

**HR Excellence in Research Award
University of Sussex 8-year External Review**



1. Institutional Context:

The University of Sussex (UoS) is globally renowned research-intensive university, known for its innovative and radical research, producing Nobel prizes and having an extensive impact on business, government, third sector, health and culture. With a very strong REF2021 submission, the university is on track to better the REF2014 results, which resulted in a rank position of 36th and over 75% of research activity at Sussex being categorised as world leading (4*) or internationally excellent (3*) in terms of originality, significance and rigour¹. The University holds an Athena SWAN Institutional Bronze award alongside School level Silver and Bronze awards for all

developed throughout their whole career, building a vibrant, exciting and collaborative research culture at the University of Sussex. The RSO works with Schools to ensure that each new member of staff develops at induction a career development with PI

- 2020-21 academic year (Spring call for projects) - 7 applicants, all awarded, total claimed £8,277.80
- Applications and participation in the Cumberland Lodge, Life Beyond the PhD Conference in July 2021
 - 2 successful Research Staff applicants
- RSO web pages have been redesigned to enhance usability and signpost Research Staff to development opportunities, with access to 1:1, bespoke careers coaching and mentoring training for PI/Managers via Organisational Development.
 - One-to-One Coaching Webpage: 187 views Nov 2019 - Nov 2020 to 214 views Nov 2020 - Nov 2021
 - Funding and Fellowships Webpage: 1291 views Nov 2019 – Nov 2020 to 2965 views Nov 2020 – Nov 2021
- Active encouragement and support from senior management for Research Staff to take 5-10 CPD days.
- Inclusive email campaigns to highlight what the RSO are doing, as well as the University of Sussex. This will be built upon and developed into a podcast/vlog, to showcase researcher stories and experiences.

PRINCIPLE 6: Diversity & equality must be promoted in all aspects of the recruitment & career management of researchers.

Equality, Diversity and Inclusion are fundamental to the University of Sussex, with the new appointment of the PVC for Culture, Equality and Inclusion.

- UoS HR launch of Bullying and Harassment reporting tool –purpose and functionality feedback from RS Rep