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