivity falls below what would have been expected if the previous trend in growth had been sustained for the next ten years. By applying this technique to past slowdowns, Prof Crafts can compare the severity of the current drop off in productivity growth to those of previous periods.

The most recent comparable slowdown occurred in the early 1970s, when the so-called ‘Golden Age’ of the European economy – two decades of intense growth that followed the end of Second World War – came to an end.

However, the slowdown in productivity growth during this period was only half as steep as today, estimated at 10% below the expected growth rate after ten years.

Other high-profile slowdowns include the Great Depression of the 1930s, the Edwardian Climacteric at the turn of the 20th century, and the end of the mid-Victorian boom in the early 1870s. None of these slowdowns reached the heights of the current crisis.

A perfect storm

So, what are the reasons for this unprecedented downturn in UK productivity growth?

“It is not easy to pinpoint precise causes,” says Prof Crafts, “but we can offer a conjecture. I would say that a combination of three adverse circumstances, itself unprecedented, is largely responsible for the evaporation of productivity growth since 2008.”

The ebbing away of the Information and Communications Technology (ICT) boom is one such adverse circumstance. New

“What we’re seeing today is far worse than anything we’ve seen over the past 250 years.”

general-purpose technologies such as ICT often have a substantial impact on productivity growth when they first appear, but this contribution to growth cannot be sustained indefinitely.

At the turn of the century, the contribution of ICT capital to labour productivity growth averaged 0.82 percentage points per year. However, between 2008 and 2018 this figure was down to only 0.19 percentage points per year. Meanwhile, the contribution of ICT to Total Factor Productivity (TFP) growth fell from 0.23 to 0.04 percentage points. Cumulated over the ten years from 2008, these figures imply labour productivity in 2018 was about 8.5% lower than if the earlier ICT contribution had been sustained.

A similar phenomenon occurred at the turn of the 20th century, when the influence of steam power waned, but the electric revolution had not yet begun. Professor Crafts explains that we may be experiencing a similar technological hiatus today:

“A new general-purpose technology is on the horizon. Artificial Intelligence has the potential to make a huge impact on productivity in the near future, but we’re not feeling the benefit yet.”

The financial crisis of 2008 and Brexit are the other two adverse circumstances in Professor Crafts’ perfect storm. However, unlike many economists, Crafts sees these as interrelated shocks rather than two distinct events. He explains:

“The crisis of 10 years ago probably reduced the level of potential output in the UK by somewhere between 3.8 and 7.5%, but its effects do not end there.

“The fiscal implications of the banking crisis required a period of painful consolidation in order to restore fiscal sustainability. In the UK, this was felt in the Government’s prolonged programme of austerity.”

Austerity has political ramifications. Those feeling the squeeze are motivated to protest at the polls, which may explain the political rise of the UK Independence Party and the subsequent Leave votes in the EU referendum in June 2016.

“Put simply,” says Crafts, “Brexit can be seen as a consequence of the fiscal costs of the financial crisis.”

A recent study from the Bank of England estimated that productivity has reduced by between 2 and 5% since the Brexit vote. This slump in productivity can be explained by the negative effects of Brexit-related uncertainty on investment, and the diversion of top management time towards Brexit planning rather than business as usual.

The future of productivity

Productivity slowdowns have real impacts on people and society. In the short term, wage growth is impacted, while in the long run, the economy grows less rapidly and so there is less money available to finance the expansion of public services and welfare benefits.

So, what does the future hold for UK productivity?

Some have suggested that leaving the EU will lead to a medium-term boost in productivity growth, but Prof Crafts is sceptical of these claims.

“UK productivity performance in the decades leading up to the financial crisis was quite disappointing, but the weaknesses in supply-side policy were a result of decisions taken in Westminster rather than Brussels,” says Crafts. “Exiting the EU is neither necessary nor sufficient for reform, and may open the door for unhelpful interventionist approaches to productivity.”

COVID-19 will also have an impact on productivity – but it is difficult to say how big or long-lasting the adverse effects will be. Long term effects may result from lower educational attainment of students affected by the pandemic, from the loss of skilled jobs, from the loss of experience of the workforce, and from lower investment.

“A key unknown is the productivity implications of the shift to working from home,” says Crafts, “is it a better or worse way of working? Are there previously unrecognised gains in efficient use of time or a loss of experience and new ideas

as a result of fewer interactions with colleagues?”

Whatever the future holds, there are always lessons to be learned from the past.

“The slowdown of the 1970s was partly reversed by a combination first of 1980s supply-side policy reforms which increased the pressure of competition on management and unions, and second by the ICT revolution of the 1990s.

“This points to policy reform and/or technological progress as possible sources of a revival of productivity growth today.”



About the Researcher

Nicholas Crafts is Professor of Economic History in the Department of Economics.

Read the articles

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ACHIEVING THE SUSTAINABLE DEVELOPMENT GOALS

Transformative innovation policy

The year 2020 marks the beginning of the United Nations' Decade of Action: a global drive to accelerate efforts towards achieving the Sustainable Development Goals by 2030.

The seventeen Sustainable Development Goals seek to address the spectrum of challenges faced by the modern world – such as poverty, inequality, and environmental degradation – and they require a huge global effort and worldwide commitment to change.

Science, Technology and Innovation (STI) Policy can undoubtedly play a vital role in achieving the Goals, by delivering transitions to sustainable technical and ecological practices. However, some scientists and academics are concerned that existing systems of innovation are ill-equipped for the task of addressing these enormous social and environmental challenges.

The **Transformative Innovation Policy Consortium (TIPC)**, a global partnership of innovation agencies co-ordinated by the Science Policy Research Unit (SPRU) with centres at Utrecht University and the Polytechnic University of Valencia, has called for a paradigm shift in priorities, methodologies and approaches to innovation policy.

“Historically, STI policy has been geared towards a system of individual consumption and economic growth, which favours certain activities at the expense of others,” says Professor Ed Steinmueller, whose paper on the Three Frames of Innovation (2018), co-authored with Professor Johan Schot, underpins the work of TIPC.

“If we are to meet the Sustainable Development Goals, we need to shift the focus of STI policy, and support transformative processes that prioritise social and environmental justice.”

Targeting transformative outcomes

Long-lasting change does not occur in one giant leap. Rather, it is an evolutionary and institutional process that involves a myriad of constantly changing variables.

That being the case, TIPC has developed an approach that prioritises ‘transformative outcomes’ rather than specific one-off interventions. This focus recognises the complex dynamics of change, and the need for many types of knowledge and innovation inputs spread over a long-term process.

Dr Matias Ramirez, Senior Lecturer at SPRU and TIPC’s Principal Investigator, explains the thinking behind transformative outcomes:

“Transformations require the rules that underpin our current socio-technical systems to be changed. These rules can be regulative (standards and protocols), cognitive (beliefs) or normative (values and norms), and they all contribute to the primacy of a particular way of doing things (a regime).

“In order to transform these systems, we need to create and expand alternative ways of doing things. We call these alternative systems ‘niches’.

“Since many different groups with diverse interests are involved in these regimes and niches, such transformations are highly political and riddled with conflict. Furthermore, the transformative process is highly dependent on the specific geographical and spatial conditions in which it occurs”

TIPC’s ‘transformative outcomes’ fall under three categories, which support long-term transformative processes:

Building and nurturing niches can provide spaces for formulating alternative practices from which new rules and systems can emerge.

Expanding and mainstreaming niches can secure a level of acceptance and credibility that encourages popular take-up of new ideas.

Finally, opening up and unlocking regimes can challenge the norm and make space for alternative practices.

Targeting these areas of transformation can guide the interventions of STI agencies and policy-makers to support unfolding transitions.

Transformation in practice: Place-based social movements

Dr Ramirez’s recent research into local place-based social movements demonstrates the value of nurturing and expanding niches, and challenging existing regimes.

“Place-based social movements bring together a diverse range of people, including grassroots activists, lawyers, scientists and local residents,” says Ramirez, “The various agendas and technical expertise of these groups influence one another and lead to new forms of knowledge production that stimulate change.”

Ramirez cites a famous case from Bogota, Colombia, as an example:

“The urban wetlands of Bogota were once rich ecosystems that were home to a diverse variety of wildlife and plants. However, in the 1980s and 90s, sustained pollution, deforestation and water contamination caused severe environmental deterioration in the area.”

A network of local people responded by developing strategies of resistance. After initial requests to protect the wetlands were ignored by ineffectual politicians and corrupt

police, the social movement took direct action by blocking roads and protesting in the streets. This was combined with popular participatory activities, such as co-ordinated clean-up efforts and environmental education programmes for local school students and neighbours.

The alliances formed during this period provided a platform for further activity, including legal actions and funded university research projects, which shifted public attitudes towards the wetlands and pressured local authorities to change urban planning policies.

“The wetlands social movement illustrates how building relationships between activists and researchers can lead to changes in socio technical and socio ecological systems,” says Ramirez.

“Such alliances are founded on a two-way relationship: scientists provide credibility to the demands of local activists, while in turn the priorities of the scientists are influenced by the agendas of the social movements, leading to new forms of knowledge production.”

The success of the Bogota wetlands social movement demonstrates how nurturing and mainstreaming existing niche activities can achieve transformative results, and shows the value of supporting transformative activities that are already taking place among a range of actors from civil society.

The Latin American hub

The lessons of the Bogota wetlands movement, and other examples of system transformations from around the world, are feeding into one of TIPC’s latest initiatives: **The Latin American Hub**.

The Hub brings together ten organisations and institutions based in three Latin American countries in a joint venture to implement the experimental policy methods developed by TIPC.

The hub is working with Latin American institutions on projects that include health, food, urban waste and regional sustainability to develop a methodology that can enhance thinking and practices related to systems transformation. Current policy experiments in the region are exploring routes to sustainable transitions in agriculture, waste management, and water efficiency.

“Scientific knowledge is important for addressing the Sustainable Development Goals,” says Dr Ramirez, who is co-ordinating the work of the Latin American Hub from SPRU, “but it needs to be

integrated with local knowledge, local actors and local priorities to have maximum impact.”

With just ten years to achieve the ambitious targets of the Sustainable Development Goals, nothing less than maximum impact will suffice. And for Dr Ramirez, the devastating impacts of the COVID-19 pandemic in Latin America have only increased the urgency of this work.

“COVID-19 has exposed inequalities in healthcare, the impacts of large concentrations of people living in urban areas, and the need for more sustainable local food production” says Ramirez.

“The need to engage with many different areas and players for enabling transformative change has never been more apparent.”



About the Researcher

Dr Matias Ramirez is Senior Lecturer in Management at the Science Policy Research Unit and the Sussex Principal Investigator of the Transformative Innovation Policy Consortium.

Read the articles

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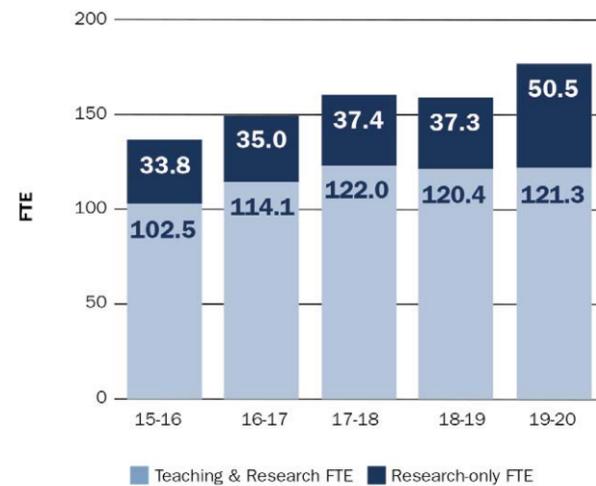
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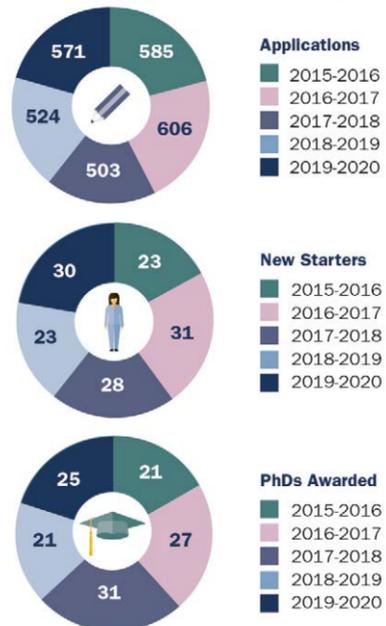
PEOPLE

STAFF (2015-2020)



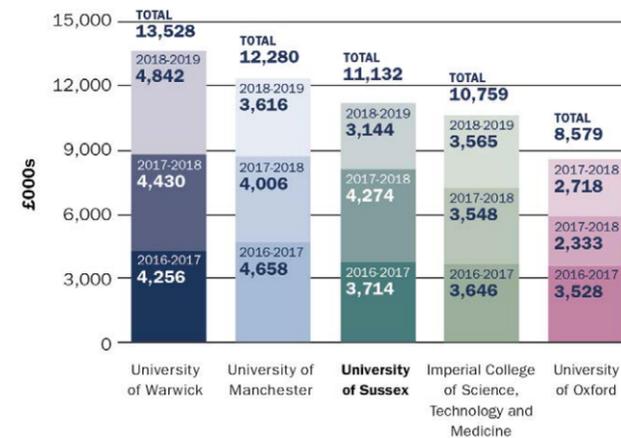
DOCTORAL STUDENTS

PGRS BY FINANCIAL YEAR (2014-2019)



RESEARCH FUNDING

TOP 5 BUSINESS SCHOOLS BASED ON RESEARCH INCOME (2016-2019)



RANK (2018-2019)



Source: CABS (2019)

CITATIONS

FIELD-WEIGHTED CITATION IMPACT FOR BUSINESS, MANAGEMENT AND ACCOUNTING (2019) COMPARED WITH:

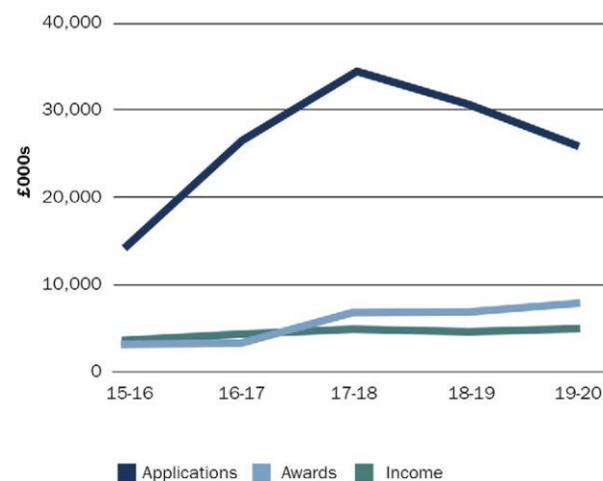
RUSSELL GROUP			IVY LEAGUE		
Entity	2019	Overall	Entity	2019	Overall
University of Sussex	3.09	3.09	University of Sussex	3.09	3.09
University of Birmingham	2.78	2.78	Princeton University	2.44	2.44
Imperial College London	2.37	2.37	Harvard University	1.91	1.91
University of Warwick	2.11	2.11	University of Pennsylvania	1.82	1.82
King's College London	2.10	2.10	Yale University	1.70	1.70
University of Sheffield	2.10	2.10	Ivy League	1.66	1.66
University of Cambridge	2.04	2.04	Cornell University	1.61	1.61
University of Glasgow	2.03	2.03	Dartmouth College	1.56	1.56
University of Leeds	2.00	2.00	Brown University	1.35	1.35
University of Oxford	1.99	1.99	Columbia University	1.21	1.21

FIELD-WEIGHTED CITATION IMPACT ECONOMICS, ECONOMETRICS AND FINANCE (2019) COMPARED WITH:

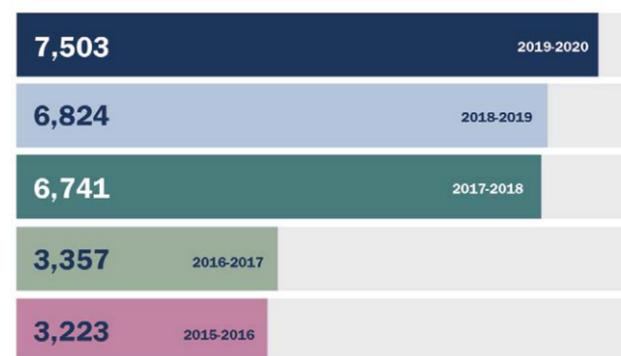
RUSSELL GROUP			IVY LEAGUE		
Entity	2019	Overall	Entity	2019	Overall
University of Sheffield	2.64	2.64	Brown University	4.48	4.48
University of Sussex	2.59	2.59	Dartmouth College	2.65	2.65
University of Southampton	1.99	1.99	University of Sussex	2.59	2.59
Imperial College London	1.87	1.87	Harvard University	2.09	2.09
The London School of Economics and Political Science	1.83	1.83	Columbia University	2.02	2.02
University of Birmingham	1.82	1.82	Ivy League	1.93	1.93
Cardiff University	1.68	1.68	Princeton University	1.77	1.77
Newcastle University	1.67	1.67	University of Pennsylvania	1.65	1.65
University of Oxford	1.62	1.62	Cornell University	1.63	1.63
University of Glasgow	1.59	1.59	Yale University	1.56	1.56

RESEARCH FUNDING

PROJECTS (2015-2020)

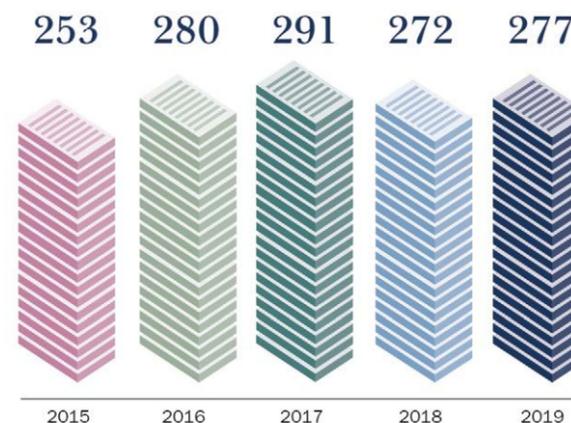


AWARDS, £000s (2015/16-2019/20)



RESEARCH OUTPUTS

NUMBER OF JOURNAL ARTICLES PUBLISHED (2015-2019)



INTERNATIONAL COLLABORATION

(2019)

BUSINESS, MANAGEMENT, AND ACCOUNTING (2019) COMPARED WITH RUSSELL GROUP			BUSINESS, MANAGEMENT, AND ACCOUNTING (2019) COMPARED WITH IVY LEAGUE		
Entity	2019	Overall	Entity	2019	Overall
Imperial College London	70.4	70.4	University of Sussex	66.3	66.3
Durham University	66.7	66.7	Cornell University	43.8	43.8
University of Sussex	66.3	66.3	Columbia University	41.0	41.0
University of Glasgow	62.1	62.1	Princeton University	39.7	39.7
King's College London	60.2	60.2	Yale University	39.4	39.4
University of Nottingham	60.1	60.1	University of Pennsylvania	31.3	31.3
University of Liverpool	58.0	58.0	Brown University	30.3	30.3
University of Warwick	57.8	57.8	Dartmouth College	29.6	29.6
University of Leeds	57.6	57.6	Harvard University	29.3	29.3
University of Manchester	57.4	57.4			

TOP JOURNAL PUBLICATIONS IN 2019-2020

Disclaimer: The selection is based on academic journal rankings (AJG and Oxford Bulletin) which provide a very general estimation of the individual work. Only top ranked publications are listed here. We encourage the interested reader to explore the breadth and depth of the outputs of our school further, specifically as impactful research might not appear in the highest ranked journals.



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BACK ON TRACK: EXPLORING THE VINYL REVIVAL



About the Researcher
Michael Beverland is Professor of Marketing and Head of Department of Strategy and Marketing

Find out more
Au, Aq & Fernandez, Karen & Beverland, Michael. (2018). *As the record spins: materialising connections*. European Journal of Marketing. 2018. 10.1108/EJM-12-2016-0828.

As digital technology promises us whatever we need at the touch of a button, countless consumers are stepping back to the old ways of doing things – from vinyl records and film photography to board games. Professor Michael Beverland's research considers the reasons behind this resurgence in 'legacy technologies' and what it means for consumption and design.

Sales of vinyl LPs in the UK have risen from less than a million in 2013 to 4.3m in 2019, and vinyl displays are now commonplace in supermarket aisles. Realising that existing theories of consumption could not explain this trend, Michael was keen to find out more. "The rational view is that, once a dominant design is disrupted, it dies. Consumers embrace the new and don't go back," he explains. "But music sales are bucking this trend. And it's clear that the move to vinyl wasn't driven by nostalgia or an opposition to technological advances." Around 50 per cent of vinyl buyers are aged under 35 and have grown up with digital music as the norm. Many continue to listen digitally as well as collecting vinyl but see each format as having a very different role. So what is the appeal of old technology in a digital age?

To find out, Michael, together with Karen Fernandez from the University of Auckland, used an ethnographic approach, conducting semi-structured depth interviews with 26 vinyl collectors in the UK, New Zealand and the USA. By immersing themselves in their interviewees' worlds, the researchers were able to unpack the motivations, understandings and practices of vinyl consumers. Four of the collectors were also owner-managers of independent record stores dedicated to vinyl, so were able to provide useful insights about trends in music consumption.

Senses working overtime

"One of our key findings was that – although digital music is functional and convenient – users tend to care about it far less than they do about vinyl," says Michael. For its growing number of fans, vinyl is about more than just the music. It's a multi-sensory experience – taking in sound, vision, touch and even smell. Collectors talked about the record sleeve as a work of art and the pleasure of reading the sleeve notes, while one described the visual importance of the record itself, saying: "You can see the grooves and you can see the tracks and where they start and where they end and how long they are going to go on for. And then you put the needle on and you watch the record spin. It's this visual aspect that's really cool."

Several collectors emphasised the importance of owning a physical object, with one commenting that "digital music doesn't really exist." This physicality also enables users to actively engage with the process of playing and listening to vinyl. Streaming music is often just a background to other activities, but vinyl demands more attention, and therefore forces listeners to focus. "You can see it and feel it and it becomes more of an experience," one collector explained. "People often forget that you can see music happen. Toddlers are quite interested, because of the cause and effect – when you put the needle down it plays a tune. You don't get that when you're hitting play on the remote control."

"People often forget that you can see music happen."

Lost in music

Michael found that the enhanced engagement with the music was one of the most striking differences between vinyl and digital. "The people we interviewed said they felt like the artist was in the room, singing directly to them." One described the connection with the record as "all encompassing – you really feel like you're engaging with the music more than if you just click play...and that's what's important for people who are really into music – to feel a part of it."

In fact, this active involvement and focus on the music turns listening to vinyl into a form of mindfulness for many collectors. One explained how the "ritual and ceremony" of playing vinyl records leads to more relaxation and enjoyment: "Taking things out of the sleeves, listening whilst reading the lyrics... just works perfectly with how I want to consume good quality music."

Michael believes this process has much in common with the so-called 'slow movement' seen in many fields, from food to fashion. "People are slowing down and re-skilling. With things like baking sourdough bread or knitting, people are embracing the sense of achievement and creativity that comes from forging greater connections with the objects they use and the products they create."

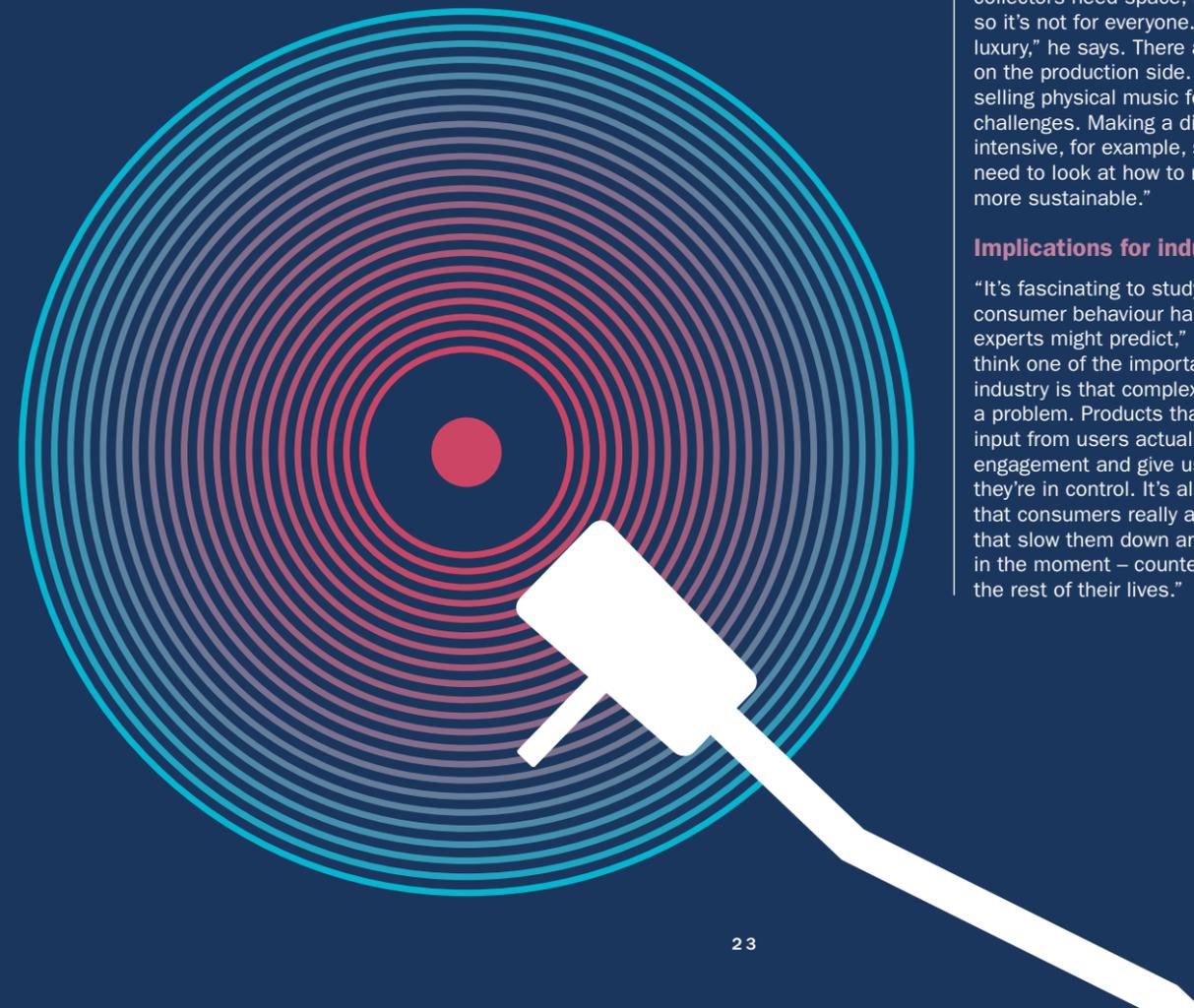
Collectors also described how their active engagement with vinyl makes putting on a record a much more of a social experience than listening to MP3s or streaming services. One interviewee explained how he listens to music with friends: "We'll take turns in picking records and putting something on and we'll surprise each other with what we chose... It almost becomes a communal shared experience."

A growing trend?

Michael believes there are some limitations to vinyl's rise in popularity. "Serious vinyl collectors need space, money and time, so it's not for everyone. It's become a new luxury," he says. There are also challenges on the production side. "Vinyl is the biggest selling physical music format but there are challenges. Making a disc is very resource intensive, for example, so manufacturers need to look at how to make the process more sustainable."

Implications for industry

"It's fascinating to study an area where consumer behaviour has confounded what experts might predict," says Michael. "I think one of the important findings for industry is that complexity isn't always a problem. Products that require more input from users actually build greater engagement and give users a sense that they're in control. It's also important to note that consumers really appreciate things that slow them down and allow them to be in the moment – countering the fast pace of the rest of their lives."





IMPROVING THE DELIVERY OF MAJOR UK INFRASTRUCTURE PROJECTS

Projects are the organisation structures used to design, build and maintain transport, energy and water infrastructure systems. They account for almost a quarter of global GDP. All government policy is delivered through project structures: from responding to COVID-19 to delivering Brexit and Net Zero. Unfortunately, many large-scale projects run late, over budget and fail to achieve successful outcomes. However, in recent years, the UK has produced some important project successes, such as Heathrow Terminal 5 and London Olympics. Why then do some projects perform poorly, while others succeed?

Professors Andrew Davies and Paul Nightingale have long argued that the traditional focus on managing projects needs to be complemented by more attention to the actual capabilities, practices and processes necessary to manage unpredictability. They recommend moving away from conceptualising project delivery as a process of optimising the production of pre-defined outputs. Instead, they recommend the new project delivery model which engages with processes of innovation, learning and the development of project capabilities mediated by flexible planning and control approaches. Dr Rebecca Vine is a Co-Investigator and researcher on Project X and her research extends this to examine how “intelligent” risk-control instruments distribute and build delivery capabilities and how this influences delivery outcomes. This pragmatism underpins much of the work undertaken by Project X.

Funded by the ESRC, Project X undertakes research on how project delivery can be improved and how this can be translated into delivering government policy. It is a unique research collaboration that brings together academia, industry and several government departments with the ultimate ambition of delivering savings for project delivery and enhancing project management capability across government

departments and industry, particularly across the Government’s Major Project Portfolio (GMPP).

Capabilities, causes and cures for poor delivery performance

Professor Andrew Davies became Principal Investigator in October 2019 and is also co-leader of Theme E which examines the capabilities, structures, processes and simple rules underpinning innovative improvements in project delivery. So far, research has focused on how innovation and new capabilities are required to improve project performance, the importance of front-end decision making and leadership, managing and preparing for an unknown future, the causes and cures of poor megaproject performance, and balancing gender and fostering control capability. Several high-profile megaprojects (>\$1bn) including Heathrow, Crossrail and Westminster Palace, have been used as the setting for these studies.

Dr Siavash Alimadadi, who carried out research for Project X while at UCL on the Westminster Palace Restoration and Renewal project, has recently joined SPRU to work with Professor Davies.

Professor Davies’ recent study has looked at how existing research identifies the main causes and cures of poor megaproject performance and categorised these into six themes: (1) decision-making behaviour; (2) strategy, governance, and procurement; (3) risk and uncertainty; (4) leadership and capable teams; (5) stakeholder engagement and management; and (6) supply chain integration and coordination.

The researchers found that no single concept or framework can account for the multiple and varied causes and cures for poor performance. Instead they argue the case for new research and theory-building to adopt a systemic view, taking into account some of the different aspects

impacting megaproject performance.

Professor Davies commented:

“Project X is at the forefront of developing new thinking about how to improve the delivery of megaprojects. Recent research highlights that what is missing is an understanding of megaprojects as a complete production system – from planning, through design, manufacturing and construction, to integration and handover to operations.

It is necessary to identify how different elements impacting megaproject performance interrelate and work together to achieve a project’s goals and deliver valuable outcomes in order to develop a comprehensive theory for megaproject management.”

Dr Vine’s latest research considers a different angle of project performance and looks at control capabilities and the role that accountability practices can play in the dynamic and plural setting of a megaproject. Her forthcoming paper ‘Riskwork in the construction of Heathrow Terminal 2’ is a study of the innovative risk architectures that successfully maintained progress on a £2.5bn megaproject. The paper examines how the use of everyday risk metrics, reports and reporting forums moved away from the traditional narrative of boundary preservation and blame avoidance. Instead they were strategically developed as mediatory technologies to broker consensus about which risks were worthy of protection and who ought to be held to account.

For more information, news and events see the Project X website www.bettergovprojects.com/

“Megaprojects need to be understood as a complete production system.”



About the Researcher

Professor Andrew Davies is RM Phillips Freeman Chair in Innovation at the Science Policy Research Unit

Dr Rebecca Vine is Lecturer in Accounting in the Department of Accounting and Finance

Read the papers

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HELD TO ACCOUNT

Exploring accountability for harassment in the workplace

The #MeToo movement highlighted the widespread nature of harassment in all its forms and prompted demands from the public to make organisations more accountable for workplace abuse. Responding to these calls, and applying the rigour of her accounting background, Dr Galina Goncharenko began to explore perceptions of accountability and the development of mechanisms to hold organisations to account.

Engagement as a research method

The innovative project employed user engagement as a way of uncovering important issues and finding solutions. In November 2019, Galina invited a group of non-academic partners to debate the issues of workplace misconduct at an ESRC Festival of Social Science event – #MeToo: A journey towards a harassment-free workplace – in November 2019. The panel comprised experts from local and national organisations, including Sussex Police, Martin Searle Solicitors, The Pensions Regulator, the Survivors' Network and the Fawcett Society.

Galina explains the value of this approach: “By bringing people together in a space where they were willing to express their views – unhindered by major interference from a researcher – we unearthed a rich discourse that revealed the complexities surrounding the issue.”

A multidisciplinary approach

The event had the added advantage of encouraging collaboration among stakeholders from very different disciplines – legal, psychological and technological. “Engaging with people from a range of professional backgrounds can help to understand complex issues when there is no straightforward solution,” says Galina. “Research can facilitate this process. All the approaches to tackling this issue are equally important and will only work in synergy.”

“When a social movement like this happens, everyone has strong views. I tried to create a setting where everyone would feel comfortable to engage in a discussion, but there will always be different viewpoints due to people’s own experiences and backgrounds. This is a sensitive topic – not very typical for accounting research!”

Together with the group of non-academic partners, Galina went on to develop a best practice guide for organisations, outlining various approaches to halting the abuse of power.

Using technology to report harassment

Building on this work, Galina’s most recent research engagement project – *The impact of harassment reporting technology on organisational accountability and psychological safety in the workplace* – aims to inspire change in organisational practices and culture.

“It can be challenging for victims of harassment to use traditional ‘old-fashioned’ HR reporting practices,” explains Galina. “They could feel embarrassed and uncertain about how the complaint will be received, especially given the power imbalance that is so often part of harassment cases. This means harassment frequently remains underreported. Fortunately, we’ve recently seen the creation of a new market for digital harassment reporting tools, which can make it easier to report all forms of inappropriate workplace conduct.”

These new technologies not only help victims to share their experiences, but can also speed up investigations, improve the quality of evidence and enable better lines of communication.

As part of this project, Galina has set up an online professional community, known as Empowering Workplaces, to bring together the organisations that are developing harassment reporting technology with those which are beginning to use it. “We hope to build a community of practice to share learning and facilitate the effective use of technology,” says Galina. “We will also meet with partner organisations to co-produce effective practices and disseminate our findings through webinars.”

Key participants from the ESRC event, including Brighton & Hove City Council and Sussex Police, are taking part in this project and are beginning to implement these reporting tools in their workplaces.

Accountability within NGOs

Galina is currently studying how the #MeToo movement prompted interest in the accountability of NGOs for the abuse of power and sexual exploitation of field workers in developing countries. For this project, she is using netnography – a form of social media analysis rooted in ethnography. This involves analysing relevant discussions and comments on social media platforms, identifying diverse opinions and uncovering key patterns and themes.

“The preliminary findings reveal that, as an outcome of the #MeToo movement, NGOs’ supporters have started to pay close attention to the ethical aspects of NGOs’ performance and activism,” Galina explains. “This will require the sector to prepare to make significant transformations.”

The importance of psychological safety

One important concept highlighted by Galina’s research is the notion of psychological safety as a measure of organisational performance. “The creation of psychologically-safe and respectful working environments is vital,” says Galina. “A lack of psychological safety in organisations generates fear and prevents employees from being effective, resourceful and creative.”

As companies are already required to report on physical safety of their employees, Galina believes that this type of reporting could in future be extended to cover psychological safety.

The road ahead

The initial publicity around the #MeToo movement prompted many companies to rethink their approach to handling abuse and misconduct – making structural changes and even investing in reporting technology. But Galina is clear that technical innovations alone won’t eradicate harassment from the office.

As well as new reporting tools, Galina believes that a transformation in workplace culture and practice is needed. Organisations need to raise awareness, listen to their staff, and implement innovative approaches to preventing and tackling abuse. These changes take time. “We are at the very start of this process,” says Galina. “It’s an exciting and positive journey but there is still a long way to go.”



About the Researcher

Dr Galina Goncharenko is a Lecturer in Accounting at the University of Sussex.

Find out more

#MeToo: A journey towards a harassment-free workplace: <https://blogs.sussex.ac.uk/policy-engagement/a-journey-towards-a-harassment-free-workplace/>

Goncharenko, Galina (2019) *The accountability of advocacy NGOs: insights from the online community of practice*. Accounting Forum, 43 (1), pp. 135-160. ISSN 0155-9982

Ongoing project: <https://digit-research.org/research/related-projects/the-impact-of-harassment-reporting-technology-on-organisational-accountability-and-psychological-safety-in-the-workplace/>

“A lack of psychological safety in organisations generates fear and prevents employees from being effective, resourceful and creative.”



IMPLEMENTING THE RESEARCH STRATEGY: YEAR TWO

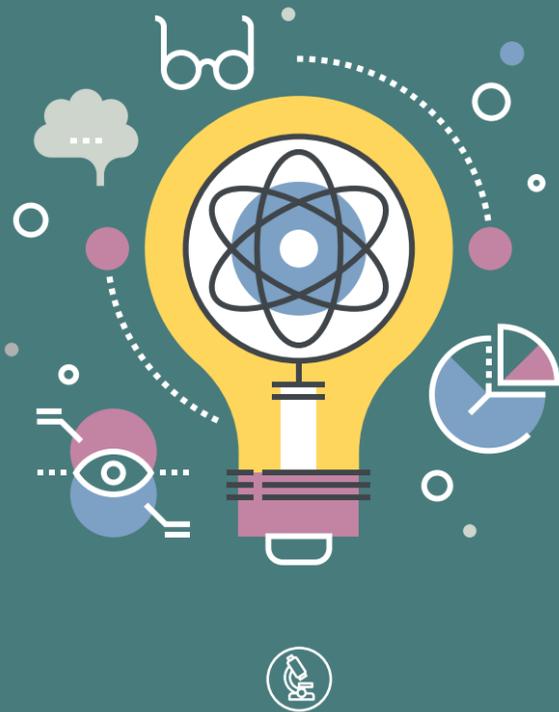
2018-19 marked the first year of the Business School's new Research Strategy. During 2019-2020, despite the turbulent year, we have looked to consolidate our successes and carry the momentum forward.

In particular, we have continued to progress towards the following aims:

- establish a more comprehensive internal development process for grant applications
- refresh the School's research webpages
- introduce a comprehensive suite – a one-stop-shop – of online research resources
- continue the current programme of work around improving our PhD offering
- establish a mentoring scheme/network specifically for Business School researchers
- undertake a review of Equality, Diversity and Inclusion matters as they pertain to research
- enhance administration and project management support for funded research projects

- formalise the research induction process for new research staff
- host networking events to further foster interdisciplinarity and collaboration.

Our Research Mobilisation Groups, which aim to catalyse and facilitate research activity in specific areas by bringing together cross-departmental, multi-disciplinary groups, have developed over this year. Each group engages around a specific subject area that is of strategic importance to the School and/or in which we have a critical mass of interested researchers. The mobilisation groups will allow us to prepare for – and 'mobilise' in response to – research collaboration and funding opportunities.



Accounting & Society

Mobiliser: **Galina Goncharenko**

The **Accounting & Society Research Mobilisation Group** undertakes impactful interdisciplinary research in the areas of accountability, governance, and performance management that meets the emerging agendas of the wider community of business, education and government. The group's main research themes include the political economy of accounting; social, environmental and ethical accountability and sustainability; accountability, governance, and performance management; public sector accounting reforms; and data and analytics in accounting.

In 2020, members of the group have had research published in several books and journals, including *Critical Perspectives on Accounting*, *Financial Accountability & Management*, the *Journal of International Accounting*, and the *International Journal of Public Sector Management*. Group members have also received four research grants, for projects including **Project X** and **The impact of harassment reporting technology on organisational accountability and psychological safety in the workplace**. In June 2020, the group hosted an international online seminar with Professor Yves Gendron from the University of Laval, Quebec, as part of the Business School's Visiting Leading Scholars Scheme. In March 2021, the group will host the NGO Day 2021: **NGO Performance, Governance and Accountability in the Era of Digitalisation**.

Artificial Intelligence

Mobilisers: **Simone Vannuccini and Frederique Bone**

The Artificial Intelligence Research Mobilisation Group brings together 45 members of the University of Sussex Business School around topics such as AI policy, management, economics, or the use of Machine Learning in research. The aim of the RMG is to understand how the development of AI affects society through exploring a wide range of interconnected topics and establishing a bridge between academics active in diverse domains. The group's research is interdisciplinary in nature, and spans interests of how AI will affect industrial dynamics through innovation, together with the role that science plays in this development; how AI-related policies are designed and implemented building on balancing economic, ethical and societal considerations; and finally how AI impacts on employment and the workforce.

In the year 2019-2020, group members have presented their research both internally and externally. **Maria Savona** presented AI research to the European Commission Joint Research Center and the OECD workshop, while Frederique Bone and Simone Vannuccini discussed the implication of AI for society at Shoreham Wordfest and Barclays Eagle Lab.

Business Finance

Mobiliser: **Ranko Jelc**

The **Business Finance** Research Mobilisation Group combines traditional corporate finance with entrepreneurship perspectives to provide a unique understanding of Business Finance in post-crisis Europe. The group focuses on company finance in both public and private companies as well as the evolution of start-ups to different types of public and private companies, examining the roles of venture capital and other intermediaries such as accounting firms and investment banks in facilitating this transition. The group brings together a wealth of expertise from across the Business School and is in conversation with a wider network of over 30 practitioners and academics from a range of global institutions.

In 2019-2020, the group has had research published in a number of books and journals, including the *Journal of Contemporary Accounting and Economics*, *British Journal of Management*, *Journal of International Accounting, Auditing and Taxation*, and the *Routledge Handbook of Quantitative Entrepreneurship Research*. Group members have been involved in large research projects, such as **Project X** and the **Creative Industries Policy and Evidence Centre**. The group has also had several prestigious visitors, including Professor Douglas Cumming, who delivered the Asa Briggs Fellowship Guest lecture in October 2019.

Circular Economy

Mobiliser: **Anthony Alexander**

The Circular Economy Research Mobilisation Group takes a fresh approach to long-established topics in sustainable development, materials management and value retention. The term Circular Economy concerns the status quo of industrial economy as an extractive process generating waste and pollution as an externality, and has been adopted by numerous businesses as a driver for innovation. The group is inherently interdisciplinary and brings together scholars from a wide range of fields,

including marketing, supply chains, design, engineering, law, politics, and development studies.

Over the past year, the group has established interdisciplinary links with researchers at the University of Brighton School of Architecture and Design, School of Computing, Engineering and Maths, and School of Environment and Technology, to research circular economy practices in the built environment. In partnership with the national Clean Growth UK platform, letters of support from more than 50 industry and policy partners have been received, creating a foundation for future research projects.

Conflict, Migration & Development

Mobiliser: **Julie Litchfield**

The Conflict, Migration & Development Research Mobilisation Group is a multidisciplinary group of development researchers working on migration or conflict – or both. The group's research interests include refugees, migrants, and displaced people, both internal and international; violent conflict, political unrest, and political economy; and living standards, poverty, food, economic activity, and growth. In 2019-2020 the group held three in-person seminars presenting on-going and recent research, and provided peer support and review to research in progress.

Consumer Wellbeing

Mobilisers: **Dominik Piehlmaier and Maja Golf Papez**

The Consumer Wellbeing Research Mobilisation Group provides a forum for research, debate and knowledge exchange on consumption-related issues that facilitate or threaten wellbeing. Focusing on different dimensions of wellbeing (i.e., emotional, economic, social, physical, spiritual, environmental and political), the mobiliser brings together researchers at all levels to meet, discuss and collaborate on interdisciplinary research projects that benefit consumer wellbeing. The group covers current issues impacting wellbeing, such as pandemic outbreaks and (un)sustainable consumption, and explores these issues in the different contexts of developing economies, economies in transition and developed economies.

Economic Theory & Behaviour of Agents

Mobiliser: **Matthew Embrey**

Agents are the key decision-makers in theories of economic and social behaviour, whether that be consumers, households, firms or governments, or some other individual or organisation. The Economic Theory and Behaviour of Agents Mobilisation Group combines the tools and techniques from microeconomics, game theory, behavioural and experimental economics, and microeconometrics to better understand the behaviour of agents, how such behaviour should be modelled, and the implications for policy. Current research themes include: a) bounded rationality in choice; b) family economics (intra-household inequality, intertemporal consumption decisions, household formation); and c) strategic behaviour, bargaining and cooperation.

The group runs two regular reading groups: the Blab Experimental Lab Group Meetings and the Theory Reading Group. In addition, this year the research mobiliser has coordinated two Leading Researcher visits: Bram de Rock (Autumn 2019) and Guillaume Frechette (Spring 2020). During their visits, the leading academics presented their research, met with PhD students and faculty from the School to discuss research projects and ideas, and attended workshops and seminars.

Economics of Innovation

Mobiliser: **Ed Steinmueller**

The Economics of Innovation Research Mobilisation Group is a platform for advancing the economic theory of innovation, whilst also resetting the foundations of orthodox economics and institutional economics. The group seeks to understand the structure and dynamics of innovating firms and industrial systems, how to enhance innovation capabilities of firms and other stakeholders in developed and developing countries, as well as how to steer structural changes towards sustainable growth. In an era of financial crisis and austerity coupled with serious global issues such as rising unemployment, climate change and poverty, the group believes it is critical to address the pressing challenge of reigniting and redirecting economic growth and driving the innovation needed for sustainable, inclusive growth.

Energy

Mobiliser: **Benjamin K. Sovacool**

The **Sussex Energy Group** aims to understand and foster transitions towards sustainable, low carbon energy systems. The group's research is clustered under six broad themes: energy innovation and transitions; economics and finance; energy justice; energy demand and behaviour; smart infrastructure; and energy supply technologies. They work with policymakers, industry and civil society across the globe in order to open up routes to an inclusive and sustainable energy future.

Sussex Energy Group members are currently involved in 23 research projects worth a total of £7.7m. Projects include the **UK Centre for Research into Energy Demand Solutions (CREDS), Fuel and Transport Poverty in the UK's Energy Transition (FAIR), and Fracking, Framing and Effective Participation**. Recent Sussex Energy Group research has been published in *Environmental Research Letters*, *Energy Journal*, and *Energy Research and Social Science*.

Future of Work Hub

Mobiliser: **Ödül Bozkurt**

The **Future of Work Hub** is a platform for research, discovery, debate and collaboration on the topic of work and employment. It brings together Sussex researchers that draw from different disciplinary areas, such as human resources, employment relations, sociology of work and the professions, organisations studies, economics and science and policy studies. Key research areas include Decent Work; Emotions; Identity and Values at Work; Well-Being and Mental Health at the Workplace; Connected Leadership and Followership; Sustainable Futures and Green Work; Technolog(ies) and Work. The Hub seeks to provide the Business School with a vantage point (and an external reference) on the complex tide of transformations that Work is experiencing.

In 2019-2020, The Future of Work Hub won an ESRC Festival of Social Science award and hosted the Sussex Future of Work Hub CoLab in Brighthelm Centre, with over 20 participants, including stakeholders from the world of practice. The event was also publicised on radio with Ödül Bozkurt as a guest on BBC Radio Sussex. Three **Roffey Park – Future of Work scholarship** holders started study at the School.

Innovation & Project Management

Mobiliser: **Kat Lovell**

The Innovation & Project Management Research Mobilisation Group is a centre for discussion and collaboration around how innovation occurs and is managed through sectors, firms and projects. Building on SPRU's history of research focused on management of innovation, technology and projects sitting alongside policy-focused work, this group focuses on enhancing innovation in all types of organisations, and across all sectors, and involves developing and delivering tools to improve the management of innovation within organisations and between organisations and their suppliers and customers.

In 2019-2020 the group have held a mixture of themed meetings on topics including Creative Industries, Infrastructure Programme and Megaproject Research, and open roundtable meetings that offer a chance to discuss areas of common interest. The group have also hosted an external speaker from the Association of Project Management.

International Business & Development

Mobiliser: **Vasiliki Bamiatzi**

As the world economy is experiencing constant crisis and challenges, the struggle to identify ways to stimulate business activity is intensified globally. With a cross-disciplinary view of the critical phenomena and key questions in global business and management, the **Centre for International Business and Development** promotes novel research focusing on the interactions between large MNEs, small and medium-sized enterprises, their partners in global value chains, and the institutional environments within which they operate. They also focus on broader issues related to corporate social responsibility and sustainability. With initiatives that improve collaborations with alumni, corporations, and policy makers, the centre prioritises on both quantitative and qualitative research projects that are able to address cutting-edge research questions, as well as complex policy and practice challenges.

In July, the group **co-hosted a workshop** with the Responsible Business RMG that provided faculty and students with the opportunity to obtain a holistic understanding of current COVID-19-related research and future implications. Based on diverse expert panels, the workshop generated a conversation across disciplinary boundaries around the impact of the pandemic on business research.

International Trade & Foreign Direct Investment

Mobiliser: **Ingo Borchert**

The Research Mobilisation Group on International Trade & Foreign Direct Investment consolidates expertise from a wide range of perspectives and fields, including strategic motives and impact of investment, the political economy of trade and investment, and FDI as part of free trade agreements. The group's interdisciplinary approach to trade and investment reflects the trend for goods, services and capital flows to become ever more closely intertwined in value chain activities. Members collaborate with other Research Mobilisation Groups in areas of mutual interest, e.g. on the international dimension of additive manufacturing.

In 2019-2020, a team led by Alan Winters and Palitha Konara won a **project on disinvestments** commissioned by the Department for International Trade (DIT). This project attempts to understand causes of foreign direct disinvestment and the impact of foreign direct disinvestment on the UK economy. Another cross-departmental group of academics, brought together by the RMG, secured Sussex involvement in a larger project on the ASEAN Digital Trade Connectivity, commissioned by the Foreign & Commonwealth Office (FCO). The aim is to create a research study that will provide information on the impact, feasibility and support needed to develop a roadmap for business-led ASEAN Digital Trade Connectivity.

Labour Economics, Education & Health

Mobiliser: **Vikram Pathania**

The Labour Economics, Education & Health Research Mobilisation Group is interested in a diverse set of policy-relevant topics within labour, education, and health economics. Examples of current research interests include the impact of minimum wage on unemployment and poverty; decision making and resource allocation within families; determinants of educational outcomes; and evaluating NHS initiatives to improve access to primary care. In particular, the group seeks to apply state of the art econometrics to the analyses of large data sets to answer questions of academic and policy value, and establish credible causal chains.

Pedagogic Research Group

Mobiliser: **C. Rashaad Shabab**

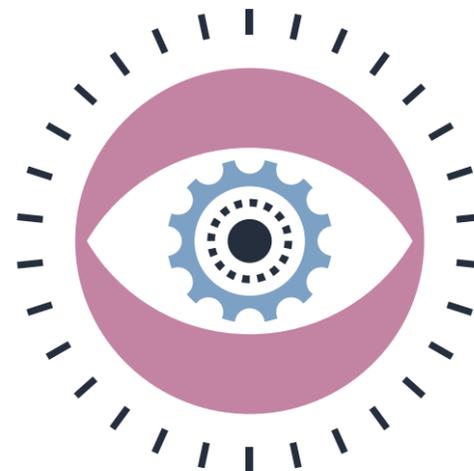
The Pedagogic Research Group is a platform to disseminate best practice and discuss issues such as attainment gaps, and BAME and gender inequalities. Current research areas include gender attainment gaps in economics; BAME attainment gaps in economics; and value for money in Ethiopian education. Research interests include understanding attainment among different groups, creating a 'community of practice' that would enable better teaching, and generating qualitative data from our students.

Quantitative Fintech (QFIN)

Mobiliser: **Carol Alexander**

QFIN aims to provide excellent research on issues currently faced by financial markets, including digital assets and their derivatives; bitcoin swaps; futures and options; climate change finance and risk management. The group brings together expertise in quantitative finance, climate change, crypto asset market microstructure, big data analysis, machine learning and computer science. QFIN aims to promote stronger links between academic institutions and business and industries, and collaborates with business and industry on research initiatives and projects.

In 2019-2020, the group has met regularly for **Finance and Stochastic (FAST)** seminars. The group leader Carol Alexander has spoken on many industry and academic conference panels, and her work on crypto currencies has been frequently quoted **in the media**. QFIN research has also appeared in *European Journal of Operational Research*, *International Review of Financial Analysis*, *Journal of Futures Markets* and *Energy Economics*.



Responsible Business

Mobiliser: **Stephan Manning**

The Responsible Business Research Mobilisation Group stimulates inter- and transdisciplinary collaboration and exchange around responsible business practices. Businesses increasingly engage in providing public goods, in economic and social development, and in sustainability initiatives. Specifically, we seek to better understand when, how and why businesses get involved in tackling so-called 'grand challenges', such as poverty, inequality, climate change, migration, and healthcare. In that, we focus on the drivers and impact of corporate social responsibility, social entrepreneurship, business model innovation, business-society partnerships, philanthropy and business ethics. We aim to contribute to academic and public discourse, and provide insights for policy and practice.

Science, Politics & Decision Making

Mobiliser: **David Eggleton**

Populist politics have caused many individuals and organisations to rethink how best to construct the relationship between science, research and policy. At the same time, a range of pressures (including environmental challenges, an increasing health burden, failing urban infrastructure and the need for sustainable economic growth) make evident the necessity of developing science policy that delivers high-quality science and scientific advice. The Science, Politics and Decision Making Research Mobilisation Group provides a platform for discussion on the current and future relationship between science, politics, and decision making using a very loose interpretation of those terms. The group is developing a variety of working groups examining new opportunities, including a 'Research on Research' group that looks at how the University of Sussex can contribute to new developments in the science policy landscape.

Supply Chain 4.0 Hub

Mobiliser: **Sam Roscoe**

The **Supply Chain 4.0 Hub** aims to advance cutting-edge research on how emerging technologies are transforming global supply chains. The Hub explores key research themes such as how 3D printing is shortening global supply chains and bringing manufacturing closer to the consumer, and how Blockchain technology is enhancing the traceability of end-to-end supply chains, providing firms with visibility of unethical supply chain practices such as the use of modern slavery and conflict minerals. Other research streams include the use of data analytics and Big Data to enhance forecast accuracy and reduce inventory holding. The Hub works closely with industry partners including companies in pharmaceuticals, automotive and aerospace to develop robust supply chain solutions that capitalise on Industry 4.0 technologies.

The Supply Chain 4.0 Hub was launched at the Production and Operations Management Conference in Brighton in September 2019. Since then, group members have had research published in a number of journals, including *Production Planning and Control*, *Journal of Operations Management*, and *Business Strategy and the Environment*, and presented a paper at the Academy of International Business (AIB) conference. Current projects include **Exploring the Role of Digital Health Platforms in Improving Healthcare Practice and Delivery in Developing Countries: The case of MedicineAfrica**, and a new project funded by the European Space Agency to investigate links between global commodity supply chains and deforestation.

Sustainability

Mobiliser: **Phil Johnstone**

As recognised in the international Sustainable Development Goals, no policy imperatives are more compelling or expansive than the need for global actions to end poverty and inequality. At the same time, these transformations must also build peace, meet growing needs for water, food and energy, and reverse devastating human impacts on the environment. The Sustainability Research Mobilisation Group aims to challenge and inform established practices in government, business and civil society, and promote the deep changes that are necessary to help the world realise diverse pathways to sustainability.



EVENTS

A selection of events organised or hosted by the University of Sussex Business School during 2019-20, both in person and online.

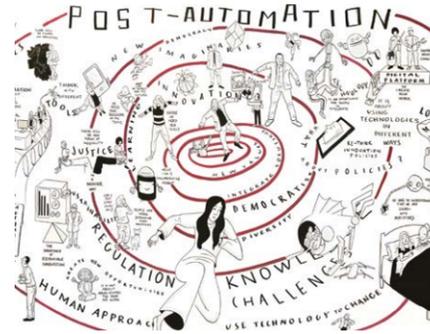
2-4 Sep POMS Conference

The theme for the conference was 'Connecting the Operations Management & Supply Chain Management World in Divided Times'. With over 150 delegates from across the world, the conference sought to bring together operations and supply chain scholars to share knowledge and build lasting networks focused on identifying ways for firms and supply chain actors to remain connected in the face of political and social upheaval.



5-8 Sep STRINGS Consultative Workshop

This workshop aimed to define and develop a detailed understanding of how specific areas of Science, Technology and Innovation (STI) may contribute to achieving the Sustainable Development Goals (SDGs) in Low and Middle-Income Country contexts as part of the STRINGS project. The workshop was attended by international experts from academia, policy and practice, representing diverse regions, organisations, disciplines, SDGs, and demographics.



11-13 Sep Post-Automation Symposium

The International Research Symposium. Post-Automation? Exploring Democratic Alternatives to Industry 4.0 explored the idea of post-automation, critically and constructively through a mixture of theoretically-informed and empirically-grounded paper presentations and four group activities which addressed what a "post-automation" vantage point might bring to ongoing debates.

12 Sep Sussex Energy Group Keynote Lecture

One of the most esteemed and legendary figures of the energy field, Amory Lovins, Chief Scientist and Co-Founder, Rocky Mountain Institute gave this year's lecture on 'Astonishing Energy Futures' looking at the future of the energy system.

6 Nov UK Trade Policy Observatory Academic Conference

The UKTPO's annual conference focused on the legal areas of trade policy. The conference brought together distinguished international trade law experts from within academia and policy arenas to share insights and discuss contemporary trade law topics and tensions, the event concluded with a roundtable on current international trade tensions.



30 Jan Digital Futures at Work Research Centre Launch

The launch of the ESRC funded Digit Research Centre took place at Eversheds Sutherland in London, bringing together businesses, policymakers, third sectors organisations and researchers. The Centre aims to advance understanding of how digital technologies are reshaping work and impacting on employers, employees, unions, job seekers and governments.

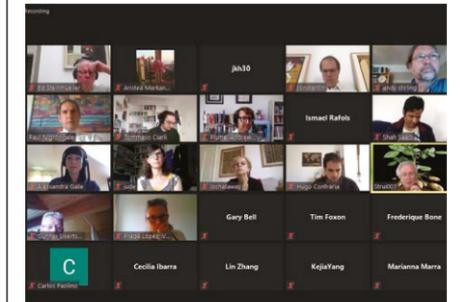


4 Feb Marie Jahoda Annual Lecture

Prof Jennifer Rubin, Executive Chair of the Economic and Social Research Council (ESRC) gave the lecture on the topic of 'Living with technology: scientific knowledge and the good life'. The public lecture highlighted some of the questions for social science and how it can contribute to our understanding of what science and technology could be helping us achieve.

14-15 May SPRU PhD Forum

This year's forum was joined by the ST Global Consortium and took place online. The focus was on 'Grand Challenges in Science, Technology and Innovation for Policy & Practice'.



20 May Elsevier's Atlas Award Ceremony and Panel Discussion

Presentation of the Elsevier's Atlas trophy to Dr Tommaso Ciarli and Dr Ismael Rafols. Following the award ceremony, a panel debate examined 'The relation between research and societal needs'.



GUEST SPEAKERS

The School has a vibrant seminar culture, with an array of some 130 internal and external speakers annually across a broad range of subject areas. In 2019-20, our guest speakers have included the following people.



Alexis Stenfors
University of Portsmouth



Elizabeth Sheedy
Macquarie University



Donal Brown
University of Leeds



Ralph De Haas
European Bank for Restructuring and Development (EBRD)



Yves Gendron
University of Laval



Elvira Uyarra
University of Manchester



Siddharth Arora
University of Oxford



Simona Iammarino
London School of Economics



D'Maris Coffman
University College London



Andrea F. Presbitero
International Monetary Fund Research Department



Karsten Müller
Princeton University



Samuel Fosso Wamba
Toulouse Business School



IN THE MEDIA



There were **976** items of coverage in the UK media

(01/09/2018 to 16/08/2019)



with a total reach of **1.47 billion**

Coverage where staff or research were mentioned without the 'University of Sussex' affiliation is not included in these statistics.

FIELD-WEIGHTED MASS MEDIA COMPARED WITH RUSSELL GROUP, ECONOMICS AND FINANCE

Cardiff University	5.22
Newcastle University	4.50
University College London	4.44
University of Sussex	3.60
The London School of Economics and Political Science	3.58
University of Manchester	2.78
University of Oxford	2.77
Queen's University Belfast	2.47
Imperial College London	2.33
University of Cambridge	2.20

FIELD-WEIGHTED MASS MEDIA COMPARED WITH RUSSELL GROUP, BUSINESS AND MANAGEMENT

Imperial College London	5.68
The London School of Economics and Political Science	5.43
University College London	3.80
Cardiff University	2.79
University of Glasgow	2.47
University of Warwick	2.28
University of Sussex	2.25
University of Leeds	2.04
Newcastle University	1.93
Russell Group	1.79

FIELD-WEIGHTED MASS MEDIA COMPARED WITH IVY LEAGUE, BUSINESS AND MANAGEMENT

Princeton University	17.51
Harvard University	15.92
University of Pennsylvania	9.98
Ivy League	9.71
Yale University	7.02
Dartmouth College	5.65
Columbia University	5.59
Brown University	3.90
Cornell University	3.15
University of Sussex	2.25



TOP 5 STORIES

The top five news items based on research/press releases issued:

- 1** Food supply warning as government urged to tackle 'disruptions and shortages' (April 2020) *MSN* Erik Millstone
- 2** Cockey kids: Four-year-olds are as overconfident as bankers when it comes to taking risks, study reveals (April 2020) *Daily Mail* Dominik Piehlmaier
- 3** Brexit could mean border checks between England, Scotland and Wales (November 2019) *The Independent* Erik Millstone
- 4** Banning access to work emails outside office hours 'could impact employees' wellbeing' (October 2019) *The Independent* Emma Russell
- 5** Brexit: Cars produced in Japan to be stamped 'Made in Britain' under Boris Johnson's plans (April 2020) *MSN* L. Alan Winters and Peter Holmes

MEDIA COVERAGE

Top news items by department



ACCOUNTING AND FINANCE

How market manipulation in the age of pandemic is destroying traditional safe havens (May 2020)

Phys.org
Carol Alexander



SPRU

Food supply warning as government urged to tackle 'disruptions and shortages' (April 2020)

MSN
Erik Millstone



ECONOMICS

Brexit: Cars produced in Japan to be stamped 'Made in Britain' under Boris Johnson's plans (July 2020)

The Independent
L. Alan Winters and Peter Holmes



MANAGEMENT

Banning access to work emails outside office hours 'could impact employees' wellbeing' (October 2019)

The Independent
Emma Russell



STRATEGY AND MARKETING

Cockey kids: Four-year-olds are as overconfident as bankers when it comes to taking risks, study reveals (April 2020)

Daily Mail
Dominik Piehlmaier





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**BUSINESS
SCHOOL**