New policies for hourly paid tutors

The Sussex Tutors' Group has been active in recent weeks raising concerns about pay, facilities and workload for hourly paid tutors. The Bulletin looks in to these issues, how the University has been tackling them over the last 18 months and why they have come to a head now.

Sussex like other universities, uses the skills and knowledge of hourly paid tutors - many of whom are research students - to help deliver undergraduate teaching. Indeed, one of the attractions of postgraduate study at Sussex is the opportunity to gain teaching experience and earn some money. In the last academic year there were approximately 400.

In the past, a number of issues have consistently concerned hourly paid tutors, including the lack of formal contracts; inconsistent rates of pay across campus; and the absence of common standards for support across schools.

Work started more than 18 months ago to address these and other issues, involving representatives from the Sussex Tutors' Group and trade unions, school-based academic managers, and staff from Human Resources and the Teaching and Learning Development Unit (TLDU).

The new policies approved in the last academic year - a University policy on hourly paid tutors, new employment planning and implementation for their schools.

One of the ongoing issues that has concerned the Sussex Tutors' Group this term is the size of classes in some arts subjects. The new curriculum delivers an increased number of contact hours for new undergraduates, which is one of its benefits. However, this has resulted in an increased number of students in some seminars.

The TLDU is helping academic departments to look at innovative ways of managing large groups, building on the conference on large-group teaching held at Sussex in 2002/03. However, they recognise this is not going to be able to deliver immediate solutions for everyone. The new systems of training and development for tutors that the TLDU organise provide additional help and support.

The new structures do mean that for the first time, heads of department are formally responsible for ensuring that tutors receive appropriate induction and on-going support, as part of the teams delivering undergraduate teaching. Tutors with individual concerns about support are encouraged to contact their department head.

Any personnel issues can be raised with Human Resources via their email helpline, hpt@sussex.ac.uk. "We have helped a number of tutors with specific financial difficulties as new contracts are put in place," says Barbara Bush, Director of Human Resources. "I would encourage them to get in touch and we will do our best to help."

Looking to the future, all teams responsible for policies and procedures for hourly paid tutors will be keeping the new systems under review as they bed down. "Sussex is now in a much better position to manage and support our hourly paid tutors than we ever were in the past," says Evelyn Welch. "But we need to learn lessons from how these are working in practice."

A review group has now also been established, headed by Carol Kedward, to look in particular at issues relating to postgraduate students who work as tutors.

Big rise in demand for Sussex

Record numbers of high-calibre students are flocking to join the University of Sussex. Among the 2,000 or so new UK undergraduates who have taken up places, there has been a further leap in quality measured by A level results, with the average grades for first-year undergraduates now as high as ABB.

These excellent figures are based on a rise of 18% in undergraduate applications earlier this year - which was five times the national average - and the fact that the University did not enter clearing to fill any first-year places. The same story is mirrored at postgraduate level, where total numbers are up by 15%, including a massive 40% increase in new DPhil students.

Overseas student numbers are also up by 21% overall, with strong growth at both undergraduate and postgraduate levels.

Vice-Chancellor Professor Alasdair Smith said: "We have put a lot of thought in recent years into what Sussex offers, and how we present ourselves, and these admissions figures - which we think are better than those of most universities this year - show that we are on the right track. Students can see that Sussex is a great place to be."

VC's voice

What financial support should the state offer to students from poor backgrounds? ... Page 3

Sussex and the Internet

Two anniversaries of landmark developments in computers ... Page 5
Bookmark

New books by Sussex authors

Pat Drake (Senior Lecturer in Education, SI), Angela Jacklin (Senior Lecturer in Education, SI), Carol Robinson (Tutor, SI) and Jo Thorp (Research Fellow, SI) Becoming a Teaching Assistant. Paul Chapman, £14.99 (paper)
The publisher says: "It aims to help students make the transition into undergraduate level study. It is also a teaching and learning resource for students and tutors on undergraduate programmes. The authors explore issues such as behaviour management and national curriculum strategies, to help readers engage with this material in a way appropriate to Higher Education study."

John Gribbin (Visiting Research Fellow, Astronomy, SciTech) and Mary Gribbin (Visiting Research Fellow, Physics and Astronomy, SciTech) The Science of Philip Pullman's His Dark Materials. Hodder, £8.99 (paper)
The publisher says: "Award-winning science writers Mary and John Gribbin reveal how Pullman's 'His Dark Materials' trilogy ('Northern Lights', 'The Subtle Knife' and 'The Amber Spyglass') is rooted in scientific truth. Drawing on string theory and space-time, quantum physics and chaos theory, they answer questions such as: could parallel worlds like Will's and Lyra's really exist? How does Will's subtle knife cut through anything? And, of course, what are the Dark Materials?"

Jude Howell (Fellow, IDS) Governance in China Rowman & Littlefield, £20.95 (paper)
The publisher says: "This groundbreaking book explores the key dimensions of governance in China. These include the prospects for political reform; the processes of building institutions; enhancing legitimacy through the sharing of power at lower levels and promoting citizen participation and voice; and finally the prevention and management of social discontent, with particular reference to worker unrest and the Falun Gong."

Fiona Leach (Senior Lecturer in Education, SI) Practicing Gender Analysis in Education Oxfam, £7.50 (paper)
Ronan Palan (Senior Lecturer in International Relations, SocSci) The Offshore World: Sovereign markets, virtual places, and nomad millionaires Cornell University Press, £18.895 (hardback)
The publisher says: "In the single most comprehensive account of the offshore economy, Ronan Palan investigates the legal spaces, unregulated and yet supported by the state, that have emerged for purposes of international finance, tax havens, export processing zones, flags of conveniences and e-commerce. Palan believes that a rapidly expanding offshore economy is now producing a new market in sovereignty."

Geoffrey Sampson (Professor of Natural Language Computing, SciTech) e.biz: The anatomy of electronic business Butterworth-Heinemann, £19.99 (paper)
The publisher says: "e-biz is a clear and straightforward guide to the fundamentals of e-business and e-commerce. It is unique in providing the knowledge required for computing and IT students to make the transition from studying the technology, to actually applying it in real life business scenarios. Using a selection of case studies, the author demonstrates how sound business strategies must underlie the application of technology if a successful outcome is to be achieved."

Alexandra Shepard (Lecturer in History, Hums) Meanings of Manhood in Early Modern England Clarendon Press, £45.00 (hardback)
The publisher says: "This is the first book to focus on relations between men as well as between men and women. This path-breaking study explores the diverse and varied meanings of manhood in early modern England and their complex and often contested relationship with patriarchal principles. Dr Shepard argues that patriarchal ideology contained numerous contradictions, and that while men were its primary beneficiaries, it was undermined and opposed by men as well as women."

Brian Short (Professor of Geography, Hums) Geographies of British Modernity: Space and society in the twentieth century Blackweli, £22.99 (paper) Miles Ogborn, Queen Mary, University of London says: "This landmark volume stands as the first work of historical geography to cover the whole span of the twentieth century. Through the analysis of broad patterns of change and the close scrutiny of particular spaces the contributors draw out the contours of British modernity since 1900 and demonstrate the vitality of contemporary historical geography."

Catherine Smith (Tutor, CCE) The Butcher's Hands Smith/Doorstep, £6.95 (paper) Reviewer Ede Wainwright says: "A brilliant book; a Poetry Book Society Recommendation, and deserves to be. This, I gather, is her first full-length, and let us trust it is not her last (I write that merely out of some close knowledge of the gentle world of poetry and its wayward ways). It is both a disturbing and exciting read: disturbing on account of its uncompromising, hard-hitting precision, its relentless digging below the skin to the blood and guts of things, exciting because of the sheer precision of the writing, its vivid and involving physicality."

Benno Teschke (Lecturer in International Relations, SocSci) The Myth of 1648: Class, geopolitics and the making of modern international relations Verso, £25 (hardback)

Joe Tidd (Professor, SPRU) and Frank M. Hull (eds) Service Innovation: Organizational responses to technological opportunities and market imperatives Imperial College Press, £37 (hardback)

Research funding opportunities

More details of these and other funding opportunities are available from your Research Support Officer in the Research Services Division. For an extensive listing of funding opportunities, search the Community of Science (COS) database at www.cos.com.

Environmental Maths NERC and EPSRC are inviting proposals for workshops and training courses in the environmental mathematics and statistics programme. NERC and EPSRC will participate in visiting lecturers and subsistence expenses for PhD student attendees.
Deadline: 5 December

Royal Society/ Leverhulme Senior Research Fellowship This scheme allows academics in the natural sciences to be relieved of teaching or administrative duties for periods of between one term and one year, to do full-time research in order to re-establish their research career.
Deadline: 5 December

Industrial Fellowships The Royal Society invites applications to this scheme, which aims to enable an industrial scientist to work in an HEI on research or course development or an academic to work in industry. Applicants should be at mid-career stage and awards last up to two years full-time.
Deadline: 12 December

UK/French Exchanges The British Academy and the Maison des Sciences de l'Homme in Paris are offering awards for scholars in the UK who wish to initiate or participate in British-French collaborative projects or to nominate scholars from France to come to the UK. Travel and maintenance awards.
Deadline: 31 December

Latin American studies The British Academy invites applications for travel grants under the 44th International Congress of Americanists Fund to promote study of Latin America in the fields of the humanities and social sciences. Awards are offered for UK scholars to go abroad or vice-versa.
Deadline: 31 December
I return, without apology, to the issue of tuition fees and student grants. The government plans to publish its Higher Education Bill next month and very active discussions are taking place this month on what should be done to ensure that the new system of graduate contributions does not make higher education less accessible to students from poorer families.

The current government proposal is to cap variable fees at £3,000, payable through a graduate contribution, and to require universities to recycle one-third of their net revenue into various measures to widen participation in higher education, including providing £750 bursaries to students whose family income is low. These students will then be entitled to support consisting of a waiver of the basic fee (£1,200 in 2006), a state maintenance grant of £1,050, and a university bursary of £750, magically adding up to the graduate contribution of £3,000.

There are several problems with this proposal: it is too complicated; it gives some of the support in the form of a reduced payment in the future, when the real need is for financial aid while students are at university; it involves yet more intrusion by the state in the affairs of universities; and it will have very unequal effects across universities. Universities with large numbers of students from poorer backgrounds will have to spend a high proportion of additional fee income on bursaries, while the more socially elite universities will have much more freedom on how to spend their additional income.

A much better scheme for student support would put additional resources into the state maintenance grant scheme and abolish the fee waiver, so that students from poorer backgrounds were entitled to an up-front maintenance grant of £3,000. We would be giving these students a clear message: all the financial support from the state in a single package at the time it is needed; all the payment for higher education deferred until the graduate is earning a decent salary.

This scheme will cost a bit more than the government’s proposal and the government is adamant that it does not have more money to spend on higher education, so universities would have to accept that the increase in their income from the new fees would be partially offset by a modest one-off reduction in government grants to universities.

This scheme would not only be clearer and simpler, it is also fairer between universities than the government’s proposal, and it has much clearer political logic. It’s not sensible to ask each of 100 universities to set up a redistributive scheme to tackle the unequal distribution of income among the families of their students — unequal distribution of income is a national problem best tackled by the government at national level.

Of course, unequal access to higher education is not all about money. It’s also about the inequalities of the school education system and the other social inequalities that blight our society. We all have a role to play in tackling these issues, and we can play them better against a background of well-designed government policy.

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Garden objects raise concern

University officials are attempting to resolve a complex technical matter relating to artefacts from the grounds of Swanborough Manor near Lewes, which the University said in July.

Lady Reading bequeathed the manor to the University in 1963 and the estate passed to the University on her death in 1971. At that time the executors of Lady Reading’s estate offered the University furniture and other items not retained by the family. These were subsequently purchased on the basis of a probate valuation.

After last summer’s sale the Reading family were offered some further keepsakes as a goodwill gesture, with the remainder of the possessions being put forward for sale by auction.

Swanborough Manor is listed by English Heritage and the University was very particular not to interfere with the integrity of any listed buildings or structures, including all fixtures. However, a few free-standing objects, including items requested by the family, were removed from the grounds.

Both the new owner and the Society of Sussex Downsmen alerted Lewes District Council to the removal of certain items from the garden. As a result the council’s conservation officer, Mike Lea, wrote to the University asking for information on these items.

“We have not formed an official view because we have not got the factual information from the University,” Mr Lea told the Argus newspaper. “I have just simply asked it for that information, for each item in turn.”

Whether items from Swanborough can be removed without permission from English Heritage depends on the date when they became part of the estate. Anything that was acquired after 1948 would not be covered by the regulations.

Lady Reading bought Swanborough in 1951 and, therefore, if they are ‘family’ items there would not be an issue.

For the University, Charles Dudley said: “We have had a letter from Lewes District Council and we are investigating it.

“This includes discussions with the Reading family. We are anxious to resolve this issue amicably and professionally at the earliest opportunity, but it will take some time. Meanwhile the few items concerned are in safe keeping.”

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Trainee teachers from the School of Education recently attended the launch of a new languages strategy at Hove Park Languages College. The students are pictured with their tutor for modern foreign languages, Margaret Jones, at the launch of Brighton & Hove’s City Languages Strategy and the government’s Pathfinder Programme for Modern Foreign Languages Key Stage 2.
**Action for Life**

**Students and staff organise events for World AIDS Day**

Staff are being encouraged to take part in an innovative event to commemorate World AIDS Day.

Organised jointly by the University of Sussex's Project V, the University of Brighton's Active Student volunteering schemes and the Unisex sexual health project, the aim is to raise the profile of AIDS at a time when many, mistakenly, think the danger has passed.

The organiser, Paul Steinberg (pictured above), is looking for staff members who either have a burning desire to perform at the days events, or to help fundraise and behind the scenes.

Simon Amstell, presenter of Channel 4's 'Popworld', will host the event, called 'Action for Life.'

Backed by major HIV charities in Brighton, including the Sussex Beacon and Body Positive, 'Action for Life' will open its doors at 6.15pm on Saturday 29 November in the Sallis Benney theatre, Grand Parade.

Tickets cost £5 each and are available from the Dome box office on 01273 709709. To be involved on the day, see Paul at Project V in Palmer House or email p.c.steinberg@sussex.ac.uk.

Unisex also plan to commemorate World AIDS Day itself (Monday 1 December) with events on campus.

**EU experiences of Sussex grads**

A record number of Sussex European Institute (SEI) MA graduates have gone on to win internships at the European Union (EU) this year.

'Ve normally have two or three year, but six is unprecedented. We doubt very much whether almost any other European Studies department can match it.'

All six students studied on the MA in Contemporary European Studies, which includes trips to Brussels to see the EU in action.

The application process to become a stagière (EU for intern) seems to be about as transparent as the new constitution. Levi Czaszki, from Hungary, says: "It is by no means a crystal-clear process and there is no interview. I still do not know on exactly what criteria I was chosen. Apparently 'luck' is very important."

Academic rigour is also a good bet, as well as fluency in more than one language - although Ian O'Donoghue, a European Commission (EC) stagière, suspects many British applicants are either 'economical with the actuality' on this point.

'Aren't the new stagières subsumed by the mammothness of the EU, though? "Yes, it is a huge organisation," acknowledges Ian. "But you can't run Europe out of a backroom office in Milton Keynes." Levi, meanwhile, points out that the EU employs fewer people than, say, Birmingham City Council.

Despite this, isn't it difficult to have any impact? "My voice is heard in the literal sense but Prodi [EC President] isn't asking my opinion on what we should do with the Euro," Ian admits.

So are the Sussex six budding Eurocrats yet? Emily Palmer, now working at the EC, says she sees herself as more of an observer with a critical edge.

Claire Salignat is more wary: "I'm not a Eurocrat but I have no idea myself explaining to friends how fascinating a directive can be!"

Ian actually sees the internship as quite a useful social experience, full of networking and drinking opportunities.

As for Brussels, Levi says: "It is definitely about beer, and x-ray no matter where you look. It's about multi-lingual multi-culturalism, incredible amounts of dog shit, cobbled streets and the pissing-boy statue. Somehow he is everywhere."

In the future, some of the stagières may take the concours (EU exams) to have a career in the EU, while others hope to go into NGOs or governments. Ian, however, has grand ambitions: "I'll hang around Brussels, learn fluent French, pay off my student loans - oh, and possibly run Europe in the long term."

**Lord Sainsbury opens science policy research centre**

Lord Sainsbury, Minister for Science and Innovation, officially opened the new Freeman Centre on campus yesterday (13 November).

The £9.4 million state-of-the-art building is the new home for the University's research team SPRU - Science and Technology Policy Research and for the University of Brighton's Centre for Research in Innovation Management (CENTRIM).

The Freeman Centre houses more than 60 researchers and some 200 postgraduate students, making it one of the largest and most advanced centres of science policy, innovation and technology research in the world.

The specialisms include: exploring new sources of energy and energy management; health and biotechnology; systems of scientific and technological innovation in a globalising world; benchmarking and improving the environmental performance of industry.

The opening was followed by a three-day international conference on innovation dedicated to the late Professor Keith Pavitt, a key figure in the development of SPRU, who died last December aged 65.

The conference was organised around the major themes of Professor Pavitt's work: economics, management and science and technology policy. Visiting speakers included Baroness Sharp, a former SPRU researcher.

**Genetics award winners**

Three undergraduates have been awarded prizes for their academic performance on the Molecular Genetics in Biotechnology degree. Pictured from left to right:

- Jane Edwards achieved the best performance by a second year student (averaging 78.8% in her courses).
- Fay Christodoulou received a £500 prize from the Society for General Microbiology for the best piece of microbiology-related coursework by an undergraduate. Fay, who also averaged over 70% in her second year courses, is currently on a sandwich placement at the Millennium Seed Bank at Wakehurst Place, studying the genetics and physiology of seed germination.
- Shona Ranatunga achieved the best performance by a first year student (averaging a spectacular 90.3% in her courses).
Engg 2 to America: Sussex and the first transatlantic email

This week marks the 50th anniversary of a landmark development in the world of computers, featuring Dick Grimsdale, now a professor in the Engineering and Design department at Sussex but then a research student at Manchester University.

On 16 November 1953 Dick ran a program on a computer that he had built as his PhD project at Manchester. It was the first execution in the world of a program by a computer using transistors, rather than valves. The machine used point-contact transistors (the first type of transistor to be developed), each of which was rather like a crystal with two cat's whiskers.

This autumn is also the 30th anniversary of another significant development in which Dick was involved. In the 1970s he and his colleagues at Sussex were doing research into data communication networks and they organised a conference on this topic. The highlight of the conference – in September 1973 – was the first public demonstration of a transatlantic computer link, using satellite communications. The American contingent linked a computer in a lecture room in Engg 2 with a network of interconnecting mainframe computers in the USA.

Although the network was intended only to allow several American universities to share computer resources (such as programs), the American delegates at the Sussex conference used it as a means of communication with their colleagues back home, exploiting a primitive form of electronic mail.

The network subsequently developed into the World Wide Web, providing the ubiquitous email and internet facilities we use today.

"Fifty years ago the computer I built was revolutionary, because it filled only a small room," says Dick. "And 30 years ago we thought it was amazing to be able to run our programs on a computer in California. I've certainly seen some changes since I was a research student."

Professor Dick Grimsdale today (left) with your average PC, and (below) half a century ago with a rather more unwieldy computer, which he helped to pioneer.

Dear Bulletin

I know that this is not a new problem but something needs to be done about the greatly increasing number of car drivers abusing the left-hand, Lewes-bound exit lane at the roundabout exiting campus. I am getting more and more frustrated (as I am sure many others are) by the actions of selfish, uncaring people who have no thought for others.

Come on, University, take the initiative and get this problem sorted before road rage rears its ugly head and somebody gets hurt!

Roger Tant

Chemistry, Pevensey I

Linda Neuman, Transport Manager, replies:

I sympathise and agree that abuse of the advisory lane restriction does cause road rage and could result in an accident.

However, the lane restriction is only advisory as the buses are allowed to use the Lewes-bound traffic lane both to access the bus stop and to give them priority over waiting traffic. Other drivers using the same lane to cross directly to the bridge over the A27 are therefore not guilty of any traffic offence.

I welcome repeat publicity on this issue and hope that publication of the letter and my reply can discourage this risky practice.

I am aware of the frustration caused by long queues to leave campus at the end of the working day and I commend those drivers who queue patiently and sensibly.

Dear Bulletin

I am writing to thank those who arranged the organ recital to mark my retirement, for those who attended it and for your generous gifts. Most of all I would like to thank all of my colleagues over a very long period who made my life at the University interesting, challenging and rewarding. I can't think of anywhere I would have rather worked over the last 40 years. You haven't seen the last of me yet!

David Hitchin

Carry on Kaiser

A new book on Wilhelm II published this month honours a Sussex historian who has spent his entire academic career studying the German emperor's life and political significance.

"Thirty years of history has been the subject of nearly 40 years of research and writing," writes Professor Jonathan Steinberg in The Kaiser: New research on Wilhelm II's role in Imperial Germany. Professor John Röhl, he goes on, "found his subject in the 1960s and has not left it for four decades".

Appropriately, then, a number of his friends and former students chose to mark John's 65th birthday this year by putting together a book that examines aspects of the later years of William's rule.

Their essays highlight the emperor's relationship with statesmen and rulers at home and abroad; his role in international relations; the erosion of his power during the First World War; and his ultimate downfall in 1918. The new volume is edited by Dr Annika Mombaur, who first came to Sussex as an undergraduate and then did a doctorate with John. It includes contributions by another three of his former research students at Sussex: Dr Katharine Lerman (also an undergraduate here), Dr Roderick R. McLean and Dr Matthew Seligmann.

Dr Holger Aflerbach, a Visiting Fellow at Sussex in spring 2001, has written a chapter on Wilhelm as supreme warlord in the First World War; and there is also a piece by Professor Hartmut Bogge von Strandmann, who taught at Sussex in the 1970s.

The book was presented to John last week (7 November) at the German Historical Institute in London. The Kaiser: New research on Wilhelm II's role in Imperial Germany is published by Cambridge University Press at £40.
Small ads

FOR SALE: Yamaha PSR-240 PortaTone electronic touch-sensitive keyboard. £90. Ext. 2893 or email T.Armour@sussex.ac.uk.

TO LET: P/F or UF 1-bed g/f flat. Seven Dials. Wooden floors, GCH. Available 1 Dec. £950 pcm. No DSS. Students. Call Julie on 324859 or 07786 127983.

FOR SALE: Blue Ford Fiesta 1.1 Azura, M reg. (95), tax & MoT March 04, 71K miles, FSH. £650. Contact Therina on C.S.Theron@sussex.ac.uk or 07898 076927.

FOR SALE: Apple iBook G3 laptop. 600MHz processor, 256MB RAM, 15GB HD, 12.1" screen, DVD-ROM, 56k modem, ethernet, 2 USB, firewire, software. £550. Contact Lyndsay on lyndsay@freeuser.fr or 07967 477118.

HOLIDAY LET: Medieval house in Etruscan village 50km N of Rome. 2 lakes 10 mins. £275-E400 p/w. See www.metadesignwork.com/poggio-delloca/index.html. Contact Lyndsay on lyndsay@libero.it or 07967 477118.

ACCOMMODATION: Rent-free, nr Hove station. Offered to mature PG student, in exchange for driving/shopping/Scrabble for active 81-yr-old lady. Commitment hrs and contribution to household bills neg. Refs required. Email s.soutrar@sussex.ac.uk or phone 07776 278550.

FOR SALE: 3-dr Vauxhall Nova, J reg. (96), FSH, low mileage, MoT May 04, tax Dec 03. £450. Ext. 7406 or 07932 635957.

WANTED: Senior EFL student for EFL teaching (IELTS) to international students in central B'ton. Pay and conditions negotiable. Email asiandec.europa@hotmail.com.

TO LET: House in Kemp Town, from 8 Dec. Suit couple + 4 kids. 2 kitchens. Garden with fruit trees. £1,638 pcm excl. Call 680956.

HOLIDAY GITES: 17th-C farmhouse, for rent/B&B Loire valley: chateaux, lakes, walking, cycling, etc. See www.derekandangela.com.

FOR SALE: Child's pine bed + slide-under folding bed. No mattresses. £20. Buyer collects. Email h.j.holt@sussex.ac.uk, ext. 7199, tel. 507983.

HOUSE CLEARANCE: Crockery, lamps + shades, picture frames, garden items, etc. All £10 or less. Email l.lara@sussex.ac.uk.

University to implement pay deal

The University has decided to implement the pay deal for this year and next for all clerical, technical and manual staff. At a national negotiating meeting last week, all non-academic trade unions officially accepted the employers' pay offer. The 3.44% increase for this year, backdated to 1 August, will appear in pay packets at the end of November.

The Association of University Teachers (AUT) and the other academics' union, NATFHE, failed to reach agreement with employers at the national negotiating meeting but did commit to a programme of work to resolve several outstanding issues by mid-December.

As the AUT is still negotiating on the proposals, the University is not yet implementing the pay offer for academic or academic-related staff. "It is unlikely that this group will receive the award before Christmas," said Barbara Bush, Director of Human Resources.

Copyright law changes

To comply with recent EU legislation, UK copyright legislation changed in some important respects on 31 October.

All copying for commercial purposes from works in copyright now requires permission or must be done under licence. This invariably means payment of a fee.

Most of the copying undertaken by University staff and students is not for a commercial purpose and the impact of this change is likely, therefore, to be limited.

However, it may have implications for some researchers, depending on the nature and purpose of their funding; for staff working on publications that subsequently give rise to royalty-fee income; and for commercial ventures with which the University is associated.

For further information, see www.sussex.ac.uk/library/news/copyrightnews.shtml.
Like attracts like?
Research reveals sex bias in our ability to remember faces

People are more likely to remember faces of their own race, age group or gender than those of others, according to research at Sussex.

Cognitive psychologist Dr Dan Wright found that men and women are less likely to accurately or correctly recall faces of the opposite sex, which supports previous findings of own-race bias in recognising faces. The findings could soon influence the use of eyewitness testimony in court and identity parade procedures.

Why such bias exists is still open to question, says Dan. "There is a contact hypothesis, that we remember the faces we associate with the most, and people tend to mix more with those of their own race or age, but it's not the whole story. It could be that really we just remember people who look like us the most, as we're used to seeing our own faces the most."

Tests also showed that hair, rather than facial features, was a critical factor in identifying faces seen only briefly beforehand — both men and women were more able to recall and identify faces of their own gender, as long as the hair wasn't covered.

Theories as to why facial recognition isn't so accurate across the sexual divide include the evolutionary idea that we are more likely to remember the faces of those with whom we are competing for mates.

The legal implications of the findings relate to the recent use of DNA evidence to quash wrongful convictions. In America, it was discovered that a large number of wrongful convictions had been based primarily on evidence from witnesses who had "misremembered" facial characteristics.

The research may therefore account for why people who are convinced they have correctly identified the culprit in a crime make mistakes, and why innocent people are convicted. "Juries place a lot of importance on eyewitness accounts," says Dan. "You'll often hear a witness insist that they remember something clearly, when in fact their recollection isn't accurate at all."

This seemed most apparent in cases where identification evidence involved racial differences between witness and suspect. Dan adds, "There is now enough research into own-race bias to allow for expert testimony on eyewitness accounts."

100% success for CCE in national research bids competition

Against stiff competition, the Centre for Continuing Education (CCE) has succeeded in securing funding for three new three-year research programmes from the Higher Education European Social Fund.

All CCE's submitted bids were successful, "an outstanding result for CCE and for the Sussex Institute," said Dean of the Institute, Professor Fred Gray. "and a great credit to the bid writers, Dr Anne Bellis, Mike Boice and Pam Coare."

The bids, worth a total of almost £700,000, were in the policy fields of 'Equal Opportunities and Social Exclusion' and 'Gender Discrimination in Employment'.

CCE is already engaged in a large multi-national EU research project with a focus on discrimination and employment — "a fact that wouldn't have been unhelpful when it came to the new bids," said Mike Boice, who co-manages the project.

One project will explore the idea that appropriate workplace learning opportunities for low-skilled women result in improvements in self-esteem, employability and the take-up of training opportunities.

The researchers will work with the UNISON trade union and have been offered unique access to the wealth of information represented by its 10,000 workplace learners, 80% of whom are women.

Another project will address the needs of a specific group under-represented in the labour market: refugees and other members of minority ethnic communities with high levels of skills and qualifications from their countries of origin.

Through case studies across England, the project will identify and evaluate various strategies designed to combat discrimination against this group.

The researchers will be talking not only to the refugees themselves, but also to refugee organisations, employers, and education and training providers.

The third research project will explore ways in which the higher education sector can support equality of opportunity in education and employment for people who are disadvantaged through a range of disabilities, and who may also be disadvantaged because of their race, gender or age.

The research will explore the ways in which medical and social models of disability have shaped current UK policy and will then apply these models in assessing the ways in which higher education institutions are approaching the recruitment, retention and support of disabled people in acquiring higher level skills that lead to secure employment.

Putting Einstein to the test in a small glass tube

The most accurate test to date of Einstein's theory of special relativity is taking place at Sussex.

The investigation of Einstein's 1905 theory could change the face of modern physics. It will examine quantum gravity, a theory that introduces very small modifications into the accepted 1905 theory.

Examination of Einstein's theory is usually a costly and time-consuming exercise: existing experiments involve multi-million dollar space projects. Physicist Dr Ben Varcoe has devised a way of bringing the science down to earth.

Ben said: "I have created a new means of looking at the problem without the hassle and cost of sending large spacecrafts away from the planet. We shall gain better results here at Sussex by shining lasers through a small glass tube and measuring the effects."

Ben will carry out the tests with the assistance of two undergraduate students. Initial findings are expected within six months, with full results by late 2005.

The project has been funded by a grant from the Particle Physics and Astronomy Research Council (PPARC).

The challenge of post 9/11 wars

Martin Shaw, Professor of International Relations and Politics, visited Japan earlier this month to give the keynote speech at the Peace Studies Association of Japan annual conference.

Martin, the only non-Japanese delegate invited to speak, delivered an address on "The challenge of post 9/11 wars. He spoke about the problems of terrorism and state violence against civilians in the global era. He called for alternatives to war without international mandate and argued that the United Nations should have indicted Saddam Hussein before an international tribunal: "This would have contributed to a comprehensive de-legitimation of Saddam's regime, would have discouraged states from dealing with it, and might have encouraged internal resistance."

Atlantic debut

A colloquium was held this week at Sussex in the new field of Atlantic Studies, organised by the University's Cullinane Centre for Transatlantic Studies.

At the colloquium Professor Stephen Fender, Dr Richard Rollett and Dr Maria lauret accepted contributions and submissions for a new Routledge journal, Atlantic Studies: Literary, Cultural, and Historical Perspectives, that they will be editing from 2004.
Eastern Region: Peter Ireland (Oxford), Transient heat transfer. Thermo-Fluid Mechanics Research Centre.
12.30pm Life History Research Seminar: Sam Carroll (Sussex), 'I was arrested at Greenham in 1962', Investigating the oral narratives of women in the Committee of 100. Library Meeting Room.
2.15pm SEI Research-in-Progress Seminar: Joly Dixon (Sussex), Transition in post-war Bosnia-Herzegovina.
4.45pm Biochemistry and Genetics & Development Seminar: Tracy Palmer (John Innes Centre), The transport of folded proteins by the Tar export pathway. JMS Lecture Theatre.
4.30pm CGOS Research Seminar: Rumi Nijhawan (Sussex), Compensation of neural transmission delays by the sensory and the motor systems. Arundel 404A.
4.15pm Anthropology Postgraduate/Faculty Seminar: Christian Boehm (Copenhagen), Landscape, labour and livelihoods in lowland Lesotho. Arts C233.
7.00pm Institute of Physics Lecture: Corne Kros (Sussex), Hair cells: The bi-physical microphones inside your ears. Pev 1A7.

Wed 10 Nov
2.00pm Music Graduate Research Seminar: Alastair Williams, Recital Room, Falmer House 120.
2.00pm South Asia Seminar: Meera Varrier (Sussex), The new transnational class: Changing aspirations and expectations of Indian software professionals. Arts C162.
3.00pm Centre for German-Jewish Studies: Martha Boll (Berkhamsted), Kindergartenexperiences and the process of autobiographical writing. Arts A155.
5.00pm Migration Research Seminar: Mike Cole ('Brighton), 'Brutal and Stinking' and Difficult to Handle'. The historical and contemporary manifestations of racialisation, institutional racism and schooling in Britain. Arts C233.

Thu 20 Nov
12.00pm Inorganic Discussion Group: Francois Nief (CNRS), title TBA. Chichester 3R143.
4.00pm History Work-in-Progress Seminar: Pete Lambert (Aberystwyth), Writing medieval history and the legitimation of the Nazi 'New Order in Europe'. Fritz Rieg, 1933-1945. Arts A155.
4.30pm Social & Political Thought Graduate Faculty Seminar: Bobby Sayid, Politics and discourse: The case of Islamism. Arts D630.
5.00pm Sussex Development Lecture: Simon Commander (London Business School, Brains), What can they do for development? Arts A1.

Fri 21 Nov
2.15pm SPIRU-CENTRUM Seminar: Erik Millstone (Sussex), Lessons for science policy from the BSE saga. Freeman Centre.

Sat 22 Nov
10.00am CCE Arts Subject Group Lecture: Jackie Parry and Julian Broughton, Images of landscape. Location TBA.

Mon 24 Nov
3.00pm International Relations Research-in-Progress Seminar, Arts C233.
4.00pm Economics Research Seminar: Abigail Barr (Oxford), Risk pooling, commitment and information: An experimental test of two fundamental assumptions. Arts D610.
4.00pm Health Psychology Graduate/Faculty Seminar: Jane Ogden (King's), Towards an integrated model of eating behaviour. Pev 1B12.

BULLETIN