

Institution: University of York
Unit of Assessment: 19 - Politics and International Studies
1. Unit context and structure, research and impact strategy

1.1 Unit context and structure

York Politics is recognised for its plural understanding of the discipline of Politics and International Studies and its outstanding contributions to disciplinary and interdisciplinary knowledge, with the values of equality, diversity and inclusion at its core. We seek to make a positive contribution to society and policy through a commitment to research for the public good. Our research strategy after 2014 included extending our substantive areas of research, increasing interdisciplinary research, deepening internationalisation of our research through collaboration, diversifying our methods, expanding our impact and supporting the development of the next generation of future research leaders.

Growth has been central to the delivery of our strategy. In the period between 2014-2020, York Politics expanded from 23 to 41.8 FTE to enable the creation of new thematic areas of excellence and new interdisciplinary centres, attract a dynamic postdoctoral and ECR community, and extend international partnerships. Our research income has more than doubled since 2014, our income portfolio diversified, and the number of research outputs increased. We have also used growth in staff to consciously diversify our methodological base, create new interdisciplinary centres and networks, sustain and deepen external partnerships, and stimulate income expansion to strengthen the research infrastructure within the Department.

Disciplinary sub-field clusters provide expert intellectual support and career development and networking expertise for all colleagues from PGRs to professors, and facilitate joint research initiatives. All colleagues and PGRs belong to at least one:

- Comparative Politics and Public Policy (CPPP) makes major contributions to international debates on political parties, democracy, populism and authoritarian governance, regulation, austerity, devolution and environmental policy.
- International Studies (IS) has produced agenda shaping research on conflict, human rights, sexual violence, terrorism, migration, borders and global health.
- Political Economy (PE) pioneers a range of heterodox and critical approaches, including ordo-liberalism, trade policy, global development, food and housing.
- Political Theory (PT) world leading research spans contemporary political theory and the history of political thought, with an emphasis on addressing innovative questions in democratic theory, ideas of civil society, gender and historical injustice, and the political theory of political economy.

Research Centres also provide the framework for significant thematic and interdisciplinary research and impact. The Department now hosts three Centres, two created in this cycle. The **Centre for Applied Human Rights** (CAHR), managed collaboratively with Law, is internationally recognised for its practice-centred research and extensively informs global and national practices, from local communities to international nongovernmental organisations and institutions of world governance. Notable achievements in this REF cycle include working closely with the UN Special Rapporteur for Human Rights Defenders to shape global standards, policies and practices with key impacts captured in the ICS **Strengthening the Security and Protection of Human Rights Defenders at Risk**. CAHR won grants for major ESRC, AHRC and GCRF projects on refugee protection, creative arts activism, transformative justice in Egypt and Tunisia, and the role of universities in post-conflict settings. Its Human Rights Defenders Hub has been funded as a 'global thought leader' by the Open Society Foundation since 2016 (with \$600k in period), in recognition of its pioneering protective

fellowship schemes, and it has received funding from the Sigrid Rausing Trust and Ford Foundation to support its work with practitioners.

Politics also led the creation of the **Interdisciplinary Global Development Centre (IGDC)** with a £1.5m strategic investment from the University (REF5a: 10), and new appointments (Grugel, Roy, Kvangraven). IGDC coordinates a network of 100+ York researchers spanning York's three faculties, positioning Politics at the centre of University research strategy. With a mission to advance a more equal, prosperous and sustainable future through transformative and inclusionary knowledge, IGDC's research focuses on questions of social justice, global health, and environmental sustainability. IGDC has secured over £12m in research income for York from a range of funders, including GCRF, NERC, ESRC, MRC, AHRC, British Academy and the Leverhulme Trust. Politics-led research in IGDC includes GCRF-funded projects on the politics of inclusion and exclusion in health budget design in resource-constrained low income countries, the gender politics of health policies during Covid-19, barriers to the delivery of reproductive rights in migrant communities, and developmental impacts of natural resources-based economies. IGDC has already produced a step-change in our approach to international collaboration and partnerships, and its activities underpin the ICS **Delivering Dignity After a Health Crisis: Zika and empowerment health practices in Brazil**.

The **York Centre for Political Theory (YCPT)** was created in 2019 to strengthen our world-leading political theory research, exploit the opportunities generated by staff growth and increase methodological pluralism. Fostering cross-disciplinary links with History, Law, Philosophy, and Sociology, YCPT builds on significant expansion of staff grant income. It hosts Stanton's interdisciplinary 'Rethinking Civil Society' project, funded by a Leverhulme Research Leadership Award (£828k), with a new cohort of five postdoctoral fellows and a new partnership with the University of Gottingen. YCPT leads paradigm-shifting work on silence as political agency and on political competition (British Academy Mid-Career Fellowships), gender inequalities as historical injustice (Justitia Amplificata), the conceptual foundations of populism (British Academy and Portuguese Foundation for Science and Technology), the normative foundations for global credit (Leverhulme Early Career Fellowship), and critical political economy (two Marie Skłodowska-Curie fellowships).

We have extended our international reputation for research on conflict, security, and post-conflict societies, with a view to establishing a new centre in 2021. Our existing strengths in global post-conflict politics, nationalism, new security challenges and borders (Caspersen, Eriksson, Hall, Ritchie, C. Smith) have been complemented by expertise on post-war political parties and their contribution to peace-building (Sindre); civil war, violence and gender (Hinkkainen Elliott, Gray), and the interface between security, domestic politics and migration (Davies, de Jong, Turner). This group generated over £1.2m in research income as well as a range of new partnerships including collaboration with the Westminster Foundation for Democracy and UNICEF. The impact of our outstanding research on post-conflict societies is reflected in the ICS **Conflict Resolution in Protracted Territorial Conflicts Through the Promotion of Inclusive Peace Processes**. Our concentration of cross-cutting expertise on migration and mobility (de Jong, Hall, Nah, Parker, Turner) allowed us to win two ESRC urgency grants on the trans-Mediterranean Refugee Crisis (the only institution to do so) and a £646K ESRC project on EEA nationals in the UK after Brexit (Parker CI).

Meeting our research goals has required a diversification and strengthening of our methods expertise. We expanded existing capacity in ethnographic, mixed methods, qualitative, critical and political theory approaches to create new areas of critical mass in *advanced quantitative methods*. The modest 2014 group (Leon, Vasilopoulou) has been boosted across all career stages (Davies, Hinkkainen Elliott, Jurado, Keith, Vasilopoulos), enabling outputs deploying experiments, Dynamic Time Series models, Structural Equation Models, Spatial Models, and multilevel and post stratification models. We have strengthened our methodological expertise in *co-production* in order to facilitate stakeholder inclusion, research use and impact. Examples include research co-produced with North Yorkshire Police in the Home Office/College of Policing £1.1m Connect project (M. Smith

PI) and ongoing work led by CAHR with global Human Rights Defenders and the Tunisian Transitional Justice Barometer. The GCRF funded 'Redressing Gendered Health Inequalities of Displaced Women and Girls' (REGHID), (Grugel CI) enables IGDC to work with the Central American Regional Office of the International Organization of Migration (IOM) and the Fundação Oswaldo Cruz, Brazil to develop more effective delivery of reproductive health to migrant and displaced women. Meyer's 'Twelve Stars' project, meanwhile, draws on innovative online methods to inform and disseminate views on the future of the EU through a collaboration between political philosophers and a cross-European public. We also developed our *creative arts methods*, including: Gready's AHRC 'Creative Activism in Development'; Roy's collaboration in India with artists and filmmakers for his AHRC, 'Imagining Citizenship' project; Parker's film, 'Precarious Trajectories' deriving from his ESRC project and de Jong's 'Tate Consortium' project.

1.2 Research objectives and strategic plans

These organisational changes and research achievements reflect the success of the 2014 strategic plan, which envisioned five key objectives:

- **Promoting York as a destination for high-quality ECRs and postdoctoral researchers.** This cohort doubled, with evidence of individual excellence including the increased number and variety of individual PDFs won, including three MSC Fellows; four Leverhulme ECFs and 5 early career staff have been awarded ESRC Future Leaders or New Investigator grants (see 2.1 below).
- **Growing and diversifying interdisciplinary research.** Highlights of success include leadership in major innovative interdisciplinary projects with both STEM and Arts and Humanities, and creation of successful new centres and networks (1.4).
- **Increasing research income.** Total research income increased by 147% in this period (from £1,997,646 in REF2014 to £4,943,209 in REF2021). Average annual research income rose by 75%, from £403k per year in 2014 to £706k per year, reflecting increased funding from core funders diversification across funders, an increase in number and proportion of staff as PIs/CIs on major grants (3.1).
- **Developing the academic reach** of our research through increased dissemination in world-leading outlets. This submission includes nine authored books published by major university presses (five with Cambridge UP, three with Oxford UP, one with Penn State UP), as well as prominent commercial publishers. We have over 950 publications since 2013 recorded on our Pure database and we publish in leading general international journals, including *American Political Science Review*, *British Journal of Political Science*, *European Journal of Political Research*, *Journal of Politics*, and *Political Studies*, and leading subfield journals, including *Journal of Political Philosophy*, *Political Theory*, *Journal of Common Market Studies*, *Journal of European Public Policy*, *Journal of Conflict Resolution*, *Journal of Peace Research*, *Electoral Studies*, *Governance*, *Review of International Political Economy*, and *World Development*.
- **Developing non-academic reach** by integrating our research and impact strategies: there is a full picture of the major extension of our organisational support and outcomes in 1.3 and 4.2)
- **Embedding equality and diversity more systematically in our research culture**, developing a range of governance and policy initiatives for researchers and PGRs, with outcomes including Athena Swan Bronze (2).

Beyond 2020, we remain committed to the generation of internationally leading disciplinary and interdisciplinary innovative research that contributes to the public good nationally and globally, using diverse and plural methodologies by:

- Continuing to champion both plural understandings of the discipline of Politics and International Studies and the discipline's central importance to social science and global challenges.
- Sustaining and diversifying our research portfolio by continuing to recruit and nurture outstanding researchers at all levels of the profession.

- Deepening all aspects of equality, diversity and inclusion in our policies and practices by funding and championing new initiatives that will place York as a leader in the decolonisation of research processes and outputs.
- Sustaining and extending our research income growth and continuing to diversify the sources of our research income.
- Deepening our established international academic and stakeholder partnerships and building new, equitable relationships to sustain and extend the reach of our research.
- Extending and building on our successful HRD scheme to fund and create a new scheme of Practitioner Fellowships in order to further embed our research in policy.
- Building on our successful strategy of creating research Centres by establishing a world-leading Centre to study the dynamics of conflict and peace-building, the York Centre for Conflict and Security, and developing our excellent research on gender and on migration.

1.3 Impact strategy, support and facilitation

Our impact strategy is founded on promoting outward looking research which engages with external partners, tackles real world problems and supports co-production whenever possible. We have invested in the creation of a senior departmental impact lead role, linked to our Department Research Committee (DRC), to provide guidance, steer strategy, and liaise with the Faculty Impact Group; established workload allowances to support staff pursuing strategically important impact and external engagement activities; introduced a new scheme of research leave for impact, including for Haagh and Nunes to support two of our impact case studies; and the creation of a departmental impact priming fund of £30,000 per year to increase the scale of our external impact. In particular CAHR and IGDC operate as institutional mechanisms to build external relationships and support impact that directly contributes to more equitable, rights-based and inclusive futures for all. Both have specialist support staff dedicated to knowledge exchange and partnership support, and in CAHR Nah and Gready received a workload allowance for impact.

We embed impact in our research expectations across the Department through mentorship, training, performance review, workload and promotion processes (2.1), incentivising colleagues to take advantage of increased institutional support for research impact (REF5a: 49, 50), new UKRI impact acceleration and GCRF funds, alongside increased professional support through the Social Sciences Faculty Research Impact Manager (appointed in this period) and supporting team, who provide guidance to individual colleagues and support wider capacity-building. Mainstreaming of impact expectations, diversity of funding and support sources, strategic importance of impact to our Centre initiatives, and wider institutional support together assure a sustainable and flourishing impact culture (see 3.2 and 4).

Our selected ICSs build on the longstanding commitment to impactful research. **Human Rights Defenders** flows from CAHR's international profile in global human rights practice, reflected in Gready's founding editorship of the *Journal of Human Rights Practice*, competitively won internal and external research funding, and the critically important people mobility provided by the Protective Fellowships Scheme. The scheme has hosted 56 international Human Rights Defenders in York since 2014, making a major contribution both to our international policy profile and to the development of sustainable long-term partnerships. **Delivering Dignity** exemplifies our commitment to co-production and stakeholder involvement. It flows from Centre investments (in this case, IGDC), from Wellcome, GCRF and IAA funding, and from investment of resources in creating equitable, global partnerships through inward and outward people mobility. **Placing Universal Basic Income on the Agenda of Global Health Governance** also deployed new secondment opportunities provided by the IAA and the department to allow Haagh to develop her profile as an international leader in basic income policy through new partnerships and policy opportunities with international organisations, including the World Health Organisation. Both **Delivering Dignity** and **Universal Basic Income** benefited from financial support and networking from the University's Health and Well-Being research theme (REF5a: 12). **Inclusive Peace Processes** builds on York's established tradition of impact in this area, and particularly on Caspersen's international expertise on peacebuilding (notably, her 2014-16 British Academy project).

1.4 Support for interdisciplinary research

Interdisciplinarity has been a longstanding hallmark of our research. In this period, we achieved a step change in our interdisciplinary research with 25% of our return being interdisciplinary. This work is based on collaborations drawing on insights and working with colleagues from across Humanities (History, Philosophy, Area Studies), other Social Sciences (Economics, Sociology, Urban Studies, Health Economics, Law) and Sciences (Biology, Environment, Health Sciences, Psychology), enabling our staff to make contributions to deepening academic understanding of complex, multi-causal, multi-faceted problems, including climate change, food security, mental health and, sustainable economic growth. Fresh investment in CAHR and IGDC provided additional infrastructure and energy in promoting interdisciplinary research in the rights and development fields. We further supported colleagues to win leadership roles in a number of University of York interdisciplinary centres, and Politics leads on and participates in major interdisciplinary projects, many with support from the University theme champions (REF5a: 4,10,12). As a result, interdisciplinary work flourishes, with major contributions in the following areas:

Health and Wellbeing:

Nunes co-directs the Centre for Global Health Histories, a WHO Collaborating Centre for Global Health. M. Smith was PI on the £1.1m Connect project on mental health policing, with collaborators across Social Policy, and Health Sciences; Caspersen participates on a £830k MRC project on the 'Health Consequences of Conflict in Colombia', with the Centre for Health Economics (CHE); Eckhardt was Co-I on a £770k NIHR project on 'Smokeless Tobacco in East Asia', with Health Sciences; Grugel, is Co-I in 'Thanzi la Onse (Health for All)', a £6.6 GCRF/MRC-funded project, with Health Economics, which aims to improve population health and reduce health inequities in Malawi, Uganda and Southern and East Africa (REF5a: 11e), and £2m 'Redressing Gendered Health Inequalities of Displaced Women and Girls in Contexts of Protracted Crisis in Central and South America'.

Environmental Sustainability and Resilience:

Heron is part of the leadership team for the interdisciplinary York Environmental Sustainability Institute (REF5a: 42), and Carter is on its Steering Group. Carter's long standing institutional leadership continued with projects including a £250k ESRC project on political parties and climate change and a £200k ESRC funded project on Brexit and the environment (with researchers in Environment and Geography). We have extended expertise into the areas of food security and resilience. Heron is theme lead on Food for York Environmental Sustainability Institute, as well as CI on the £3.4M BBSRC funded project, 'IKnowFood', focusing on the development of sustainable supply chains, and on the £300k EC 'Climate Change and Systemic Risks: Adaptive and Resilient Europe', both bringing together STEM and social sciences research. Grugel and Pena have developed collaborations across the sciences and social sciences on natural resource economy, environmental science co-production in South America and on the water-energy-food nexus, funded by NERC, GCRF and British Academy. Grugel is also CI on the £10 million Leverhulme Centre for Anthropocene Biodiversity (REF5a: 11d) and a member of its Research Strategy Group.

Migration and Borders:

Parker and de Jong jointly lead the Migration Network, which brings together a cross-disciplinary team of researchers from across the University, working with external organisations such as UNHCR, Counterpoints Arts, Save the Children and the Refugee Council to interrogate how borders and migration are created, imagined and managed. The network's projects include Parker's ESRC project on the Mediterranean European Refugee Crisis, Parker's ESRC project on EEA nationals in the UK, Lindstrom, Roy, and Parker's ESRC project on Citizenship Futures, de Jong's work on Afghan interpreters, Hall's work on 'Decisions at the Data border' and her White Rose funded network on 'Europe, Migration and the New Politics of Insecurity'.

Beyond these initiatives, Parker co-directs the Centre of Urban Studies, C. Smith co-directs the cross-departmental York Asia Research Network, and de Jong and Nuti are members of the Centre for Women's Studies.

1.5 Open Research environment

Supported by the institutional commitment to open research and the training and oversight this provides (REF5a: 15-17), we have developed an open access strategy that goes beyond compliance through:

- Effecting a cultural shift in the Department that embraces open research, via a Research Away Day on Open Science and Open Science training events for staff and PGRs, including answering questions on Open Science and supporting Open Science goals in research and impact, applications and in peer review.
- Requiring staff and PhD students to submit data management plans for all studies to be reviewed by the joint Ethics Committee for Economics, Law, Management, Politics and Sociology in order to promote transparency and methodological rigour in research.
- Actively working with the Library's Research Support Team to ensure that Data Management Plans in UKRI applications consider the best way to ensure that data is accessible to a wide audience.
- Increasing the number of staff and students who pre-register their studies, make their data and materials open and accessible, and publish their work as preprints through the White Rose depository and other appropriate outlets.
- Encouraging staff to target publishers with a limited embargo period for green open access.
- Ensuring that datasets are recorded on the York Research Database (PURE) and that all research funded by UKRI is, where appropriate, stored in the UK Data Archive.

1.6 Research Ethics and Integrity

Integrity in all research practices, from design to publication and impact, and compliance with the highest disciplinary and professional standards is central to our culture. All our research aligns with University principles and policy (REF5a: 14). To ensure robust external oversight, our research ethics and integrity are overseen at Faculty level by a cross-disciplinary ethics committee, with Politics representation. We have also developed a designated Ethics and Risk role to oversee our research integrity, support PIs, and liaise with professional services, and lead in embedding ethical standards in research on behalf of the DRC. All new staff and PGR students receive training in research ethics and integrity, and PGR supervisors are explicitly responsible for supporting their students in arriving at a clear understanding of good practice. Colleagues actively support PGR students and PDRAs in ethics processes and address possible risks that may occur during the research.

2. People

2.1. Staffing and recruitment strategy

Our appointment strategy combines a commitment to research excellence, a plural understanding of research methods, an appreciation of impact and innovation and the importance of a diverse workplace. Key accomplishments of the recruitment strategy in this period include:

- Balanced growth across all four research clusters, driving expansion of research, methods and impact expertise and new interdisciplinary initiative. In addition, there is robust support for all researchers, through the more extensive and more flexible research/impact leave scheme, enhanced mentoring and research support, and increased support for PGRs that a larger staff group promotes.
- Recruiting globally outstanding early career scholars to academic posts. Many starting lecturers arrive at York having won important national and international professional awards, grants and prizes (see 4.2). Prior to coming to York, Roy held an ESRC Future Research

Leader awards, and De Jong, Moore and Sindre held MSC fellowships and Nuti and Vasilopoulos won major PSA and APSA prizes respectively.

- Appointing two newly created professorships in key areas to support strategic initiatives: Grugel in development politics and Davies in security, conflict studies and quantitative methods.
- Identifying outstanding postdoctoral scholars, expanding the postdoctoral community across all areas of departmental research, assisting in the implementation of our Concordat commitments and nurturing the postdoctoral community in a way that provides a highly effective bridge between PGR and lecturer career stages.
- Diversifying our staff – we maintained our commitment to gender parity in our chair (1/2) and lectureship appointments (11/22).

The growth complements a strong ethos of nurturing and retaining staff. We successfully support postdoctoral researchers and teaching fellows on fixed term contracts to develop their research portfolios for appointment to highly competitive lectureships, including four to lectureships at York (Keith, Murray-Evans, Nah, Stuart-Buttle). The effectiveness of our career support structures is borne out by our promotions record since 2014: 10 Staff have been promoted to SL, one from SL to Reader, and 6 to Chair. Promotions outcomes also reflect our equality and diversity commitments: promotions from Lecturer to Senior Lecturer/Reader were divided evenly between women and men. Two thirds of internal promotion to Chairs were women (four out of six in total) and we now have 5 female Professors compared to 1 in 2014. 18 out of our return of 42 are women.

Our commitment to equality, diversity and inclusion led to the establishment of an Equality and Diversity Committee (EDC) (see 2.3), which inputs into our appointment strategy to ensure that we actively encourage appointments from underrepresented groups. All interview panels are gender-balanced and all panel members are required to complete diversity training. Outcomes from appointment processes are regularly reviewed by EDC. We have an annual CV review process, policies to ensure all staff apply for promotion at the appropriate time, and have introduced a flexible and equitable deployment of research support resources (including additional study leave for those returning from parental leave). These recruitment and career development initiatives were both driven by and recognised in our Athena Swan award.

2.2 Staff management, development, and mentoring

Within an ethos of collegiality and mutual support, career development is underpinned by a set of policies designed to equitably and flexibly support colleagues in their research careers framed within the Departmental Statement on Research Performance Expectations (within the institutional context REF5a: 31).).

We pay particular attention to the needs of early career colleagues, who benefit from

- significantly reduced teaching and administrative allocation for new staff (50% in year 1 and 25% in year 2);
- enhanced personal research allowance (+50%);
- a tailored programme of mentoring for new ECR colleagues during their two-year probation period, during which they have a senior academic to provide ongoing support, together with regular meetings with the Head of Department.

This approach has enabled new researchers to quickly accelerate their research outputs and develop independent research standing. For example, within a year of appointment, Hinkkainen Elliott won as PI an ESRC grant of £400k and Nunes became PI on a Wellcome Trust award; Jurado and Vasilopoulou both won ESRC Future Research Leader fellowships and Heims, Gray and Williams New Investigator Grants; Eckhardt was CI in over £2m of NIHR and other health-related projects within three years of appointment.

To ensure on-going career development, we support staff through:

- A comprehensive and transparent workload allocation model, with inbuilt flexibility to respond to research and impact priorities.
- A generous research and impact leave policy that enables staff to apply for two conjoint terms of leave from teaching and administrative responsibilities for every nine terms of teaching (or externally funded research), with the option of accelerated or special leave for time-sensitive projects. We also protect research leave entitlements from interruption by either parental leave or sickness leave, and part-time staff have equal entitlements to full-time colleagues (2.4).
- Active support for inward and outward secondments with non-academic institutions to promote impact: for example, Leon's secondment as Director General of the High Commission against Child Poverty for the Spanish government; Barakat was Director of Research at the Brookings Doha Centre. Our staff also held major impact fellowships: for example, Haagh's year-long ESRC IAA Fellowship supporting her leadership role as chair of the Basic Income Earth Network and wider policy work with the World Health Organisation and other partners (underpinning the **Universal Basic Income** case) and Heron's year-long Parliamentary Office of Science and Technology (POST) fellowship with the House of Commons Committee on International Trade.
- All researchers develop individual development plans, identifying objectives across the short, medium, and long terms, within a broader personal and professional development strategy. This provides an effective way of ensuring that training opportunities are responsive to individual and collective staff needs. Through a rigorous internal peer review process, we encourage staff to publish in the highest quality journals;
- We support the continuous development of staff with new and advanced skills, both through internal support, for example enabling staff to develop new methodological skills, and successfully encouraging staff to apply for external funding to develop new kinds of research expertise. For example, Vasilopoulou was supported by a British Academy Skills Acquisition award to develop the advanced quantitative skills that underpinned her ESRC Future Research Leaders award (and subsequent promotion to a Chair). We also provide on-going research-related training sessions for all staff, and Centres and clusters also regularly provide training and research away days, including sessions on accessing funding and on operating in challenging or hazardous environments, specialist research methods and stakeholder research.

The period since 2014 has seen a major growth in the number of Postdoctoral Fellows (PDFs) in the department. The Researcher Development Concordat is now embedded in our structures, processes and practices (REF5a: 27). We have provided a productive and supportive environment by building a strong community within the Department and ensuring that Postdoctoral Fellows are supported in developing their careers when their projects are completed. During this period, we have had 38 PDFs, some with Leverhulme, British Academy and Marie Curie Fellowships and others attached to externally funded projects (a cohort double the size of the previous REF submission). PDFs are integrated as full members of the department. We have a Postdoctoral Officer to ensure that all PDFs are provided with consistent and comprehensive professional development and to ensure implementation of the principles of the Concordat. We provide support for conference attendance, writing academic papers, impact and engagement, applying for jobs and career development and all PDFs have a workload allowance for independent research and publication. Postdoctoral researchers are participants in at least one research cluster, are included in all staff meetings with a research dimension, have access to a personal research allowance of £1000, have a research mentor and participate in annual performance review to support career planning. We strongly encourage postdoctoral researchers to publish on their own and with staff and over the REF cycle, our PDFs have published over 50 articles on their own or with colleagues in the department. The HoD and DRC chair meet annually with this group to discuss support or any issues of concern. There is postdoctoral inclusion on DRC, its Strategy Group and EDC. This cohort is additionally supported by the training and career support at University level provided by the Research Excellence Training Team (REF5a: 32). As a result of this support, we have been able to recruit two lectureships competitively from this cohort.

2.3 Quality of training and supervision of PGR students

PGR students are integral to our research culture and we are committed to sustaining the size, vitality and quality of our PGR community. To signal our investment in talented PGRs, the Politics Department funds departmental PhD studentships each year, alongside additional match funding as required for ESRC White Rose Doctoral Training Partnership (WRDTP) studentships, and studentships provided by centres. Our PhD students access funding both from WRDTP, sustained by £17m from ESRC with significant institutional match funding, and the AHRC investment, White Rose College for Arts and Humanities (WROCAH), with £18m funding. In addition, our students received funding from a large number of national and international scholarships. Our increased large grant activity has meant that we have been able to grow the number of studentships made available through projects, including Leverhulme, and the ESRC. Our PGRs have also held studentships in four White Rose Consortium interdisciplinary cross-institutional studentship networks (with Leeds and Sheffield). Beyond our Politics programme, we supervise students in a range of cross-disciplinary programmes, including Environment and Politics, Global Development, and Philosophy, Politics and Economics. Overall, we have seen a growth of high-quality students in this period, with degrees awarded up by 13% compared with 2014. We currently have a PGR cohort of 40 students.

The PGR Director actively monitors recruitment processes to minimise possible selection biases and reports on this to EDC. This has produced positive effects, especially on gender, with 50% of our competitive awards secured by women. All our doctoral degrees and funding are available on a part-time basis and have rights to parental leave and flexible working. From 2021 we will be encouraging applications for ring-fenced awards for Black British students from the WRDTP, in partnership with the Stuart Hall Foundation.

Supervision, monitoring and training:

Each student is supported by a supervisory team, which includes two supervisors and an additional Thesis Advisory Panel member, drawing on expertise as appropriate from across Politics and other disciplines. There are formal independent review points at 12 and 24 months (full-time) to ensure students are meeting required progression criteria (REF5a: 31).

Our students benefit from a comprehensive training package, including core subject-specific training modules in each year together with required modules in research design and ethics, and quantitative and qualitative skills, provided by the Research Centre for the Social Sciences (ReCSS). All our PGRs can access advanced methods and interdisciplinary training through the open WRDTP, as required by their individualised training needs analysis, making available the wide range of specialist training provided by Bradford, Leeds, Sheffield, Hull, Manchester Metropolitan, and Sheffield Hallam Universities, beyond York. This programme provides an innovative training programme, built around seven interdisciplinary training pathways together with specialist advanced qualitative and advanced quantitative provision. It has been important in building a substantial regional doctoral community in Politics and the social sciences. In addition to specialist collaborative studentships, all studentships are required to have an impact/collaborative element. The interdisciplinarity, impactful and challenge-led character of the WRDTP programme supports our research strategy for Politics, and we actively contribute to the Civil Society, Democracy and Development and Security, Conflict and Justice pathways, as well as to the DTP's wider governance. In addition, through IGDC, we lead on cross-institutional PGR training in development, including helping to create a cohort with cross-disciplinary knowledge and skills. We complement this with disciplinary and specific professional skills, including a well-structured departmental programme of training and mentoring for our postgraduates who teach.

PGRs are represented on the DRC and actively contribute to the development of departmental policy and practice. Each research cluster is co-convened by a PGR student, and PGRs are integral to workshops, seminars, and training. Each PGR is eligible for up to £1500 over three years to attend conferences, undertake training and development opportunities, and conduct fieldwork. We also support postgraduate conferences and overseas institutional visits to engage with academic and non-academic partners. ReCSS provides additional seedcorn funding specifically for the

development of interdisciplinary PGR student-led networks across the Social Sciences: Politics PGRs led/participated on new networks on race, gender and multiculturalism, migration, the far right in Brazil, and whistleblowing, among others. As part of the York Graduate Research School our PhDs are part of a University wide, multidisciplinary community of PhD students which offers a broad range of support and development opportunities (REF5a: 30).

The quality of our training and support is indicated by the successes of our students. Our students held internships in a range of organisations, including the Cabinet Office, the UN Interregional Crime and Justice Research Department and Centre for European Policy Studies). Our students have gone on to hold Leverhulme ECFs, ESRC postdoctoral awards, postdoctoral positions at many international institutions and lectureships in leading Universities. Many others are contributing their expertise to research organisations, think-tanks, intergovernmental, governmental and private, including voluntary, organisations.

We are acutely aware of the impact of Covid-19 on PGRs and have been actively ensuring that they can continue their studies and that they are not isolated. We have increased the frequency of supervision meetings (in many cases to weekly), we have strengthened mental health support, provided support for remote working and we have provided 6 month extensions where work has been disrupted by Covid-19.

2.4 Equality and diversity

With significant growth in this REF period we have ensured a research culture that values and encourages contributions from all groups including ECRs, women, LGBTI+ and BAME staff. Our approach is informed by a number of colleagues who actively research equality, diversity and inclusion, and decolonising perspectives on politics and international studies (including de Jong, Gray, Grugel, Nuti, Roy and Turner).

EDC includes the HoD, DRC Chair and REF Lead, its remit includes ensuring equality and diversity is embedded in our research culture, policies and practices. The EDC Chair is a standing member of DRC and the Department Management Team, promoting an integrated approach to equalities issues across the array of departmental functions and ensuring that consideration of these issues is central to all our planning. We have a deputy for E&D who liaises with the University's staff equality networks, including the LGBT Network Action Group (REF5a: 36). We have also created separate Harassment and Disability officers. We have involved PGR students in our diversity policies with the establishment of a PGR led Anti-Racism Working Group and a staff/student 'women in politics' group. All staff with significant HR responsibilities, including management and recruitment, undertake equalities and unconscious bias training. We have a PGR representative specifically dedicated to equality and diversity issues, EDC and PGR committee, to represent the diversity of our postgraduate community and foster equality and diversity values in relevant policy.

We are fully supportive of part-time and flexible working requests, and staff are supported in moving into and out from part-time status. Part-time staff have the full array of research support on the same basis as full-time staff with no pro rata reduction, including personal allowance, mentoring, and eligibility for leave after nine terms. We support colleagues and PGRs with caring responsibilities by focusing scheduled research events to a 10:00-16:00 schedule. We have enhanced support for maternity leave: besides offering a post-maternity mentor, the department offers staff returning from maternity leave the option of one extra-term of research leave, two terms of reduced teaching load or funded research assistance. Over the REF period, we have supported staff through 5 maternity leaves. 2 out of those 5 members of staff have now been promoted to Professor. We have also been able to use additional support with other protected characteristics in ensuring success in their research careers, and have supported staff in illness and where caring responsibilities might have detrimentally affected their ability to attain research goals. As required, this has included reducing or removing teaching and administrative responsibilities and allowing for a staggered return to full responsibilities. In response to Covid-19 we have set up an additional buddy system to ensure continuous support to all staff during the crisis and we have been monitoring the specific gender

impacts of the crisis and ensuring flexibility in working practices where needed. The increase in our staff numbers has been important in enabling us to provide this inclusive support.

The imperative of full inclusion of women throughout the Department has informed many of our policies and work practices: active invitations to female speakers, at least equal number of female research cluster leaders and gender-balanced committee membership. This is especially relevant in committees responsible for key departmental policy, including the Department Management Team, of which 5 (out of 9) are women. We ensure gender balance in our committees and senior management roles. The Department's current Head and Chair of DRC are women, and two Centre directors are women. We recognise that, although we have made considerable progress in terms of gender, much more needs to be done to increase diversity on other dimensions. It is a core strategic goal to extend measures related to gender to other areas of discrimination. We are committed to broadening diversity beyond gender and actively examining ways to decolonise research, working with partners beyond the West and to ensuring that recruitment actively encourages applications from discriminated groups.

Working within the University Code of Practice, our seven-person REF committee responsible for final selection of the output portfolio includes 3 men and 4 women, with external critical input from a gender-balanced group, and has had appropriate training. Our output selection is strongly aligned with our equality and diversity commitments: 49% of outputs submitted by the department are by women, who make up 43% of the census. Of our four ICSs, three have women in a lead academic role. In accordance with the CoP, opportunities were provided to all colleagues to share relevant circumstances on a confidential basis, and these appropriately informed our processes.

3. Income, infrastructure and facilities

3.1 Income

Growth in research income formed a central objective of the post-2014 strategy: in the reporting period, research income grew by 75% over the REF period, and by 97% in the period 2015-20. A key element of this overall objective has been to attract more large-scale and collaborative grants. We increased the number of PIs on major projects: in 2014 York had one PI on a project over £200,000 and in this REF period it has been 10. Additionally, colleagues have been CIs for grants awarded to the value of over £23m, reflecting the diversification of our portfolio and engagement with a wider range of research challenges. CAHR has seen its income increase from £200k in REF 2014 to £1,209,839 in REF 2021. Across the institution, IGDC has won grants of £12 million and YCPT has in a short period of time generated over £1m in grant income.

The largest increase in this period has been in UKRI/research council income, which grew by a total of 291% increasing both the amount and proportion of our income that supports our institutional overheads. In addition, we have significantly diversified our funding sources. Within UKRI, our Centre and interdisciplinary initiatives positioned us to win grants not only from AHRC, BA, and ESRC but from new sources in STEM funding, including BBSRC, MRC and NERC. We have also tapped more effectively into funds from a wide range of UK and non-UK based charities and government, including Leverhulme, UK Home Office, National Institute of Health Research, European Commission, HEFCE, Open Society Foundation, Joseph Rowntree Charitable Trust, World Peace Foundation, Independent Social Research Foundation and the Nuffield Foundation.

Grant success is distributed across all research clusters and centres, led by colleagues at different career stages. Major awards with a Politics PI include Gready (IS/CAHR) 'Transitional justice in Tunisia and Egypt', £480k (ESRC); Heims, 'Re-evaluating Regulatory Capture: The Limits of Industry Influence in Pharmaceutical and Consumer Financial Regulation', £222k (ESRC); M. Smith, 'Connect: Coproduction of Policing Evidence, Research and Training – Focus on Mental Health', £1.1m (HEFCE, Home Office); Stanton, 'Rethinking Civil Society', £828k (Leverhulme Trust). We

have also seen a major increase in participation in large multidisciplinary and cross-institutional grants. These too extend across our centres and clusters, including Caspersen £830k (MRC); Eckhardt (CPPP) £2m of NIHR and other health-related funding; Heron £3.4m (BBSRC); and Grugel over £7m of GCRF/MRC/NERC projects.

The pipeline for these larger scale awards is sustained by a commitment to raising research income shared by all staff members. 98% of submitted staff applied for external funding in this period, with 73% being awarded external grants. We have seen an increase in the number of staff submitting research applications each year. It is complemented by significant achievements in winning individual highly competitive fellowships, including Leverhulme, both at early and mid-career (Bonefeld, Meyer, Murray-Evans, Forde), BA Mid-Career Fellowships (Brito-Vieira, Caspersen, Moore), and ESRC Future Research Leader fellowships (Jurado, Vasilopoulou,) and ESRC New Investigator Grants (Heims, Gray, Williams), as well as network awards and smaller grants from ESRC, BA, GCRF, Leverhulme, Santander, and others.

3.2 Organisation and Support

Income growth has been underpinned by development of our organisational infrastructure to support research and impact in this period. Research activity is overseen by the DRC, with support beyond the Department from the newly developed Faculty Research Group and the University Research and Enterprise Directorate. With membership encompassing all research clusters and including ECR and PGR members, the DRC actively engages all stakeholders with the development of research strategy and policy. The Department's Research Strategy Group undertakes horizon scanning for new funding opportunities and works with clusters and centres to develop proposals where appropriate. Across the Centres there are 6 professional service staff working to support research, centre administration and impact.

Beyond Centre investments, the key organisational ingredients of this growth and diversification include:

- A significant increase in Department-wide professional research support. We doubled the FTE of our Research Facilitator to become a full-time post with an additional Finance Officer for support at both pre-award and post-award stages. This has enabled our Research Facilitator to engage in more strategic activity.
- Politics at York has a consistent and transparent policy on research expectations on individual researchers, which is grounded in the University Policy on Research Expectations (REF5a: 22) and incorporates a clear expectation that all academic staff will actively pursue appropriate individual and collaborative research income generation to support their research. These are monitored through annual research plans and performance reviews (2.2).
- We have a rigorous internal peer review process for all applications over £20k, which involves one staff member within relevant specialism alongside two senior members of staff, including the Chair of DRC, and complements the mentoring and informal support through clusters and centres.
- The annual discretionary research allowance for staff is £1500 for starting lecturers and £1000 for other staff (including PDFs), with further support for attendance at major international conferences. In addition, research, impact and pump-priming funds are distributed by DRC Internal research support funding which was £50k pa in 2018/19. DRC also allocated a total of £418k through research allowances, and £161k of larger sums, for research and impact priming, complementing the resource commitment through research and impact leave schemes.
- Politics researchers benefited from the significant enhancement of Faculty and University support winning competitive funding from University Research Themes (REF5a: 10) for

collaborative interdisciplinary work, University Research Committee Priming funding, GCRF and ReCSS funding. Research support has been further enhanced by the development of Faculty-level expert support, with the creation of the Social Sciences Faculty in 2015. The staff provide specialist support for interdisciplinary bids, large and complex bids (including GCRF) and for collaborative partnerships. Politics researchers have also benefited from £2m of ESRC IAA funding, amounting £194K. This had a significant effect on our impact portfolio, including new partnerships (section 4) and activities promoting ICSs.

3.3 Infrastructure and facilities

We have expanded and refurbished the department, to provide appropriate office space and facilities for all staff. We have also created additional space and facilities for our PGR students, and refurbished rooms for staff offices and common rooms, providing inclusive, communal spaces, where research staff and doctoral students can meet informally. CAHR and IGDC have bespoke designated office space.

Beyond the standard IT provided to all researchers, we support IT solutions for individual health-related reasons and specific research needs. These include staff requiring video and film editing capabilities when applying research methods, and mathematical modellers needing increased computational power. Those requiring the most advanced solutions can access University IT facilities (REF5a: 41) including the £2.5m Viking Cluster, the Advanced Research Computing Cluster and the N8 Centre of Excellence in Computationally Intensive Research. Staff using film, photography and visual media in their research benefit from the resources and expertise of the Department of Theatre, Film, Television and Interactive Media. We have funded the purchase of specific software for researchers as needed.

Researchers in the School are well served through remote and 24 hour access to the University Library (REF5a: 39), including over 21,000 journals. The Library's Research Support Team provides wide-ranging support, including a dedicated Politics subject librarian and facilitating our open access strategy.

The department benefits from close proximity to ReCSS (Festenstein was the Director from 2014-2020). A hub for interdisciplinary research development, ReCSS has provided additional nearby research facilities in which to hold collaborative workshops, pursue network development activities, and meet with external stakeholders. It has facilitated the growth of some major research investments, including providing space for CAHR and the YCPT Leverhulme 'Rethinking Civil Society' project. ReCSS also provides the York base for the WRDTP and its doctoral training activities.

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

4.1 Research collaborations and partnership-building

We have supported the development of external research collaborations and increased partnership with national and international policy makers and civil society research users, globally and nationally. The mainstreaming of impact and partnership activities in our research, recruitment of well-networked researchers, increased financial and organisational support for research and partnership development outlined in 3.2, and the increased focus on challenge-led research have all provided the impetus for a step change in the number, scope and effectiveness of our research collaborations. These collaborations have enabled our research to make significant contributions in the practices of global health governance, human rights, policing, global social policy, sustainability and post-conflict peace building

Centres provide one of the key institutional driver for our partnership culture:

- CAHR built on its status as a global hub for human rights practice and research to develop an extensive range of new research partnerships. New collaborators in this period in this period (selected from a wide array) include the University of Hong Kong and Asia-Pacific Rights Network (for the ESRC/AHRC project on asylum in Asia and the Middle East), American University in Cairo, Amnesty International, Christian Aid, and the Tunisian Truth and Conciliation Commission (for the ESRC project on Transformative Justice in Egypt and Tunisia). GCRF work on universities and conflict/crises draws on partnerships with Los Andes University, Colombia, as well as Chiang Mai University, Thailand, University of the Western Cape and Makerere University.
- IGDC initiated a large number of international research partners involved in its major projects, including the Overseas Development Institute, Fundação Oswaldo Cruz in Brazil, the International Red Cross, World Vision, the University of Malawi, the Malawi Ministry of Health and College of Medicine, Makerere University, Indian Institute of Technology, and Michigan State University.
- YCPT established new partnerships with the University of Göttingen (which contributed an additional €275k to Stanton's 'Rethinking Civil Society' project for mobility and fellowships), University of California Santa Barbara (for Bonefeld's MSC project with Durkin on humanist Marxism), and the annual manuscript development workshop is a significant new contribution to the discipline, with a network of participants from Cork, Erfurt, Frankfurt, LSE, Nottingham, Oxford, SOAS, Southampton.

Our research on conflict and peace building has also led to new global collaborations including with: Los Andes University, the National University of Colombia (Caspersen's project on the health systems consequences of conflict), GCR2P (New York and Geneva), Aegis Trust (Kigali), and Protection Approaches (London) (Hinkkanen Elliott's project explaining non-state armed groups' perpetration of mass atrocities). Within Europe, Vasilopoulou's and Jurado's Future Research Leaders awards on democratic challenges for Europe developed links both with Southern European and EU-wide think tanks and research bodies. Locally we have worked with York City Council, the York Hospitals NHS trust and North Yorkshire Police on policing and mental health including the police closely in the managing and undertaking of a major research project.

In addition, the research environment for Politics and International Studies has been enriched by new large-scale institutional partnerships. Politics researchers have used the new institutional link with Maastricht (REF5a: 6) to develop cross-institutional networks on development policy, European democratic crises from below, and Europe and the future of global rules and multilateralism. We are active participants in the ESRC WRDTP (with Bradford, Hull, Leeds, MMU, Sheffield, SHU) and AHRC WRoCAH (Leeds and Sheffield), providing an innovative collaborative training environment for our PGRs: Nuti and Festenstein have been panel members and Festenstein chaired the Academic Quality Committee. Heron is York lead for the N8 Agrifood project, a flagship £16m initiative (REF5a: 6) with Durham, Lancaster, Leeds, Liverpool, Manchester, Newcastle, and Sheffield, driving social sciences engagement with a multidisciplinary set of problems.

York researchers initiated a range of new formal national and international professional networks in this period, including the ESRC seminar series 'Rethinking Centres and Peripheries' (PI Parker) and 'Exploring Civil Society Strategies for Democratic Renewal' (CI Pena), Young Scholars Initiative 'Economics Development Working Group' for the Institute for New Economic Thinking (Kvangraven), 'Peacebuilding in Asia Scholars Forum' (C. Smith) and 'Politics after War' Network (Sindre).

4.2 Societal contribution and engagement

Beyond our contributions in relation to human rights defenders, global health, conflict resolution and global social policy captured in our ICSs, York researchers have contributed to policy and public debates in a wide range of topics of public significance and interest. In building our engagement portfolio, we have been able to deploy diverse funding sources (see 3.3).

Important policy engagements include:

- University and IAA support to build a regional partnership with police services, the NHS, York City Council that became the £1.1M Connect project funded by The College of Policing, HEFCE and the Home Office. This project encompassed research, training, CPD, and evaluation to support the work of the police in dealing with mental health issues of both the police themselves and members of the public.
- Ritchie has made a major contribution to debates on nuclear disarmament through extensive advice and briefing to Parliament, political parties, and NGOs, including providing invited evidence to the House of Lords Committee inquiry into 'Rising Nuclear Risk and United Nations Institute for Disarmament' and the Nobel Prize-winning International Campaign to Abolish Nuclear Weapons (ICAN) which described Ritchie's research as fundamental to shaping the arguments that underpinned the United Nations Treaty to Prohibit Nuclear Weapons. Other important examples include Eriksson's guidance to DFID's office at the British embassy in Iraq on Iraqi conflict dynamics which informed their annual Joint Analysis of Conflict and Stability report, Gray's work with the Organisation for Cooperation and Security in Europe, which included presentation of her research findings on domestic violence and conflict to government and military representatives in Ukraine, and C. Smith's advice to the Indonesian Embassy in the UK on conflict prevention measures in West Papua.
- We engage widely with policy-makers in relation to the human rights of migrant communities. De Jong leads the Afghan interpreters' groups, which focuses on the rights of Afghans interpreters who worked for the UK armed forces and are now refugees in the UK, working with MPs and former serving military officers to raise their profile, providing evidence to the House of Commons Defence Select Committee and to the UN on their human rights. Parker briefed DFID on Mediterranean irregular migration and was a featured expert for UNICEF-Innocenti's Research Watch feature on Children on the Move.
- Gready pioneered the Human Rights City initiative in the UK, working with local government and other stakeholders to establish York as the UK's first UN Human Rights City.
- We have contributed an array of expert guidance on international trade, Brexit, and the post-Brexit order. Heron gave oral evidence on UK trade with the Commonwealth (International Trade Committee's inquiry), and written evidence to DEFRA public consultation on the government's 25 Environment Plan. Heron was also part of a team commissioned to write and present a consultancy report for DEFRA on UK food security after Brexit. Murray-Evans gave oral evidence on EU and UK Trade with Southern Africa, House of Commons Africa All Party Parliamentary Group inquiry into Economic Partnership Agreements, on UK trade with the Commonwealth after Brexit for the House of Commons International Trade Committee inquiry into UK trade options beyond 2019, and on Economic Partnership Agreements and continuing trade with South Africa, House of Commons International Trade Committee inquiry into continuing application of EU trade agreements after Brexit. Carter provided written evidence on the EU Withdrawal Bill and its Implications for Wales, National Assembly for Wales. Eckhardt appeared as a witness for the House of Commons International Trade Select committee, and Eckhardt and Lindstrom have provided research and briefing to the National Assembly of Wales on Brexit and trade. Vasilopoulou's work on attitudes to the EU is widely recognised, and she has briefed both the European Parliament and European Commission. M. Smith also gave evidence to the Political and Constitutional Reform Committee Inquiry on the Future of Devolution.
- We combine policy engagement with influential and effective interactions with a wide range of industry, community, government, public sector, NGO and third sector practitioners. Our ICSs on **Human Rights Defenders** and **Delivering Dignity** exemplify our international practitioner engagement and are complemented by a range of other examples. Heron's work on food security and soy has engaged industry stakeholders including farmers and supermarkets from the UK, US, EU, Brazil, Argentina, Colombia and China.
- Colleagues have provided briefings and research for diverse national and international organisations including the World Bank, NATO-STRATCOM, UK Army Welfare Service,

National Air Traffic Services, Demos, the Henry Jackson Society and Joseph Rowntree Charitable Trust.

- International recognition of the value of our research to policy makers is reflected in the long-term secondments of Leon, as Director General of the High Commission against Child Poverty for the Spanish government, and Barakat, as Director of Research at the Brookings Doha Centre. Several Politics researchers have taken on significant advisory roles within NGOs, including Haagh (Chair, Basic Income Earth Network), Nah (Chair & Board Member, Protection International; Chair & Board Member, International Detention Coalition; Board Member & Steering Committee Member, Asia Pacific Refugee Rights Network; International Advisory Board Member, Ockenden International); Grugel (Trustee, International Service; Trustee, Hopes and Homes for Children); Gready (Trustee, International Service, Adviser to Silence Speaks at the Center for Digital Storytelling, Trustee, Child Soldiers International).

Our researchers are committed to engaging with diverse publics through a variety of media. Leon built a national profile as a regular columnist for *El País*, the leading Spanish newspaper, prior to her secondment into government. Staff are regularly interviewed and contribute to national and international broadcast, print and online media including the BBC, ITV, The Guardian, Bloomberg, Sky, among others. Our researchers have appeared on radio programmes such as *In Our Time* (Stanton on the history of sovereignty) and *Free Thinking* (Roy on portable citizenship). Our staff develop and curate high profile blogs (e.g. Kvangraven's *Developing Economics* has over 14k followers) and podcasts (e.g. Roy's seven-episode series with the Anthill/Conversation on the 2019 Indian elections). Meyer's *Twelve Stars* project brought together European publics with political philosophers in live and virtual fora, to discuss visions of a future EU, with the resulting proposals published in the run-up to the European Parliament elections in 2019. Arts engagement has constituted a particularly important strand of our work. Much of our migration research has been shaped and disseminated this way, including de Jong's 2017 and 2018 Tate Consortium exhibitions on the theme 'Who are We?'. The *Rethinking Civil Society* project has not only commissioned new short stories from the novelists Marina Lewycka and Anna Funder, poetry from Andrew Motion, and artwork from David Shrigley, Dom Heffer, and Usarae Gul, as well as written pieces by Matthew Parris, Husna Ahmad, Ken Loach, Sir Bernard Ingham and 50+ others alongside running arts events with local artists and young people at Ferens Art Gallery (Hull). Staff and PGRs also actively contribute to public engagement through University initiatives such as the Festival of Ideas and Yornite.

4.3 Contribution to the sustainability of the discipline and the research base

Particularly through our focus on pluralism and our commitment to early career staff, we are making a significant and substantial contribution to the long-term sustainability of a vibrant discipline. We have played a leading role in the wider sustaining of the discipline through a range of roles in professional organisations, editing journals and national and international collaborations. Through recruiting and nurturing researchers across career stages, within organisational structures which promote a collaborative and rich research culture, we are building on our approach to support and influence the discipline more widely. In this period, we have grown and developed centres as collaborative hubs for interdisciplinary and collaborative research, and have promoted research agendas that are responsive to national and international research challenges, particularly in development, human rights, migration, environmental politics, and security, and to new intellectual and methodological agendas across the discipline.

The range of journal editorships indicates our leadership in the discipline. Our staff edit field-leading journals, reflecting key areas of expertise, including *European Journal of Political Research*, *New Political Economy*, *Environmental Politics*, and *International Political Sociology*. Our recognised expertise in human rights practice (underpinning **Human Rights Defenders**) is indicated in Gready's editorship of *Journal of Human Rights Practice*, and in basic income policy (underpinning **Unconditional Basic Income**) in Haagh's editorship of *Basic Income Studies*. Our editorships of *Critical Military Studies*, *Peace Economics*, *Peace Science and Public Policy*, and *Journal of Modern African Studies* shows the profile of our researchers at earlier career stages, while our well-

established specialism in history of political thought is indicated by editorships of Hobbes Studies and Locke Studies.

Guest/special issue editorships include: South Atlantic Quarterly, Cultural Studies, Journal für Entwicklungspolitik, International Feminist Journal of Politics, Global Policy, Global Public Health, Global Justice, Polish Political Science Yearbook, Research in Social Movements, Conflict and Change, Lua Nova: Revista de Cultura e Política, Politics and Religion. Editorial Board/International Advisory Board memberships include: Cooperative Institute of Transnational Studies, Hobbes Studies, British Politics, Policy Studies, Association for the Study of Nationalities, Ethnopolitics, East European Politics, Journal of Gender and Diversity, Sociological Research Online, and Dutch Journal for Gender Studies, Fathom, Charles Sanders Peirce Society, Global Discourse, Geography Compass, Third World Thematics, The New Palgrave Dictionary of Economics, Democratic Theory, International Journal of Urban and Regional Research, CITY journal, Public Administration, John Locke Society.

We make a leading contribution to UKRI, funding panels and advisory boards. Staff have acted as Vice-Chair of ESRC Grants Advisory Panel (C) and are members of peer review colleges and funding and advisory panels for ESRC, AHRC, British Academy and Newton Fund. Staff at all levels of seniority acted as peer reviewers for an international range of funders, including ESRC, AHRC, NERC, GCRF, Harry Guggenheim Foundation, Leverhulme Trust, Nuffield, ESF, AXA, SSHRC, Norwegian Research Council, Finnish Research Council, FCT-Portugal, DAAD, ERC, Australian Research Council, Austrian Science Fund, Hungarian Research Council, Swedish Research Council Research Grant Council Hong Kong, Irish Research Council, Independent Social Research Foundation, and Wellcome Trust, as well as for all major journals and publishers during this period. In addition, Grugel and M. Smith are Fellows of the Academy of Social Sciences; Haagh and Parker are members of the Royal Society of the Arts; colleagues have held a wide range of international fellowships, including Bonafel (Centro de Investigaciones sobre Economía y Sociedad Argentina Contemporánea), Stanton (Senior Fellowship, Lichtenberg Kolleg, Göttingen), Nuti (Goethe-Universität, Frankfurt), Murray-Evans (Cape Town), Vasilopoulou (Zurich), Grugel (Pompeu Fabra, Barcelona), Hall (Ottawa), Moore (Stuttgart), Vasilopoulos (ENS), Nunes (Sao Paulo), Pena (Scuola Normale Superiore, Florence), Lindstrom (CEU); colleagues gave over 100 keynote and high-profile invited talks, together with a large number of national and international talks and papers.

York Politics also makes significant contributions to professional associations, including PSA Executive Politics and Governance Specialist Group (Heims co-convenor), PSA Communism Specialist Group (Keith, co-convenor), BISA Global Health Working Group (Nunes, co-convenor), BISA Global Nuclear Order Working Group (Ritchie, co-convenor and founder), ECPR Standing Group on Political Parties (Vasilopoulou, co-convenor). De Jong was a Board Member and co-chair of ATGENDER - The European Association for Gender Research, Education and Documentation, and chaired the jury for the BISA International Politics of Migration, Refugees and Diasporas 2018 and 2019 Book Prize. In addition, we are active contributors to collaborative PGR training, through WRDTP and WRoCAH, shaping overall policy and panel membership of both bodies, and providing distinctive advanced training.