New look for Sussex

"Our new visual identity is the starting point of what will be a fresh look and feel for Sussex," said the Vice-Chancellor, Professor Alasdair Smith, this week, as the roll-out of the new design began.

"The design has been developed over a period of months in an extensive exercise involving many people from across campus. The new look is based on the University's vision and values, themselves a statement of what it aspires to be: pioneering, creative, international, excellent, engaging and challenging.

The Vice-Chancellor acknowledged that "It is easy to be a little cynical about an exercise like this." But, he added, "This is a new design to reflect and support the changes that the University has already undertaken. In the world in which we now work, we need an identity that shows we are forward-looking and confident, and one that can be applied flexibly and creatively."

Instead of undertaking a high-profile and expensive launch of the new look and feel and changing everything overnight, the project team decided to apply the new identity gradually as materials come up for renewal. This is no small exercise and will take many more months.

The first items to be published this week with the new look included the Annual Review and the Undergraduate Prospectus. The new design also appeared on the website and welcome signage.

The aim is to ensure the new identity is being used as widely as possible for the start of the next academic year. From now on, any new materials being produced should use the new design.

To support this, the project team have been developing guidelines and advice, and easier ways of ordering and using materials such as new stationery. They have also been developing general materials such as folders, postcards and PowerPoint templates.

To find out more about the design approach, contact the publications and branding team on ext. 7569, email newidentity@sussex.ac.uk. This should be your first point of contact for planning any published materials.

The spirit of Sussex

- A challenging place, which values freedom of discussion and encourages debate
- An engaged organisation, which seeks to make a difference to people's lives
- A creative university, with inspiring research, pioneering new thinking and disciplines
- A university with an international outlook, bringing together researchers and students from across the world
- A place of vitality, enthusiasm and energy, nurturing and supporting our staff and students

New scholarship scheme for international students

The International and Study Abroad Office has launched a new scholarship scheme in a bid to attract greater numbers of international students.

From October 2004, a total of 40 Chancellor's International Scholarships of £2,200 will be available each year for overseas fee-paying students at undergraduate and postgraduate taught degree level.

Several universities have partial scholarships in the form of fee reductions, but the Sussex scheme differs from most both in its scale and by providing the awards in the form of a cheque, which, it is hoped, will be more attractive to applicants.

The scheme is funded from overseas fee income, but the aim is to cancel out the expenditure and raise additional funds by recruiting more fee-paying students who do not receive scholarships or who are attracted by the general publicity the awards will generate.

"The scholarship scheme is a new element in the University's strategy to attract additional international students of excellent academic ability," says Dr Philip Baker, Head of the International and Study Abroad Office, "and with 40 new awards on offer each year significant publicity will be generated for the University in general."

The scholarships provide about 15% of an overseas student's total annual costs of tuition fees and living expenses. "My experience of promoting the scheme recently in China shows that these contributions are valued and that there is prestige in having a scholarship irrespective of the amount," says Philip.

The title, Chancellor's International Scholarships, reflects the strong support for the University's international mission of the current Chancellor, Lord Attenborough.

The scholarships are available in all schools (except the Institute of Development Studies and Brighton & Sussex Medical School), and will be awarded on the basis of academic performance and potential.

Further details for potential applicants are available at www.sussex.ac.uk/international/cisscholarships.
iPod professor tunes into music on the move

The world’s leading expert on the impact of personal stereos, Sussex media lecturer Dr Michael Bull, is investigating the Apple iPod trend.

Michael (left) has studied the mobile music revolution since the arrival of the Sony Walkman in the late 1970s. He is now looking at the social influence of the increasingly popular iPod.

The iPod system delivers uninterrupted music to the listener, stored on a small hard drive inside the machine. The top model can hold about 10,000 songs and the mini version about 1,000. As well as non-stop music, iPod can store other files such as photos.

Michael said: "The iPod is the first cultural icon of the 21st century. There is nothing else like it in terms of the mix of style, functionality and consumer desire. The technology is appealing because it can be programmed very quickly and easily. This is a market leader and, like the Walkman before, it will change the way people manage their experience of music in urban space. It allows users to listen to whatever they want non-stop, providing a soundtrack to their world."

The research focuses on the take-up of iPod, including how and when devices are used. Last month Michael began distributing a questionnaire for iPod users to contribute their opinions to his research. He has already received replies from a range of respondents around the world, including iPod users in the USA and Australia. Michael said: "The iPod appears to hold a much broader appeal than the youth-orientated advertising implies. My initial findings show users are professional executives and highly educated. Users seem to particularly appreciate the function allowing files to be sent to other people's iPods, much as mobile phones enable communication sharing in sound and pictures. It is creating a social community of the solitary iPod experience."

Michael has mainly received comment from male iPod owners. He added: "I am keen to hear the views of the female market. The latest models are aimed at women and I am interested in finding out how these are being received."

The findings will be used as the foundation of Michael's latest book, Mobilizing the Social: Sound Technology in Urban Experience (due to be published in spring 2005).

To receive a copy of the questionnaire, iPod users can email Michael at M.Bull@sussex.ac.uk.

Sussex software science monitors slimmers

Experimental psychologist Dr Martin Yeomans has developed a software package that helps people to understand patterns of eating behaviour.

Obesity is increasingly recognised as a major health issue and a burden on healthcare. Scientists need to gain better insights into how we can regulate eating.

Martin’s project focuses on how different foods and nutrients affect our appetite system, what makes certain individuals prone to gain weight, and what factors determine our food and drink preferences.

An important feature of this work is how our preferences change during the course of a meal. To understand this, 'microstructure' of the eater’s behaviour, Martin developed the Sussex Ingestion Pattern Monitor software, which combines measurement of the weight of food eaten with questions answered by the subject who is eating.

The software has enabled Martin to determine flavour preferences and the effects of alcohol, caffeine and fat on flavour preference. He has also used it as a key tool to examine disordered eating that leads to obesity.

Sussex IP which manages and commercialises the University’s intellectual property portfolio, provided a small investment that enabled the flexibility and functionality of the software to be improved and for the software to be made available in both Macintosh and PC formats.

The first software licenses are now being issued to other universities and to food and beverage companies in Europe and the USA.

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

Wellcome Trust Biomedical studentships

Applications are invited for studentships for the biomedical ethics programme. The award provides a student's stipend, a contribution towards research expenses, and university fees. Preference will be given to those intending to develop a research career in this area.

Deadline: 1 April.

preliminary applications

Nuffield Foundation Project Grants

£5,000 to over £100,000

are available to support research, developmental or experimental projects that meet a practical or policy need in the Foundation's four areas of special interest. Funds can cover research salaries, equipment, travel and subsistence, survey, fieldwork and interviewing costs and consumables.

Deadline: 2 April to reach July meeting

EPSRC public Awareness

Current and past EPSRC grant holders are invited to submit partnership applications which aim to increase the public's awareness of the value of science in society. Partnership activities could include interactive exhibits, public presentations or schools' programmes. There is no funding limit.

Deadline: 2 April

Basic Technology Research programme - call for proposals

The Research Councils have issued two calls for basic technology proposals: (a) bids for consortia building and networks providing a maximum of £60k over 12 months; (b) bids for high risk project: projects providing a maximum of £10k for up to 12 months.

Deadline: 5 April

AHRB Small grants for creative and performing arts

This scheme provides a maximum of £5,000 for up to one year to meet the direct costs of projects in the creative and performing arts. Eligible costs include travel and subsistence, clerical assistance, replacement teaching, consumables, materials and preparing output for publication.

Deadline: 30 April
VC’s VOICE

The dispute with the Association of University Teachers (AUT) is still unfortunately under way, and has moved on from strikes to the much more difficult area of selective action.

The proposed boycott of assessment is particularly difficult. The University as an employer cannot lightly face the prospect of staff not undertaking important duties such as student assessment that are central to the work of the institution.

But many colleagues have told me that they want the University to handle the situation in a way that minimises the scope for internal conflict, and neither the University nor AUT members want to cause difficulties for our students.

I am aware too that this dispute comes at a stressful time for many staff, because of the extra work associated with restructuring and curriculum change, so this is a time that we should be working together to resolve problems.

Disputes are eventually settled, and I am optimistic that this dispute can be settled reasonably soon. Although pay is understandably the focus of attention, the dispute is not actually about the pay offer, but about two aspects of the new national pay structure. Detailed work has already been done on implementing the new structure in some universities, and the message from that work is that it should be possible to address the AUT’s legitimate concerns without creating difficulties for the other unions that have already signed up to the new framework.

So we all need to look forward to the time that the dispute is resolved and not get ourselves into positions from which it will be difficult to recover. The University respects the rights of staff to take legitimate industrial action; and I hope that all staff recognise the need to manage the consequences of that action in ways that avoid long-term damage to the University and to interests of our students.

Joe Hinds from the Department of Psychology wrote to the last issue of the Bulletin (27 March) with a “small complaint” about the fact that I spoke in favour of the government’s proposals on tuition fees at the winter graduation ceremony.

I do understand his concern. The graduation ceremony is an event that should bring together the University, not divide us, and should focus on students; and I know that my views on the fees issue are not shared by all members of the University.

On the other hand, with the Higher Education Bill having been headline news for several months, it would have been a bit odd for me to have said nothing about the subject.

I also used my graduation speech to speak in favour of higher pay for university staff; and to support multi-culturalism and liberal policy towards immigration.

If members of the University think that graduands and their families would prefer to hear uncontroversial platitudes, do let me know, and I will try to oblige.

Increased measures taken to stop spam

IT Services have reconfigured the University’s email service to provide three improvements to the blocking and marking of spam.

1. The system’s use of realtime spam blacklists, which allow messages to be blocked before they get on to campus, has been extended.

2. The mail system has been reconfigured to verify that message senders are genuine by ‘calling out’ to the sender’s claimed email address. Only if it is valid, according to the sender’s own mail system, will the campus mail system now accept the message.

An analysis of the email logs indicates that this check may prevent over 30 per cent of spam from being accepted onto campus. However, it is quite a sophisticated test and quite expensive in terms of computing power to implement. It also depends on the sending mail system validating the email address. There has been one case where this did not happen.

3. The system used to mark spam has been reconfigured to exclude mail coming from Sussex mail addresses. This will prevent the embarrassment of legitimate messages from Sussex senders being marked as spam and then sent on to external users.

Widening the horizon for physics students

Academic departments are being encouraged to follow the example of Physics and Astronomy, which organised a series of workshops last week encouraging students to think about the range of different careers they could get into.

The careers day on 3 March saw speakers come from a variety of Industries to discuss with physics students how flexible their degree can be in gaining future employment.

Representatives from the Royal Sussex County Hospital, Scientists for Global Responsibility and even a water management company demonstrated an array of possible areas where physicists are in demand. These ranged from becoming an expert in sludge strategy to, perhaps, more glamorous options such as journalism and ethical science research.

Dr Ralph Sheil, a Lecturer in Physics, organised the day with the help of the Career Development and Employment Centre (CDEC) and Q-Soc, the student Physics and Astronomy Society. “Physicists have a large range of skills they may be unaware of which can lead to a whole variety of different careers,” said Ralph.
News in brief

Car park closures

The UCAS Fair, a major student recruitment conference for south-east England, is taking place on campus on Tuesday and Wednesday (16-17 March). The Sportcentre car park will be closed Monday to Wednesday to accommodate exhibitors, deliveries and visitors in cars. The Science car park will be closed on Tuesday and Wednesday to accommodate coaches and minibuses bringing delegates to the fair.

New name

The Research Services Division has been renamed the Research and Regional Development Division. This change reflects the growing importance of the Division’s regional activity via its Regional Development Office.

Golf Society

The University of Sussex Golf Society is about to begin its annual campaign, and any golfer with a handicap below 18 is welcome to participate. For the Championship, no handicap is required.

Smaller裁切
1) v. Piltdown, Wednesday 21 April;
2) v. Ham Manor, Wednesday 5 May;
3) v. Hollingbury, Thursday 20 May;
4) v. Dyke, Friday 28 May;
5) v. Lewes, Wednesday 9 June;
6) Club Championship, 36 holes, early July, to be arranged.

The matches are all in the afternoon. If you are interested in playing in any of these events, contact Professor James Hirschfeld, email jwph@sussex.ac.uk, ext 8080.

Music for all

SMuTS, the Sussex Musical Theatre Society, is the first student society at Sussex to receive a grant from the Lottery Awards for All scheme. SMuTS is performing A Slice of Saturday Night: The GO’s Musical at the Old Market in Hove from 31 March to 3 April, and the grant allows the students to perform the first night free of charge for youth groups, local schools, disabled people and pensioners. The group is also offering to run workshops on musical theatre for any local schools.

Students make a start on campus art

L-R: Exhibition organisers Alex Gann-Bash, Lucy Bayley, Sophie Churcher and Robert Fiehn.

The Department of Art History is hoping that the success of an art exhibition created and curated by students will inspire other students to organise similar events in the future.

Back in October last year, four Art History finalists decided to set up an exhibition of artwork by their fellow Sussex students. So Robert Fiehn, Sophie Churcher, Alex Gann-Bash and Lucy Bayley got down to work: they booked the space, contacted potential exhibitors, arranged publicity, and had exhibition display boards built (by Jack Stiller, fellow finalist and master carpenter).

The four curators were helped in their fundraising by the Students’ Union and consequently were able to set up an Art Society at Sussex. With a club night at the Ocean Rooms shared with the Sussex Musical Theatre Society (SMuTS), they were able to raise the money required to make the exhibition a reality.

After four months of extremely hard work, START opened to the public last month on the Mandela Hall balcony.

Exhibits included paintings, photographs, sculptures and installations. They ranged from the whimsical and provocative, such as an image of a freaked out fairy and unsettling photographs based around a study of self-harm, to a genial portrait of Professor Alasdair Smith (the Vice-Chancellor).

Professor Maurice Howard, Head of the Department of Art History, was impressed by the exhibition and the commitment and dedication put in by the four students: “It’s really good that students have made this effort to bring together the creative work of their colleagues on campus. The show was professionally run and organised and it was a great credit to their initiative.”

Scrapbook evokes memories of Sussex

Sussex alumni are being invited to submit old photographs of their student days to be published on the alumni website — but also to identify the ones that are already there.

The Sussex Alumni Scrapbook Project (www.sussex.ac.uk/ alumn/scrapbook/ scrapbookIntro.htm) is a collection of pictures and related material of Sussex memories over the years.

Many of the photographs are of people, places and things that are currently unidentified — have a look and see if you can help to shed any light on them. The project team are looking for more pictures that show what Sussex was like during each of the decades since the University was founded: what people were wearing, what cars they drove, what the big political and news issues of the day were, and so on.

If you are a Sussex graduate, email your digital images to alumni@sussex.ac.uk or send prints to the Alumni Centre in Chancellor House.
Top marks for University Crèche

Staff in the University Creche are celebrating the results of their latest inspection by the Office for Standards in Education (Ofsted).

In its report, Ofsted awarded the Crèche the highest possible marks for its standard of care in providing a "bright, colourful and warm environment" in which children feel "happy, confident and secure". They also observed that in all areas children are provided with well-planned activities which help build on their curiosity and promote learning. The staff are singled out for their good relationships with both the children and their parents. Janet Healey, Crèche Supervisor, said: "Congratulations to all the hard-working staff, who thoroughly deserve this acknowledgement of their care and professionalism."

The full report can be found on Ofsted's website at www.ofsted.gov.uk and in the Crèche.

The Crèche is owned and managed by the University. It provides full day care for the children of staff and students and currently has 57 children aged under three on its roll.

Horsham campus study begins

Consultants KPMG have started their feasibility study of potential higher education development in Horsham. The work so far has started to look at potential demand, the potential of the available local sites and the possible economic impact of a new campus development. A first interim report has been sent to Horsham District Council to feed in to their local consultative plan.

Registrar and Secretary Neil Gershon is keen to stress that this is about laying the groundwork for future thinking: "There are of course no conclusions being reached at this very early stage. A lot more exploratory work needs to be undertaken before we can even start to discuss the substance of any proposals."

The aim is to develop a mixed-use campus bringing together research-based business with academic facilities to provide education at the levels identified by business, industry and the local community as being necessary to help meet skills shortages in key areas.

The next steps being taken by KPMG are to look in more detail at future potential demand, undertake consultation with stakeholders (including senior managers at Sussex) and community groups, and assess the financial implications. The full feasibility study is expected to conclude in May, with reports to Senate and Council following in the summer.

Brighthelm and Lewes

C***t

Campus accommodation in Lewes Court and Brighthelm was recently awarded a 3-star rating for the second year running following an annual inspection undertaken on behalf of the English Tourism Council.

The audit was carried out under their national quality assurance scheme for university accommodation. The inspection covered many aspects including appearance, environment, decorations, furniture, housekeeping and maintenance.

"This rating reflects the high standards of accommodation available on campus," said Paul Knight, Trading Development Manager. "It also clearly demonstrates the care and commitment taken by our staff in Residential Services."

The grading is a useful benchmark that attracts conference and self-catering visitors during the summer vacation period, which in turn helps to provide additional income when most accommodation would usually be empty.

LETTERS

The new logo

While I would shrink from being described as a knocker, I do wonder if someone has booted, as it were, in the design of the new logo. The more I look at it the more bosomy it seems.

Dave Booth, School of Life Sciences

I am somewhat surprised no one has pointed out to the Vice-Chancellor that 'US' is fairly common slang for UnServiceable, i.e. beyond repair and not worth mending!

Janet Ramsay, Psychological and Counselling Services
Christopher Ryan

Bulletin readers will have noted the brief announcement of Professor Christopher Ryan’s untimely death in the last edition (27 February). There is much more to be said about Christopher’s period at Sussex and his contribution to the University.

He was appointed Senior Lecturer in Italian in 1990 and arrived at Sussex in January 1991, following an unusual career of ministry first in the Roman Catholic Church and then, after deeply pondered conversion, in the Anglican communion as well as an academic profession of teaching and researching in Cambridge and Toronto.

Christopher was quickly promoted to the Chair in Italian in 1993 and gave unstinting service to Italian Studies and his colleagues in Modern Languages and the former School of European Studies. He worked indefatigably to sustain the teaching of Italian and Modern Languages through very difficult times, valiantly undertaking an extended period as Subject Chair, despite his own ill-health. He was an authoritative figure in the School, noted for his frequently caustic but always principled interventions in debate, and for his attractive combination of down-to-earthness with courteous formality.

A scholar of note, a distinguished and significantly radical student of Dante, an attentive and exact translator of both Dante and of Michelangelo’s poetry, he was also a dedicated teacher, arousing often fierce loyalty among his students and colleagues. The School of European Studies valued Christopher’s principled, forthright and scrupulous defence of academic standards, conducted with courtesy, humaneness and acerbic wit.

In 2002 Christopher left Sussex to return to Cambridge and an appointment as Dean of Chapel at King’s College. This was the proper setting for the beautiful Requiem Mass that gave his friends, including a small group from Sussex, an opportunity to bid him farewell. There is poignant irony in the fact that he was to enjoy this role, which he so much looked forward to, for so short a time.

The speed and virulence of the lung cancer that took him from us has shocked those who knew Christopher, who feel the loss of this kind and courteous man.

Dr Jeremy Lane, School of Humanities

Staff vacancies

For further details, see www.sussex.ac.uk/Units/staffing/personnel/vacs or contact staffing services on ext. 8706, fax 877401, recruitment@sussex.ac.uk

1. **APPLY BY 22 MARCH**
   - Senior Lecturer (Honorary Consultant) in Public Health, BSMS (ref 502)
   - School Administrator (Curriculum & Assessment), HumS (ref 573)

2. **APPLY BY 23 MARCH**
   - Associate Workstation Support Engineer, IT Services (ref 578)

3. **APPLY BY 19 MARCH**
   - Primary Care Coordinator, BSMS (ref 566)
   - Associate Workstation Support Engineer, IT Services (ref 578)

4. **APPLY BY 16 MARCH**
   - Research Fellow, Theoretical Particle Physics (ref 574)
   - Nursery Nurse - Team Leader, Côté (ref 575)

5. **APPLY BY 18 MARCH**
   - Premises Assistant, Estates (ref 568)

AUT boycotts student assessment

Following strike action last month by members of the Association of University Teachers (AUT) on campus, the AUT began a boycott of assessment and other activities on 1 March.

The duties concerned cover tasks such as assessment, which have a direct impact on current students, and other tasks concerning staff management, such as appraisal and job evaluation, or the smooth running of the organisation, such as call-out cover and cover for absent colleagues. In relation to all other duties AUT is asking its members to work normally.

The boycott of assessments affects all levels of study, from undergraduate programmes to research degrees. All aspects of assessment are subject to boycott action: not only the marking of scripts, but also the preparation and administration of assessment.

The Vice-Chancellor, Professor Alasdair Smith, said: “I fully respect the right of staff to consider taking action short of a strike. I am sure we can all agree that staff will not find it easy to consider action that has an impact on individual students and their experience here.”

Referring to the other duties that are subject to action by AUT members, he said: “I would hope that the current dispute could be resolved before any formal action needs to be considered.” The formal deadlines for appraisal, for example, are some months off.

The AUT objects to a proposed overhaul of the pay framework for university staff and to the proposed pay increase for this academic year and next.

Although informal talks are going on at a national level between the employers and the AUT, no grounds for resuming negotiations have yet been found, though both insist they are ready to talk.
From gay ‘Blind Date’ to culture festival: Diversity Week 2004

Staff and students celebrated the myriad of cultures and lifestyles on campus in a series of events last week (1-5 March) ranging from a gay ‘Blind Date’ to a public meeting on human rights and a festival of African, Caribbean and Asian culture.

“The University is proud of its reputation as a diverse community,” said the Vice-Chancellor, Professor Alasdair Smith, “with staff and students coming from a variety of backgrounds and experience.”

The week’s events were more than just a celebration of diversity, however. They were also an opportunity to address some of the issues around gender, race, disability, religion and sexual orientation.

“Minority groups often face overwhelming barriers in institutions, structures and attitudes,” said the Vice-Chancellor. “These barriers are real and important.

“Due to equality and diversity are issues not just for minority groups – they are central to the lives of all of us, whatever our circumstances. Working together towards equality means working together for a better community for everyone who works and studies at Sussex.”

Diversity Week was a joint venture between the Students’ Union and the University.

Visually impaired student speaks out about campus obstacles

The challenges faced by visually impaired students were highlighted in events during Diversity Week, held last week (1-5 March) to celebrate equality and diversity.

Speaking at a Diversity Week workshop, a visually impaired researcher with TechDis (a national disability initiative based at Sussex) described some of the challenges he faces on campus. Pete Rangier said: “I studied maths, which is a visual subject. This presented barriers both for my understanding and a challenge to the tutors teaching me.

“Responding to the needs of a diverse body of students involves a range of skills and aptitudes most tutors are not geared up to, but could be with more imagination and understanding of the range of technology available nowadays.”

Pro-Vice-Chancellor Professor John Dearlove became aware of the challenges faced by visually impaired students when he met postgraduate Saqib Shaiq as part of Diversity Week.

After a campus tour with Saqib, John commented: “Many social activities are done by sighted people on a spontaneous basis, such as deciding to go down the pub after class, but for visually impaired people spontaneity is something that is generally ruled out as moving about requires planning.”

John also observed: “As the campus is so inaccessible to visually impaired people it creates a situation where people may not wish to go out as much as others who are sighted.” Saqib found the campus at Essex University, where he studied as an undergraduate, much easier to get around.

Removing physical and sensory barriers is one of the legal requirements coming into effect from 1 October, under the Disability Discrimination Act (DDA).

The University has a rolling schedule of DDA works, partly funded by the Higher Education Funding Council for England (HEFCE). Progress is being made on the environment to include the needs of people with visual impairment and the footpaths around Kulukundis House are being upgraded during March and April.

Saqib feels that more work needs to be done on footpaths and providing better access to campus bus stops, such as the one outside Bramber House.

Rob French from Estates is fully aware of this and comments: “The updating work that will need to be done to the Bramber House bus stop to prepare for ‘kneeling’ lower floor buses will need to accommodate wheelchair users and people with child buggies, as well as improving the environment for visually impaired people.”

Female staff set out stall

Female staff at Sussex want clearer criteria for promotion as well as policies to promote flexible and part-time working. They’d also like a mentoring scheme and other opportunities for career development.

These were some of the suggestions that came up during the launch of the new Women’s Staff Network on 4 March. The event, which was open to all female staff at the University, formed part of the programme for campus Diversity Week.

A steering group, formed on the day from volunteers, will now decide how to take forward the various ideas. The steering group will also discuss what form the network should take in future – for example, whether members should communicate with each other by email, on a website, at meetings and/or via a newsletter.

Barbara Bush, Director of Human Resources, emphasised that it is up to all female staff at Sussex to make the network a success. “This is the University giving you an opportunity to influence the future of Sussex,” said Barbara, who chaired the launch meeting. "We really want to hear that voice.”

Anyone who has difficulty getting released for network events should contact Human Resources or the Equalities and Diversity Officer, as senior managers really want membership to be as diverse as possible.

The idea of the network is to support women across all categories of staff in terms of career development, peer support and mentoring services, with the aims of identifying priorities for positive action and meeting the University’s agreed targets for women.

These targets, which were set in March 2003 as part of the University’s Human Resources Strategy, are to:

- Increase the percentage of female academic staff to 45%
- Increase male clerical staff from 22% to 30%
- Increase female management staff (above level 5 for support staff and professional and above for academic staff) to 25%

The targets are due for review in April of this year.
EASTER VACATION OPENING TIMES

Minimum service days: Thursday 8 April–Tuesday 13 April inclusive. All locations are shut on these days unless stated.

CATERING OUTLETS

East Slope Bar: Open every day, including minimum service days. Normal pub hours

Gardner Arts Centre

Box office 01273 858961
www.gardnerarts.co.uk
Sussex students and staff are eligible for tickets at concessionary rate to all events on presentation of a valid i.D card.

PERFORMANCE

Sun 14 Mar 12.30pm & 4pm
Kazum
The Mermaid’s Tale
This unique adaptation of Hans Christian Andersen’s fairy tale is set in an enchanting, underwater garden. Beautiful mermaids, a kindly prince, a horned witch and beguiling spells are presented in a visual performance combined with a newly commissioned aquatic soundtrack and incorporating masks, puppetry and songs. First Bulletin reader to the box office gets a free pair of tickets for either performance.

Thu 25–Sat 27 Mar 8pm
Shared Experience
Gone to Earth
Hard Woodes runs free, living closer to nature than to society. Her innocence and beauty attracts two men, who struggle to possess her. Their obsessive pursuit threatens to tear her apart, as the stark brutality of the First World War rages in the distance. Using a distinctive style of physical storytelling, this lyrical, haunting tale explores eternal themes of love, human frailty and the attraction of violence. Save £2.50 in the great give-away: be the first to claim a pair of free tickets for any performance.

EXHIBITION

Until Sat 27 Mar
George Chakaravarti
Barflies
Chakaravati’s protagonists in a video trilogy are transvestites who transform their feminine identity to the test in anonymous London pubs, clubs and bars.