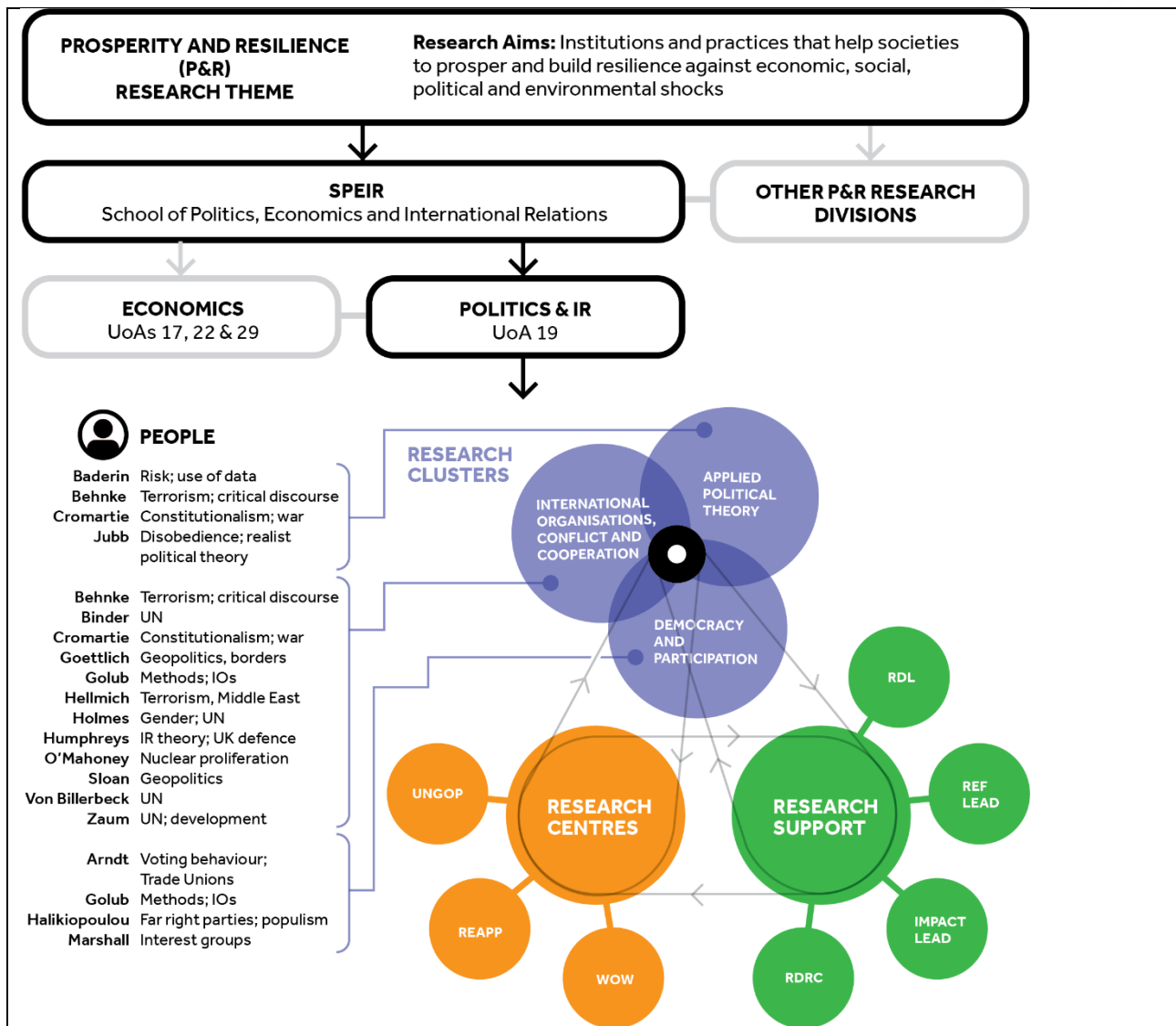


<b>Institution: University of Reading</b>
<b>Unit of Assessment: 19 Politics and International Studies</b>
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p><b><i>Unit context</i></b></p> <p>The research strategy of UoA 19 during the current assessment period has been driven by two main objectives: to develop three research clusters dealing with building resilience to fundamental global challenges aligned with broader university themes; and to embed a culture of public engagement at every stage of research. The successful implementation of this strategy has included investing in new appointments consistent with our research priorities, and developing and implementing a range of formal mechanisms to support our staff, research and impact endeavours. As a result, we have cultivated a vibrant and supportive research environment, strengthened our reputation as a home for influential work in these three areas and encouraged fruitful collaborations both within and across disciplines, thus offering a valuable contribution to the UK's research base.</p> <p>The University of Reading submission to UoA 19 comprises members of the Department of Politics and International Relations (PIR), which together with the Department of Economics makes up the School of Politics, Economics and International Relations (SPEIR). PIR is one of 11 research divisions that form the University of Reading's Prosperity and Resilience (P&amp;R) Research Theme. This Theme, one of four across the University, brings together units that carry out research on the institutions and practices that help societies to prosper and build resilience against economic, social, political and environmental shocks.</p> <p>Most PIR research centres on 'resilience'. Activities are structured by three overlapping clusters that share a concern with sustaining a broadly liberal order in national and international contexts: (1) <i>Applied Political Theory</i> focuses on the relationship between modes of political theory to which 'justice' has been central and real-world problems of violence, civil disobedience, and climate change; (2) <i>International Organisations, Conflict and Cooperation</i> is concerned with the operation and defence of international institutions; and (3) <i>Democracy and Participation</i> centres on the operation of electoral democracy in the face of practical challenges including economic adversity.</p> <p><b><i>Research and impact strategy</i></b></p> <p>Our REF 2014 submission emphasised two research clusters: <i>Applied Political Theory</i> and <i>Conflict: Causes, Conduct and Consequences</i>. Important work by Halikiopoulou and Vlandas has led to the formation of a third cluster - <i>Democracy and Participation</i> – with a complementary focus on domestic politics. During the current assessment period, our strategy has been driven by a fruitful interaction between the organic development of the UoA's research in these three clusters and P&amp;R priorities. It has had two main objectives:</p> <p>(1) To strengthen the three research clusters, in line with P&amp;R themes. To meet this objective, we have focused appointments on these areas (see section 2), encouraged collaborations both within and across disciplines (see section 4) and introduced new formal and informal mechanisms, including an enhanced role for the Research Division Research Committee (RDRC), which works together with the Research Division Lead (RDL) (Binder) to encourage collective commitment to the relevant research.</p>



**Figure 1: PIR Structure**

(2) To develop a new culture of public engagement. Given that the research carried out in all three clusters is of public concern, our engagement strategy is part of a broader impact plan to ensure it will reach and benefit key stakeholders. The two impact case studies included in this submission draw on research carried out in the *International Organisations, Conflict and Co-operation* (Zaum) and *Democracy and Participation* (Halikiopoulou) clusters demonstrating the impact this research has had in shaping policy, raising public awareness and informing political debate. To meet this objective, we have introduced new formal support mechanisms, including the role of the Impact Lead (Halikiopoulou), who works together with a dedicated P&R Impact Officer to encourage PIR staff to pursue engagement activities and ensure that impact is embedded at every stage of research. Throughout the period we have developed a range of strategic partnerships, appointed visiting fellows and actively supported engagement with policy and practice, for example through secondments.

The *Applied Political Theory* cluster was significantly strengthened during the period of assessment. Priority was given to encouraging work by McKinnon that had important synergies with an institutional strength: the cross-disciplinary study of climate change. The result was the Leverhulme-funded £1m Climate Justice Doctoral Programme (2014-2019), which brought together expertise from the UoA, Law, Geography, and Development Economics. This theory-driven Programme, conceived and led from PIR, brought 7 doctoral students to the UoA to undertake research across a range of areas related to Climate Justice. Researchers working on climate justice produced a range of strong article publications (in the journals *Climate Policy*;

Climatic Change; Ethics and the Environment) establishing the UoA as a national and international research hub for the politics of climate change.

Research in this area was also developed as a result of other interdisciplinary initiatives, including collaboration with Philosophy and work carried out at the Reading Ethics and Political Philosophy (REAPP) centre. REAPP is a hub for individual scholars to exchange ideas, develop projects, and organize conferences, events, and workshops. It has brought together Reading's moral and political philosophers, primarily working in the two departments. REAPP's annual Early Career conference and a series of workshops have brought together scholars from universities in the UK and abroad, enabling potential collaborations and supporting the work of our ECRs.

The UoA's strategy with regard to *Applied Political Theory* has been determined by the need to maintain and extend these interdisciplinary initiatives to cover a range of pressing normative questions, including legitimacy, justice, political protest and inequality. The appointment of Baderin (2018), whose experimental work on equality and risk bridges perspectives from political theory, political science and sociology, brought a new interdisciplinary angle to the UoA through collaborative work with scholars in other UK institutions (Oxford and UCL). This represents a logical extension of the concern with real-world applications exemplified in the Climate Justice programme. Jubb's critique of moralism fits with an interest in the practice of violent protest. Cromartie's continuing ambitious reconstruction of the early modern roots of modern constitutionalism has involved a subtle re-thinking of preconditions of democracy. Our work in this cluster, which seeks to integrate political theory, philosophical arguments and empirical data, has obtained funding (Independent Social Research Foundation; Leverhulme) and received awards (American Philosophical Association (APA)).

The second research cluster – *International Organisations, Conflict and Co-operation* - has been re-named to recognise an emerging critical mass, shaped by targeted appointments, in the study of such institutions. The appointments of Binder (Associate Professor), Holmes (Early Career Fellow) and Von Billerbeck (Lecturer and subsequently Associate Professor) create a distinct identity as the leading research group on the UN in the UK. The most recent appointment, Goettlich, is building upon strikingly original work about borders with a follow-up project about the Law of the Sea. Collaborative initiatives with colleagues in Law for policy engagement have led to the establishment in 2017 of the United Nations and Global Order Programme (UNGOP). This programme supports short-term policy-responsive work as well as longer-term academic research by bringing together strong networks of academics and practitioners. Members and affiliates work with various UN bodies, as well as peacekeeping operations and UN country teams. The research undertaken is used by, and involves working closely with, member states through their ministries of foreign affairs, departments and committees on development, human rights and multilateralism, and national policymaking bodies. Research is also conducted with regional organisations, civil society and non-governmental organisations, and other relevant stakeholders. UNGOP's current research focuses on human rights, peace and security, and internal processes at the UN, ranging from decision making to legitimacy, gender, and performance management.

UNGOP's active research agenda has led to the completion of funded projects (ESRC; Folke Bernadotte Academy) and policy reports and consultation documents (United Nations). UNGOP also supports PhD research through collaborative supervision between PIR and Law. The group has also organised a series of seminars and workshops engaging UN officials and leading to the establishment of concrete partnerships. Zaum's research on legitimacy and state-building, as well as his initial secondment to, and continued collaboration with, the UK Department for International Development (DFID), have significantly shaped the latter's policy framework for addressing state fragility. This is one of the impact case studies in this submission.

Research in the *International Organisations, Conflict and Co-operation* cluster was also extended through continued engagement with members of the armed forces, specifically through

the Memorandum of Understanding with the Royal Military Academy Sandhurst (RMAS) and the Army Higher Education Pathway. The former has brought RMAS staff as visiting fellows; the latter has enriched the department's intellectual life through appointment of lively, research-active early career Teaching Intensive (TI) staff. The interdisciplinary Ways of War Centre (WOW), which brings together scholars from the Arts, Humanities and Social Sciences with a shared interest in understanding war and collective violence, pursues a range of research-related activities, working, for example, with the UK Government's Doctrine, Concepts, and Development Centre (DCDC) on the 6<sup>th</sup> edition of *UK Defence Doctrine JDP 0-01*. The Centre's activities also included a series of events designed to generate mutually beneficial interactions between academics and practitioners, including 'Witness Seminars' presented by veterans of campaigns from the Falklands War to the present. Military engagement has also been strengthened by von Billerbeck's work with NATO and Holmes's work with the army on gender training.

The development of the *Democracy and participation* cluster results from synergies arising from comparative enquiry in the fields of voting behaviour, party politics and comparative political economy (Halikiopoulou and Vlandas), and reflects our strategy to focus on pressing societal challenges and their solutions. Halikiopoulou's research into the progressive entrenchment of far right parties in their national political systems is helping to provide answers to pressing policy questions about out-group exclusion, anti-immigration narratives and mainstream responses. Her work classifying and comparing European far right populist parties and their voters has raised public awareness through extensive media engagement, and informed political debate engaging think-tanks and organisations including trade unions. It forms the second impact case study in this submission. The appointments of Arndt (Lecturer) and Marshall (Lecturer) were aimed at strengthening expertise into links between public opinion, voting and the welfare state, as well the ways in which informal relationships lead to policy change. Staff in this cluster jointly produced circa 40 outputs some of which have attracted major awards (American Political Science Association (APSA); European Consortium for Political Research (ECPR)).

The three clusters will continue to be identified as priority developmental areas as we seek to further develop our research and reputation. Moreover, the UOA will continue to identify opportunities for public engagement that foster contact with state and non-state bodies. We have made two strong appointments, Lepoutre and Park, to join the Department after the closing of the census date. These appointments will strengthen our *Applied Political Theory* and *Democracy and Participation* clusters respectively and foster synergies between these areas. Lepoutre's interdisciplinary work at the intersection of political philosophy, social epistemology, and philosophy of language and Park's work on political economy and voting behaviour both address questions of democratic resilience, especially at a time when significant threats to the stability of the international order come from economic uncertainties.

## 2. People

PIR is a vibrant department that invests in the next generation of scholars. Staffing strategy is directly aligned with research strategy and governed by the following objectives: 1) to appoint predominantly ECRs with considerable potential who will develop their careers within the department; 2) to sustain and develop the quality of research carried out in our three clusters; 3) to support staff development through formal and informal mechanisms.

With regard to appointments (objectives 1 and 2) during the REF period, we appointed 10 (Goettlich, Baderin, Binder, Marshall, Jubb, O'Mahoney, Von Billerbeck, Long, Holmes and Arndt) and promoted 7 (Von Billerbeck, Marshall, Humphreys, Vlandas, Halikiopoulou, Jubb, Sloan) full-time research active staff. All but one (Binder) of these appointments have been hired at lecturer level. The appointments of Holmes (Early Career Fellow), O'Mahoney (Lecturer), Binder (Associate Professor), Goettlich (Lecturer) and Von Billerbeck (Lecturer) and the subsequent promotions of Von Billerbeck and Sloan have strengthened *International Organisations, Conflict and Cooperation*, through the generation of research income, publications and connections to the military. The appointments of Baderin (Lecturer) and Jubb (Lecturer), as well as the subsequent promotion of the latter to Associate Professor, have been

undertaken to expand and enhance research in applied political theory with a specific focus on engaging with empirical work across the broad discipline of politics. Finally, the appointments of Arndt (Lecturer) and Marshall (Lecturer), the promotion of the latter (Associate Professor), and the promotions of Vlandas (Associate Professor) and Halikiopoulou (Associate Professor and subsequently Professor) have been directed towards developing research within the *Democracy and Participation* area, as well as facilitating impact development opportunities. Overall, our hiring strategy after REF 2014 was consciously adopted to expand and enhance research focus in line with our three targeted areas, and the current profile of the unit shows that this has been successful.

### **Staff development**

With regard to staff support (objective 3), the UoA has a number of formal mechanisms to monitor and develop its research-active staff.

#### (1) Performance and development Review

*Review meetings:* Each member of staff attends two review meetings annually, in order to reflect on, assess, and support their performance. The first is the *Performance Development Review*, a developmental discussion with their line manager to reflect on their overall performance, and set specific objectives for the following 12 months. This meeting takes a holistic view of the balance between research-related activities and teaching and administrative responsibilities. The second is entirely research-focused: a *Research Review Meeting* in which the RDL and individual member of staff review the research activities and plan the years ahead. Ahead of this meeting, staff produce a Personal Research Plan (PRP) reflecting on the past year, reviewing their objectives, and identifying obstacles to progress. These plans form the basis of the discussion of research with the RDL.

#### (2) Support tailored to career level

*Support and mentoring for new and Early Career research active staff:* When determining appropriate support for newly appointed lecturers who are at an early stage of their career development, we draw on the new Researcher Development Concordat, which supports and ensures the equitable development of researchers at all career stages.

New members of staff are supported through a 50 per cent reduction of their teaching load during the first year of appointment. This process is sustained through a clear workload model, which treats people of all seniority equally in valuing their diverse contributions, and takes account of administrative responsibilities. The workload model was revised in 2017-2018, when a designated group worked with the HoD to revisit workload allocations, and help achieve a fairer and more transparent workload model.

Each new staff member is assigned a mentor to serve as the first port of call for any questions, and to provide advice and guidance with regard to research-related activities and to managing competing teaching, research and administrative demands. Probation targets are set in accordance with career level, and include research, funding, administration and teaching related objectives, as well as citizenship.

*Research income:* Staff benefit from a holistic development strategy that offers support for grant-getting while tailoring expectations to their subject area and career level. Every grant application undergoes internal peer review involving the RDL, a subject specialist (where possible) and a non-specialist. Following the provision of written comments, the RDL meets individually with the PI to provide direct and in-depth constructive feedback. This process is supported at the University level (see section on infrastructure below). Senior staff members offer feedback on grant proposals, and where possible and appropriate include more junior staff in grant applications (Zaum and Heaven/ Halikiopoulou and Vlandas).

(3) Research Leave and Financial Support

*Research leave:* All T&R members of staff are eligible for a one-term sabbatical every nine terms. Eligibility for a sabbatical is linked to prior submission of a grant application. This policy is aimed at incentivising staff to make reasonable efforts to seek external support for at least some of their activities. Eligible staff must include specific plans for outputs and grant applications in their sabbatical application, which must be approved by the RDRC. On returning from a sabbatical, staff members are expected to present research undertaken during the period at the Departmental Research Seminar and are required to provide a written report for assessment by the RDRC.

Additional relief from teaching and administration may be awarded on the basis of having taken on specific extra responsibilities, or if a staff member has met grant income targets, completed a highly demanding administrative role, or required relief to carry out the completion of key research activities. Four members of staff have benefitted from these arrangements (Humphreys, Cromartie, Golub and McKinnon).

*Generous SDA allowance:* Given our strategy of supporting research and dissemination activities, we actively encourage staff to participate in workshops and conferences, both in the UK and internationally. To facilitate this, the unit offers a generous Staff Development Account (SDA) annual allowance of £1500, which can be spent on conference attendance and travel, as well as other research related items including books and IT equipment. Members of staff may also supplement conference costs through the SPEIR Education Fund, a pot of money intended to pay for conferences and their associated costs in circumstances when SDAs are depleted. Additional funds for specific items and projects may be requested directly from the HoS.

(4) Building a culture of coordinated and cooperative research activity

*Annual Research Division Away Day:* The UoA holds an annual Research Division Away Day for staff for discussion of recent achievements and exploration of possible synergies between their research activities. It is organised by the RDL in consultation with the research committee. The aim is threefold: (1) To familiarise staff with the specific details of the research of others; (2) To further encourage staff to reflect on and develop their research and research plans; and (3) To support, through targeted advice and information, a culture of actively seeking grant income and impact. Research away days are usually structured in three sessions. The first two sessions revolve around staff research activities and are designed to meet the first two objectives. The last session usually features a guest speaker, often from Research and Enterprise Services (see section three), to meet the third objective.

Support mechanisms also apply to TI staff, ensuring they are integrated in the department's research activities. For example, the TI workload formally includes the allocation of half a day per week for research. Performance Development Review meetings include research support. The Research Division Away day, and the weekly research seminar are open to TIs, both for attendance and presentations. We encourage research training, and offer funding for the organisation of conferences and workshops (e.g. Rauta's workshop on proxy wars in 2019) and interdisciplinary initiatives (e.g. Shanahan's Monroe Group in collaboration with the department of History). Finally, TI staff are encouraged to take on research administrative roles, for example Vrakopoulos and Rauta successfully organised the research seminar series in 2018/2019. As a result, TI staff are involved in the department's research activities, producing high quality research (e.g. Shanahan's Richard E Neustadt Book of the Year 2017 award) and participating in media and impact activities (Shanahan and Rauta). Our initiatives support TI colleagues in their research endeavours; for example, Marshall (Reading) and Ali (Sussex) both successfully moved on to TR posts.

**Research students**

PIR has a clear and structured programme to support Postgraduate Research (PGR) students to develop into capable independent researchers who are well equipped for long and productive

careers in academic research. During the REF period 40 students were awarded their doctorate. We have the following mechanisms in place to support and integrate PGRs within our vibrant research community:

**Support:** The UoA has had access to two main external sources of studentships: the ESRC-funded South-East Doctoral Training Centre and its successor, the South East Network for Social Sciences Doctoral Training Partnership; and the highly successful UoR-based Leverhulme Trust Doctoral Programme in Climate Justice which has provided the UoA with seven fully-funded PhD studentships during the REF period, all of whom have completed or are on schedule to complete on time.

The Department provides a carefully structured support environment. All students are required to present their research twice during their registration, at a fortnightly, student-led PhD seminar. They are also required to present a summary of their work over the year to the Department at an annual PhD conference. Both of these help to generate important cohort effects amongst the PGRs, providing them with informal support mechanisms to enable them to make the best of their time as PhD students in the Department. PGRs are active participants in the Department's research culture, whether that be the research seminar or conferences and workshops organized under the aegis of specific research centres. PGRs have organized the annual and extremely successful REAPP Early Career Conference annually since its inception in 2017. Students have access to £300 per year for their first three years of study to attend conferences (or £225 per year for the first four years of part-time study).

Our PGR students also benefit from the Unit's collaboration with the University Graduate School, which offers support and training through which students develop transferable and professional skills. All students have access to desk space either in the Edith Morley building or in the nearby Graduate School.

**Supervision, Monitoring and Confirmation:** Our PhD students have at least two supervisors whose input is recognised formally in the workload model. There are reciprocal cross-Departmental supervisory arrangements between Politics and IR and Geography, History, Law and Philosophy, and supervision in the Department also draws on expertise from Economics when appropriate. Students' progress is monitored annually by a Monitoring Board made up of the Director of Postgraduate Research Studies, the Head of Department, the Research Division Leader and a senior member of staff; members of the Board involved in a student's supervision are excluded from monitoring their own students so as to ensure independence. Students go through a confirmation of registration process in their second year involving the Monitoring Board assessing up to 25,000 words of written work as well as reports from both students and supervisors with the aim of satisfying themselves that the student has a PhD level project which can be completed in their remaining time. As part of this process, students must also demonstrate the ability to pass three 20-credit MA research methods modules, usually taken in their first year.

**Performance and Employability:** This combination of formal monitoring and policies designed to foster a sense of community amongst PGRs and to integrate them into the Department has been highly successful. PIR PGRs have repeatedly been shortlisted for the University's PhD Researcher of Year award, twice winning it (Gippert, 2014 and Draper 2019), as well as once being invited to give the University's annual Fairbrother public lecture (2015- Ali). They have presented their work at conferences including the International Studies Association (ISA), European Consortium for Political Research (ECPR) and Political Studies Association (PSA), and have published their research while at Reading (Vrakopoulos, McLaughlin, Draper, Ali). After completion, many have taken up posts at academic institutions, including King's College London (Fridman), Liverpool (Gippert), Sussex (Ali), De Montfort (Whitham), Warwick/St. Andrews (Jones), Warwick (Draper), Reading (Heaven, Vrakopoulos and McLaughlin), Bath (Vrakopoulos) and RMAS (Riemann and Rossi).

**Equality and Diversity**

The University of Reading holds an Athena Swan Silver Award in recognition of its work towards advancing gender equality. PIR shares these values, with a strong commitment to the support of gender equality, and more broadly, of all staff and students in underrepresented groups. Our strategy throughout the REF period has been to implement these principles and promote representation, progression and success for all while acknowledging the challenges and constraints we face in maintaining areas of existing research strengths.

We have put a number of formal and informal mechanisms in place to limit the impact of constraints and improve our diversity and equality:

- (1) The UoA works in line with the University-wide initiatives put forward by the Diversity and Inclusion strategy group, under the leadership of the Dean of Diversity of Inclusion, to implement and evaluate relevant actions. In doing so, we ensure the implementation of all actions relevant to the Equality Act (2010), for example with regards to care responsibilities, parental leave and cover. We ensure diversity in our recruitment panels and require panel members undertake unconscious bias training. We have also formalised ECR support, offering specific and targeted support towards their career progression.
- (2) We set up an Equality and Diversity Committee to oversee all relevant issues at the Departmental and School level.
- (3) We are in the process of pursuing formal Athena Swan accreditation together with the Department of Economics, as part of a School-level application, which was formally submitted in November 2020.
- (4) Through these channels, the UoA is building and supporting greater awareness among staff in order to embed a positive culture around Equality and Diversity issues.

PIR comprises 17 eligible staff spread across all levels of seniority. This includes 3 Professors, 9 Associate Professors, 4 Lecturers and one Early Career Fellow. Five staff members are women (one Professor, two Associate Professors, one Lecturer and one Early Career fellow). Our staff span a range of different nationalities, including German, Greek and American; all are white, while just under half are British. With regard to our doctoral students, c.40 per cent are female; over 50 per cent are non-British, spanning 14 different nationalities. Almost 60% of our non-UK PGRs are BAME.

The result of introducing the above-mentioned mechanisms has been an overall improvement in the ways in which we apply Equality and Diversity principles in the UoA. We have increased our female to male ratio to 30% from the previous REF period. For much of the current period, two of a total of four professors were female (Heuser and McKinnon), while another female member of staff (Halikiopoulou) was promoted to full Professor in 2020. Our most recent appointment is BAME. We have progressively invited more female scholars to speak at our bi-weekly departmental seminar; and have shown receptivity to specific requests from staff with care responsibilities, offering relief of early morning/ late afternoon teaching for childcare upon request. While this is an informal arrangement, and the decision is at the discretion of the Head of School, during the assessment 100% of requests were approved. Our efforts towards the achievement of Equality and Diversity principles are recognised by our staff. For example, a staff focus group carried out as part of our preparations for our Athena Swan application, which included an overall parity between male and female staff and staff at different levels of seniority, agreed that progress has been made in terms of recognition and reward within the department.

With regard to the REF 2021 submission, the University of Reading has developed a Code of Practice setting out the steps to ensure it meets its responsibilities and adheres to the principles of transparency, consistency, accountability and inclusivity in the identification of eligible research staff and the selection of research outputs. The UoA has followed this Code of Practice, paying due regard to Equality and Diversity issues in the construction of its submission. Our output selection process has aimed at the optimisation for quality while being mindful of



fairness. We have a transparent and uniform internal peer review process (ROSS) that treats all output forms and all types of research equally at the outset. All outputs are assessed through self and peer assessment; agreed scores are then reviewed by the output review group, and decisions about which to submit are based purely on the quality assessments carried out by the ROSS process. An interim Equality Impact Assessment report carried out at University level in 2020 and a further bias analysis on the final pool (2021), showed no statistically significant differences across career stage and protected characteristics for the institution and Main Panel C, providing us with confidence that our process is effective.

### 3. Income, infrastructure and facilities

#### *Research Income*

During the assessment period, we pursued a targeted research income strategy, supporting our research objectives to strengthen our three research clusters by encouraging funding applications. We created a range of initiatives to support staff applications to that effect, for both large and smaller grants, depending on individual cases. These initiatives are designed to encourage staff to apply for funding in ways that serve their research priorities, are tailored to career level in line with our staffing strategy, and to specific research projects, in line with our research strategy. Working in synergy with university and P&R-level support (Grant development college, internal peer review, RES), they include familiarising staff with guidelines and procedures, offering assistance in selecting appropriate funding opportunities and advice on building teams and networks. Through formal procedures we also provide sources of teaching relief to give staff time to write grant applications and offer incentives such as additional sabbaticals linked to grant applications. P&R has also offered support workshops to ECRs and held a writing retreat in March 2020. The 50 per cent teaching load reduction for ECRs in their first year of appointment is designed to allow for time to apply for funding, while targeted income in accordance to career level prompts staff to apply for appropriate grants. Finally linking the eligibility for a sabbatical to grant application encourages grant pursuit activities.

Our targeted research income strategy resulted in an increase of applications compared to the previous REF period, made to diverse bodies ranging from UK research councils, industry and charities to European funders. Overall, during the current assessment period, all but one of UOA staff have submitted at least one grant application for funding appropriate for their research, targeting both large and smaller grants, individual fellowships and small projects. Four staff members have submitted between 3-5 applications over the period (Zaum: 5, Billerbeck: 5, Halikiopoulou: 5, Humphreys: 3, Binder: 3).

Significant grant capture success in applications made by ECRs is illustrative of the effective implementation of our staffing strategy to support early career scholars to develop their enormous potential, and our research strategy to develop our priority areas through the active support of such researchers. During the assessment period, a substantial number of ECR staff members were awarded funding. Von Billerbeck's ESRC Future Leaders award, and subsequently funding to develop work on senior leadership performance management in international organizations (Folke Bernadotte Academy) feed into the current research carried out in UNGOP. They have facilitated the development of research on the ways in which staff in International Organizations (IOs) build internal legitimacy and maintain a cohesive sense of vision and purpose, even where their mandates include contradictory duties, thus helping to explain how the inner workings of IOs affect their external legitimacy and effectiveness. These projects are interdisciplinary and facilitate research that serves to establish UNGOP as one of the leading centres of UN research in the UK. Funds for a project on Women and Peace-keeping in Rwanda and Ghana (Leverhulme) led to the appointment of Holmes in an Early Career Fellow position, bringing insights from the highly topical issue of gender into UNGOP research and supporting P&R research themes. In addition, Baderin's funding from the Independent Social

Research Foundation has enabled research integrating normative political theory with empirical social science, thus significantly strengthening the applied political theory priority area.

Small grant capture, and individual fellowship successes also illustrate the effectiveness of our research and impact strategies, as they have facilitated the development of strong publications and impact documents: Halikiopoulou (National Bank of Greece), Binder (CAS/LMU Munich), Long (British Academy), Heuser (Norwegian Defence University College), Zaum (UK Government), Hellmich (Leverhulme), and McKinnon (Leverhulme Visiting professorship). Research in Applied Political Theory has also benefitted significantly from a £1 million Leverhulme DTP award (led by McKinnon), which brought 7 PhD researchers working on Climate Justice in collaboration with Law and other Departments.

Going forward, the UoA will continue to implement its targeted research income strategy. We will also continue to implement the formal support policies in place offered through University-level and departmental level channels in order to help staff address challenges involved as research funding becomes more competitive, and build resilience in order to mitigate the negative effects of failed bids which represent lost time and are disheartening for staff members.

### ***Infrastructure and Facilities***

Infrastructure and facilities support research in two ways: first, they help sustain a vibrant environment of collegiality and cooperation within which research can flourish; and second they provide the structural support and management necessary for this research.

During the REF period, the University has made substantial investments in new buildings and infrastructure including a recently completed £40m library refurbishment. At the School and Departmental levels, this has been supplemented by initiatives to invest in common spaces, improve offices and renew software equipment. PIR is located in Whiteknights campus, occupying three floors of the newly named Edith Morley Building (formerly HumSS). Staff have their own offices, and take advantage of common spaces to exchange ideas and build professional relationships- for example, our newly refurbished staff common room is used frequently for lunch and coffee breaks, and we hold a 'chill-and chat' morning coffee meeting once a month. Our dedicated seminar room is available for research-focused meetings, including our weekly seminar. We continued these practices during the COVID-19 pandemic by holding regular weekly coffee 'meetings' and research presentation sessions online via Microsoft Teams.

The University of Reading Digital Technology Services team offers technical support. Software to support research- for example Stata, SPSS, EndNote and N-Vivo which are frequently used by PIR staff and PGRs- is available to install both on university computers and their own devices. Data storage is also available. The Behavioural and Experimental Social Science (BESS) resource, hosted by the School, provides resources for facilitating ambitious social science research and includes 30 portable data collection tablets.

The recently refurbished University library offers staff a wealth of sources both in print and electronic format, which are updated on a regular basis. The library offers access to a very broad range of journals in politics and international relations. The library liaison officer works together with a designated PIR member to ensure this provision is up to date, and we have access to the latest materials, as the field develops and our priorities change.

***Dedicated Research Support*** is offered centrally through the Research and Enterprise Services (RES) team. This includes advice on grant applications, costing, data management, and applications preparation. The Theme-Led Grant Development College reviews and supports ESRC grant applications. The P&R Research Dean reads and comments on research bids and meets regularly with the RDL, HOD and HOS to discuss research strategy and plans. RES provides a one-stop shop for staff involved in the preparation of proposals, and the management of projects, including a very useful library of successful proposals, and various guides to funding

sources, preparing applications, and managing a project. The UoA's liaison officer in RES undertakes targeted distribution of calls for proposals, prepares costing estimates, and engages in peer review. She meets regularly with the RDL to review the UoA's needs, flag up impending opportunities, and communicate activities taking place elsewhere in the University with which the UoA may want to get involved. PIR staff made extensive use of these provisions throughout the assessment period, as grant applications increased significantly (see section on income above).

**Engagement support** is also offered through RES. The impact team and dedicated Research Theme impact officer provide feedback and advice for engagement and impact activities. In addition, the University of Reading Press Office offers specific media support. Press team staff arrange media interviews, and help academic staff access to major blogs and newspapers. A number of PIR staff have worked closely with the Press Team to arrange media appearances and blogs posts (see section d below). Finally, PIR runs its own blog and social media pages for staff to publish their work.

**Funding for Research:** We are fortunate to have access to several substantial internal competitive funding schemes to support early-stage research. P&R offers staff access to funds from the Reading Endowment Trust Fund (RETF), which is administered in order to provide targeted support for research. This funding, obtained through a competitive process, may be used towards teaching relief, or the hiring of a Research Assistant, and is intended to serve as seed funding for larger grants. A number of our members have benefitted from this support (Vlandas, Halikiopoulou, Baderin and Jubb), resulting in substantial research development. For example Halikiopoulou and Vlandas published an APSA Best Paper award article, while Baderin's RETF funding led to an Early Career Research Fellowship with the Independent Social Research Foundation for a project on 'Anticipatory Injustice'. In each case, RETF funding has been supplemented by co-funding from the school, supporting our researchers to pilot work or complete key outputs.

In addition, there is funding available for research assistance through the Undergraduate Research Opportunities Programme (UROP). This programme offers undergraduate students the chance to gain hands-on research experience on projects covering all disciplines across University. A number of PIR staff have benefitted through this arrangement, utilising research assistance towards the development of specific projects- for example Vlandas' work on ageing and inflation, which subsequently won a university of Reading research award (Best Research Output 2018).

Finally, the University Research Fellowship scheme provides up to £10,000 to successful applicants to cover teaching replacement costs and research expenses for the duration of one year. This is competitively awarded, as only 5 are supported in each round across the university. PIR staff have been highly successful in this scheme with four members awarded a Fellowship during the assessment period (Vlandas; Halikiopoulou; Cromartie; Jubb).

**Funding for impact:** During the REF period, the University developed the University-wide Building Outstanding Impact Support Programme (BOISP) programme, which is dedicated to impact support and offers funding to develop impact projects. This is part of a broader initiative of the University to invest in the development of impact activities and ensure staff who focus on impact are offered support through a dedicated impact officer and training programmes. During the assessment period, six staff members received BOISP support (Halikiopoulou, Vlandas, Zaum, McKinnon, Raess and Von Billerbeck) receiving a total of £26,000 to develop their impact activities. Two of these (Zaum and Halikiopoulou) were developed into fully-fledged case studies, and constitute part of this REF submission.

**Research centres:** The UoA's three Research Centres - UNGOP, REAPP and WOW- provide a base for promoting collaboration within PIR, as well as between PIR and other departments, institutions and researchers. UNGOP and WOW support work carried out in the *International Organisations, Conflict and Cooperation* cluster, strengthening our ties with the UN and the

military, while REAPP supports interdisciplinary research exchange initiatives, bringing together researchers from Politics, Philosophy and Law (details outlined in section 1).

**Research seminars:** Our weekly research seminar, where invited speakers from the UK and abroad present on the topic of their choice, offers a platform for substantive and methodological discussions in politics and international relations. During the period of assessment, the weekly seminar organized first by Vlandas, Cromartie, Binder and finally Vrakopoulos and Rauta has engaged over 60 speakers from a range of British and European Universities.

#### **4. Collaboration and contribution to the research base, economy and society**

We have invested in the development of incentive structures and support mechanisms that encourage knowledge transmission within and outside the university. We have actively pursued partnerships at the regional, national and global levels, both within and outside academia.

##### ***Interdisciplinary collaborations within the University:***

The Climate Justice Programme has brought together research groups drawn from across departmental boundaries in order to develop opportunities for joint PhD supervision and research synergies. Recognizing that addressing the challenges posed by climate issues requires interdisciplinarity, the programme has encouraged collaboration between scholars in PIR and the Department of Economics, as well as the Schools of Agriculture, Policy and development; Biological Sciences; Geography and Environmental Sciences; and Law. In order to ensure that we provide the best training opportunities for world-leading researchers of the future, the programme also brings in visiting scholars from across the UK and abroad to offer some teaching and provide PGRs with research support.

Other examples of interdisciplinary initiatives supported by the UoA include Cromartie's work with the Departments of History, English and Modern Languages through the Early Modern Research Centre (EMRC) and with Classics through the Legacy of Greek Political Thought network. The EMRC contributes to the study of early modern literature and history in Britain, Europe and the wider world, provides the context for a number of externally-funded research projects and offers a platform for fruitful knowledge exchange through conferences and its own blog site (the Early Modern Blog). It hosts the Palgrave Macmillan series Early Modern Literature in History. The Interdisciplinary Public Policy Group (PPG), set up jointly by PIR and the Department of Economics facilitates the development of research with a clear policy focus. Finally, the School-wide Economics and Politics Interdisciplinary Collaboration (EPIC) workshop regularly brings together staff from the two departments to discuss their work and forge research synergies.

##### ***Institutional partnerships:***

Our commitment to the practical applications of research is illustrated by the pursuit of formal collaborations with a range of institutions and governmental bodies. Through UNGOP, staff members have worked closely with the UN (Von Billerbeck; Zaum; Binder; Holmes), ensuring the dissemination of their research in workshops and policy documents. Zaum's secondment to DFid, and further collaborations including his appointment to the DFid Independent Expert Science Advisory Group have advanced DFid's knowledge and understanding by providing independent scientific advice. Staff members have also worked with institutions including the EU (Marshall, Golub), NGOs and think-tanks (the Bertelsmann Foundation- Binder; the Goethe Institute- Halikiopoulou; the Centre for New American Security- Halikiopoulou; Climate Change Forums- McKinnon), political parties (Halikiopoulou, Arndt) and Trade Unions (Vlandas, Halikiopoulou).

During the assessment period, PIR formalised an institutional relationship with the British Army. The Army Higher Education Pathway (AHEP) is a partnership between the British Army, the University of Reading's School of Politics, Economics and International Relations and Henley

Business School, which aims to develop officers' individual capability and intellectual capacity to the highest standards possible through learning. While the AHEP partnership is primarily teaching-oriented, the scheme has led directly to recruitment of Army officers to part-time doctorates. Currently SPEIR has two army officers registered for a PhD as well as a civilian MoD employee. The initiative has also attracted a number of visiting Professors and is developing an army-path Fellowship. Sloan acts as Military Liaison Officer for the UoA, helping it to continue to solicit mutually beneficial research enhancing links with individuals and institutions in the Armed Forces and research-oriented activities in the next few years.

***Individual research collaborations outside the university:***

We contribute to UK research productivity through external collaborations. We have encouraged staff members to take up visiting posts in the UK (Von Billerbeck: Oxford October-December 2018) and abroad (Binder: WZB Berlin Social Science Centre, research unit 'Global Governance', since 2015; Tomlin: Frankfurt Forschungskolleg Humanwissenschaften September-November 2016; Halikiopoulou: Sciences Po CEVIPOF Paris, October-December 2015). We support research synergies through conference attendance and offer a generous SDA allowance to facilitate this (see section 2). Collectively, we attend major Politics and International Relations conferences, including APSA, the International Studies Association (ISA), the European Political Studies Association (EPSA), ECPR and the Political Studies Association (EPSA). Fruitful knowledge exchange at conferences often extends to more formal collaborative endeavours, for example joint funding bids (Halikiopoulou ORA; Von Billerbeck ESRC; Marshall Party-Interest Group Relationships in Contemporary Democracies (PAIRDEM)). It has also led to invitation for talks at institutions including Yale, Harvard (Halikiopoulou) and Oxford (Von Billerbeck; Binder).

To support and maintain relationships built, PIR staff have themselves been active in organising workshops and conferences at Reading, both academic and policy-oriented, for example in political theory (Jubb; Baderin) and International organizations (Zaum; Von Billerbeck; Holmes).

These activities foster a good basis for co-authored research. More than a fifth of our publications during the current assessment period are co-authored with researchers based in overseas institutions, in countries including the US, Canada, Germany, Denmark, France, Belgium, the Netherlands, Italy and Austria. Over 10 per cent of our outputs are the product of collaborations with UK researchers.

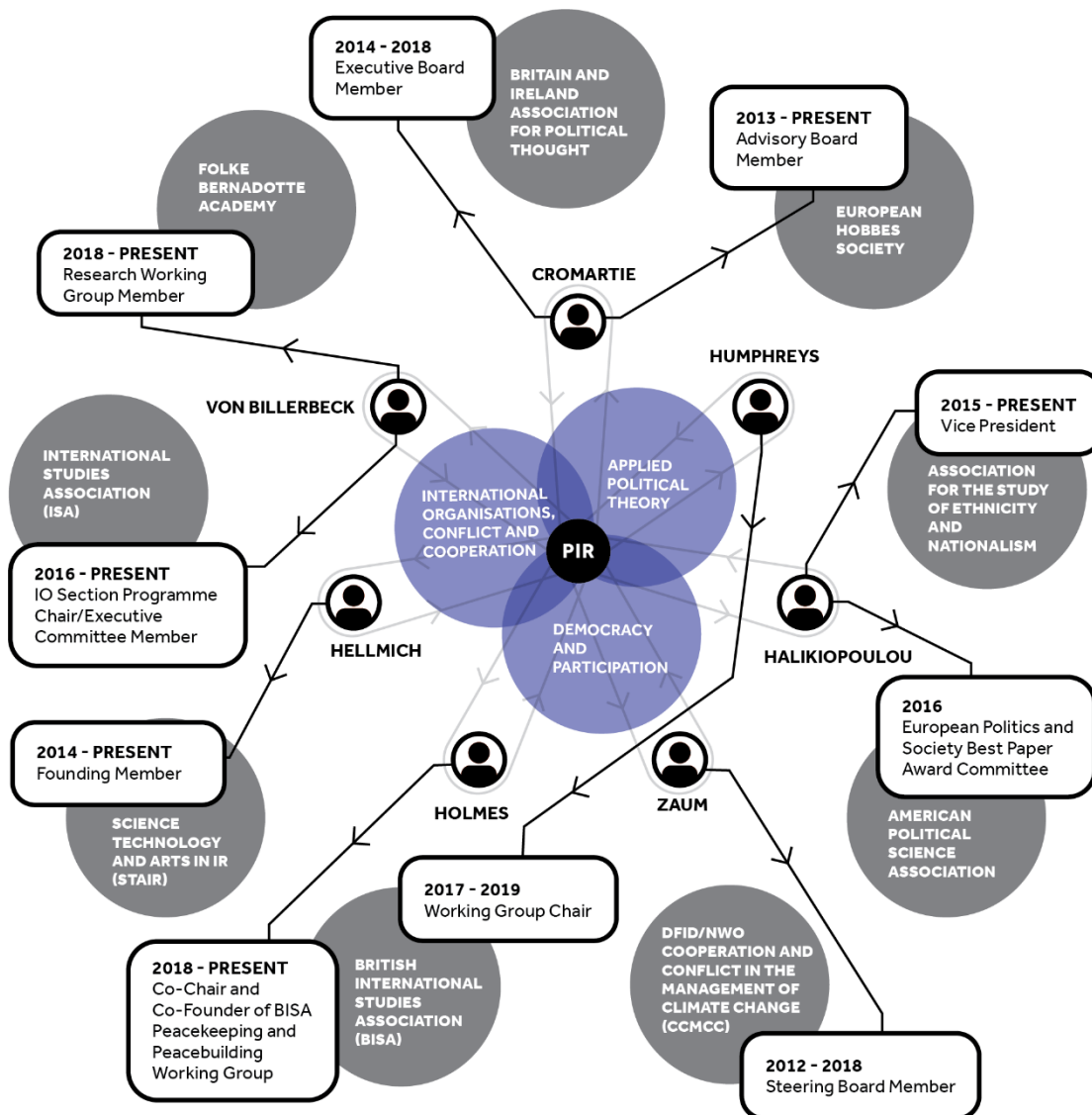
***Global public engagement:***

We have pursued our strategy of embedding a culture of public engagement across all levels of seniority through a range of mechanisms that support and encourage staff in their dissemination endeavours. With the active support of RES (see section 3), the Reading Press Office and the Reading Communications team, our staff have undergone media training, developed individual contacts with media representatives, and set up accounts with large influential social media platforms and blog sites. The result has been an impressive, for our size, record of media engagement covering major media outlets and social media platforms on a global scale. This long list includes, among others, the Washington Post, the New York Times, the BBC, the Financial Times, the Atlantic, the Independent, The Conversation, LSE EUROPP, Duck of Minerva and the Monkey Cage.

***Contribution to the research base:***

The formal and informal collaborative activities described above are illustrative of the ways in which the UoA is doing its part to ensure the University of Reading is an asset to the UK intellectual future. In addition to these activities, UoA staff members also give back to the discipline by helping produce data valuable sources (e.g. Halikiopoulou- Chapel Hill Expert Survey (CHES)); offering academic journals, and funding bodies refereeing advice (all staff); and taking up managerial roles in professional associations (Most staff- Figure 2). Three members of staff serve on journal editorial boards: Nations and Nationalism (Halikiopoulou), International

Peacekeeping (Von Billerbeck) and the European Journal of Political Theory (Jubb). One staff member is co-editor of a book series (Halikiopoulou- Springer series in Electoral Politics).



**Figure 2: Committee Membership of National and International Associations**

Finally, the unit's contribution to the national research base includes a number of idiosyncratic and transdisciplinary projects that have few obvious analogues in British institutions. Examples include Hellmich's work on the politics of medicine (including a Leverhulme project on the salience of pregnancy loss to female life experience), O'Mahoney's continuing work on the criminalisation of homosexuality, and Cromartie's investigation of the theology that has historically underpinned the political status of 'reason' in the Anglo-Saxon world. In sum, the support of collaborations at a regional, national and global level has been an integral part of the UoA's strategy to create and sustain an environment that contributes significantly to the international success of UK research.