In Sussex 2025 we set out our collective ambition to build on our successes and pioneering spirit to ensure the University of Sussex can thrive locally, regionally, nationally and globally in new times and for a new generation.
Demand for programmes has accelerated in some areas, remained static in others and unfortunately reduced considerably in some parts.

We are now somewhat out of shape as a University, with some areas of the University wanting to grow but struggling for investment.

We will never lose sight of our strengths in education and research and our heritage as an institution that is disruptive by design.
We must provide a support model that is fit for purpose, working as one team across the University.

We need to deliver services that support the academic strategy, creating an environment where our staff can personally develop and fulfil their potential.

This will result in some areas changing the way that services are delivered.

Some areas will require greater investment to improve what we do, including investment in our systems.
Whilst our student numbers have remained stable, our income per student continues to fall - we have to do more with less.

Student fees have been frozen and may reduce further, plus pensions and pay costs are rising.

We are heavily reliant on the tuition fee income from some schools to partly fund activities in other schools that are not currently financially sustainable.
How we have been addressing these opportunities and challenges

We developed a range of Size and Shape projects
Carried out extensive engagement on how to secure our future
Schools and PS Divisions have designed draft proposals
Where we are today

Development of draft proposals over the summer
Detailed planning on budgets for all Schools and Divisions
Ready to share and seek your feedback
Draft proposals have been designed by each School

Informed by the Portfolio Review and wide engagement with the academic community

Each proposal incorporates:

- Sustainable operations across an innovative teaching portfolio
- Whilst maintaining academic and research excellence
- Within agreed budgets
Draft proposals have been designed by:

- Professional Services Divisions
- Professional Services in Schools

These draft proposals will:

- Optimise effectiveness and efficiencies
- Create consistency across structures
- Deliver significant savings year on year
Student recruitment this summer has exceeded targets in some of our post popular disciplines

So, our financial position for 2021/22 is better than we had predicted

However, the areas where we have performed well, are in the areas where we need urgent investment to support that growth

The result is that the mismatch in resource that we currently experience is amplified

The Size and Shape programme – and the proposals in development seek to address this
Talking to you
We are now sharing the draft proposals with staff
You will have the opportunity to give feedback to shape the final proposal

Further engagement with Senate
Senate Working Group is being established to discuss how we deliver academic excellence

Exploring all voluntary means
Where pay bill savings need to be made we would look to achieve these through voluntary means if at all possible

Update Council on draft proposals
By doing this we can create a university that will thrive both now and in the future by:

- Providing degree courses that are distinctive and stand out in the sector, giving the very best student experience
- Being more competitive in the UK and internationally in research
- Investing in a community and experience that enables our students and staff to achieve their goals
Continue to develop draft proposals – with input and feedback from staff

September

Council to receive an update on proposals

October

November

Dec

Council to receive an update on proposals