



BY CHALLENGING  
CONVENTIONAL  
THINKING AND  
DISCOURSE WE  
WILL UNDERSTAND  
AND HELP SOLVE  
THE GRAND ISSUES  
OF OUR TIME

#### AIM 1

**Build the capacity and profile of Sussex as a distinctive, world-leading research institution with impact**

- 1 Accelerate, focus and prioritise our interventions to deliver the best possible outcome for REF2021
- 2 Embed REF goals as 'business as normal' with expectations clear to all staff
- 3 Identify and develop strong research partnerships with leading universities
- 4 Build international reputation by encouraging staff to publish jointly with international collaborators

#### AIM 2

**Build a vibrant, exciting, collaborative research culture**

- 1 State and support clear expectations for collaboration, joint authorship, grant capture, impact generation and good citizenship for all research-active staff
- 2 Encourage good citizenship in research where collaboration, mutual support and mentoring are valued highly and recognised publicly with an annual award
- 3 Develop an Internal and External Research Communications Strategy
- 4 Identify current and future research leaders and support the development of their knowledge and skills
- 5 Ensure taught UG and PG students have the opportunity to engage in research linked to the Learn to Transform Strategy

#### AIM 3

**Build capability and reputation for path-breaking interdisciplinary research, tackling global and local challenges**

- 1 Conduct mapping exercise of existing areas of interdisciplinary and collaborative work
- 2 Develop more defined structures for building interdisciplinary challenge-led research teams
- 3 Explore the establishment of a new Institute for Interdisciplinary Studies in Research and Education

#### AIM 4

**Pursue and build research excellence prioritising quality and impact over quantity**

- 1 Identify and keep under review research centres and groups for prioritisation in terms of strength, excellence and significance
- 2 Enhance and make more explicit and visible the recognition and reward potential for staff who excel in creating impact with their research
- 3 Ensure systems are in place for delivering robust and speedy compliance with external requirements, Open Access and internal management information
- 4 Ensure recruitment practices take account of strategic research priority areas
- 5 Introduce Sussex Essentials development programme to support research staff

#### AIM 5

**Increase research income through diversifying sources**

- 1 Appoint business engagement managers to nurture sustainable key relationships with business, industry and commerce and to support business engagement
- 2 Build capacity and influence over national/international research agendas by incentivising staff, increasing Professional Services capacity to manage research, introducing technical tools for research and establishing a staff knowledge-sharing forum
- 3 Build and expand current participation in consortia of institutions for research opportunities including joint applications and grant capture
- 4 Identify key corporates to build meaningful multi-faceted relationships with a significant research component