**Institution: University of Birmingham**

**Unit of Assessment: UOA22 Anthropology and Development Studies**

**Section 1: Unit context and Structure, research and impact strategy**

Development Studies at the University of Birmingham sits within the International Development Department (IDD), and has an international reputation for its critical contributions to political analysis, public sector management and governance in low- and middle-income countries. The department's approach (1) ***puts the politics of development at its centre***, specifically asking how power, legitimacy, leadership and governance influence development outcomes; and (2) ***works at the intersection of research and policy,*** with a high proportion of faculty contributing to academic, public and policy debates.

Since 2014, IDD's strategic aim has been to strengthen its international reputation in these areas, informed by taking stock of past successes and anticipating new challenges, building on our 50+ year history and links to practice. The Department's location within the School of Government (one of four Schools in the College of Social Sciences) strengthens capacity for interdisciplinary engagement.

Our research environment has delivered impactful research, as evidenced by our impact case studies and external awards, including the ESRC Celebrating Impact Prize for outstanding international impact. IDD has more than doubled the number of research-active staff over the period, successfully leveraging significant university investment in new permanent staff and nurturing Early Career Researchers (ECRs). Expansion in research capacity and strengthening our research environment has led to this separate submission to UoA22. The significant investment includes two 'Birmingham Fellows' – early career academics provided space and resources to launch their research careers (see REF5a 3.4.1). This scheme represents a major investment by the university in early career research, awarded on a competitive basis across all disciplines, including STEM. The School's commitment to research excellence and equal opportunity has also supported staff recruitment and development, as evidenced by the Bronze Athena Swan Award in 2019 and departmental leadership in co-founding a School LGBTQ+ Network.

**Research structures**
Our strong research culture is supported by a Department Research Committee, responsible for planning, review and mentoring. Chaired by the Director of Research (DoR), it includes at least one ECR and one Postgraduate Researcher. The DoR sits on the School Research Committee, represented on the College Research Committee, chaired by the College DoR, a position held by IDD's Jackson since 2018.

In addition, the department hosts the Governance and Social Development Resource Centre (GSDRC), led by Marquette (2014-17) and Fisher (2017-present) who provide intellectual direction, leadership and mentoring of the Centre's research fellows. The Centre has an international reputation for providing knowledge management services to the development sector, principally supported by the UK Department for International Development/Foreign, Commonwealth and Development Office (DFID/FCDO), the Australian Department of Foreign Affairs and Trade (DFAT) and the EU. GSDRC's extensive networks of international experts connect IDD with researchers, practitioners and policy makers. It hosts the secretariat of the

Thinking and Working Politically Community of Practice led by Marquette; an influential global initiative bringing together researchers, policy makers and practitioners to better understand and translate the politics of development.

**Research objectives during the assessment period**

As articulated in the 2014 Politics and International Studies submission and a subsequent internal review, the unit's strategic aims have been to further strengthen its distinctive contribution to the politics of development and development policy by:

(1) Delivering world-leading research that shapes international debate

IDD has become known internationally for research in leadership for development, democracy and the agency of African states. Delivery of world-leading research has been achieved by attracting high-quality staff and maintaining a welcoming, vibrant and inclusive research culture. External appointments were made at senior (Cheeseman and Hudson) and ECR levels (see Section 2). The appointment of Cheeseman and Hudson led to further research collaborations within the department and expansion of external partnerships. Our success in staff recruitment demonstrates IDD's vitality and sustainability, supported by access to study leave and internal funding to initiate research, build networks and deliver impact (see Section 3).

(2) Support impact and engagement activity

Support impact and engagement activity to influence public policy was achieved by strategically forging close links with three major international aid donors/influencers: the UK's DFID/FCDO, Australia's DFAT and the Bill and Melinda Gates Foundation. These links were developed and maintained through ongoing partnerships and secondments (see Section 4), creating a shared understanding of how research and practice can inform one another. Engagement and impact activity have been encouraged through staff taking on senior advisory or secondment positions, providing mentoring, workload planning and encouraging applications for internal University funding. School and College Impact funds – as detailed in Section 3 – have supported research impact.

Our approach to impact has been to work collaboratively with research users throughout the research process. Hudson's Bill and Melinda Gates Foundation-funded Aid Attitudes Tracker research on public opinion is co-produced with NGO and government partners three times a year in four countries (see ICS 'Transforming development communications and campaigns'), whilst Cheeseman's collaborative project with WFD similarly co-produces research questions and publications.

The Developmental Leadership Program (DLP) (Marquette, Hudson and Mcloughlin) works closely with DFAT staff and subsequently worked with DFID staff to produce an 'Everyday Political Analysis' tool, which is used extensively throughout the development sector (see ICS 'Changing How Organisations Support Leadership for Development'). The MIGCHOICE project, managed by the GSRDC, worked with the IOM and the FCDO to understand migration choices in West Africa, resulting in co-designed programming and evaluation on youth training and cash grants.

Further impact achieved by members (and former members) of IDD include the commitment to reparation associated with the UN involvement in Haiti and the cholera epidemic and on donor support to democracy promotion in Africa. The inclusion of impact activity involving IDD staff

elsewhere in the University's submission reflects both the integrated approach to impact activities within the School of Government and wider College, and their better fit within the UoA19 subject criteria.

**Interdisciplinary research**

Cross-University, multi-disciplinary and multi-stakeholder activities have been supported by the Institute of Advanced Studies (IAS) and the Institute for Global Innovation (IGI; REF5a 2.3.3). The IGI was launched in 2018 to facilitate interdisciplinary research addressing global challenges. Cheeseman co-led the IGI theme on tackling gender inequality for two years. Marquette leads a workstream on organised crime, corruption and development, convening a cross-University workshop on data and methods to investigate illicit and informal flows with colleagues in Law and Economics as part of a Distinguished Visiting Fellows grant, bringing Professor Nikos Passas from Northeastern University.

IDD is joined in this submission by Fontana, a Birmingham Fellow based in the Political Science and International Studies (POLSIS) department, specialising in education and conflict-affected states and mentored by IDD's Jackson, and by Jørgensen, working in post/colonial heritage in the Ironbridge International Institute of Cultural Heritage, with which IDD collaborates in research and PhD supervision. These collaborations reflect IDD's interdisciplinary approach to research and illustrate our collaborations across the University. Fontana's interdisciplinary research on education and peace agreements was supported by an IAS Visiting Fellows Grant for Dr Markus Siewert (TUM School of Governance, Germany) and an IAS workshop on 'Education in Societies in Transition', leading to a GCRF Grant on 'Developing a High-Impact-Teacher Network between Practitioners in Lebanon and Northern Ireland' (2018-2019). Jørgensen won funding from the Newton Fund/GCRF and the Indian Council for Historical Research to build capacity of heritage activists in India.

Nunan's work on natural resource governance, supported by IAS and IGI, led to a successful GCRF Network Grant application in 2020, 'Sustainable resource governance solutions in sub-Saharan Africa', involving multiple disciplines and partners in five African countries. Nunan facilitates interdisciplinary research as the Programme Lead of the Forum for Global Challenges, led by IGI.

**Open research**

To expand our international reputation and work at the intersection of research and policy, many research outputs and underpinning datasets have been made publicly available. University guidelines require pre-publication versions of all journal articles to be uploaded to Pure within 3 months of publication and made publicly available on the University Research Portal.

IDD has also been committed to making data publicly available. Examples of open access datasets are Dasandi's United Nations General Debate Corpus (downloaded over 3,000 times) and Ottmann's Power-Sharing Event Dataset (PSED), which records power-sharing practices in the aftermath of civil war in 41 countries between 1989 and 2006, both available from Harvard Dataverse. Hudson's publicly-available Aid Attitudes Tracker is widely used for secondary data analysis, including by NGOs and government agencies looking to understand public support for development assistance.

Fontana's Dataset of Political Agreements in Internal Conflicts, on education reform, power-sharing, transitional justice, international involvement and territorial self-governance provisions in

286 political accords concluded worldwide between 1989 and 2016, was made publicly available on the University's Online Repository in 2020.

Cheeseman has published two major data sets with UK Data Service. The ESRC-funded Moral Economy of Elections dataset features over 300 interviews and nationally representative survey data conducted in three countries in sub-Saharan Africa. The Coalitional Presidentialism dataset features 350 interviews with MPs and legislative data for nine countries across three continents.

**Research integrity**
Research integrity is integral to our departmental research culture, in line with the University's commitments and expectations in this area (REF5a 2.2). The University is a signatory of the San Francisco Declaration on Research Assessment (DORA), which promotes fair and robust approaches to research assessment.

Staff and PGRs receive training based on the UUK Concordant to Support Research Integrity and peer review of proposals and projects. Procedures for dealing with cases of misconduct are detailed in the University's Code of Conduct on Research. All research projects are required to go through a rigorous ethical review process. This formal process is facilitated by the University's Humanities and Social Sciences Ethics Review Committee, in which IDD staff consistently have played a significant role. Jackson has served as the Co-Chair of the committee and has been on the University's Research Governance Ethics and Integrity Committee since 2017 and Marquette and Nunan have served as members.

An innovative example of how research integrity is embedded in our research culture is Weber's work on gender-based violence. Weber, with staff in the Schools of Nursing and Social Policy at the University of Birmingham, established a multinational network involving NGO partners in Kenya, Uganda and Guatemala to produce guidelines on best practice for research engagement with survivors of gender-based violence in low- and middle-income countries.

DLP's portfolio has been deliberately and strategically developed to produce research that is genuinely locally-led. It partners with 18 research institutions, many of which are in the Global South, with fieldwork continuing during the COVID-19 pandemic. DLP supplements the partnership approach with capacity building among less well-resourced partners, e.g. Bandung Independent Living Centre in Jakarta – a Disabled People's Organization.

**The Future: Aims and Goals 2021-2025**
To further strengthen its contribution to scholarship on the politics of development and maximise contribution to policy and practice, IDD will:

1) **Be responsive to new international realities**. The challenges and priorities of a post-COVID world are changing, but the importance of power, legitimacy, leadership and governance remain constant. IDD is well-placed to influence debates and practice around populism and authoritarian leadership, reform coalitions for democratic renewal, international cooperation, and governance of the environment. Our commitment to working on the environment and climate change is strengthened through the appointment of Bersaglio, and Dasandi and Hudson's work with the Lancet Countdown on Health and Climate Change.
2) **Develop a more diverse voice and staffing profile**. Our success in addressing gender balance within IDD, detailed in Section 2, has reinforced the department's belief that through active recruitment and support processes, as well as developing networks and partnerships, IDD can become even more vibrant and inclusive.

3) **Build equal partnerships to enhance capacity, support locally led research and decolonize the study and practice of development**. We will emphasise global knowledge and resource inequalities throughout our curriculum, promote exchange programmes for PhD researchers and faculty, and form equitable networks. New global partnerships will include further collaborations with user communities, delivering wide contribution and a thriving and inclusive research environment through the co-development, co-design and co-delivery of research.

## Section 2: People

### Staffing strategy and staff development

IDD's staffing strategy has focused on expanding capacity to deliver excellent research, impact and engagement, whilst also extending expertise on the politics of development and diversifying our staff profile. This has involved three strands: targeted career development of existing staff, paying particular attention to the advancement of female researchers and promoting diversity; recruitment of high-quality ECRs to develop the next generation of research leaders; and, professorial hires to bring in additional leadership and link to established impact networks.

Over the current REF period, four new Professorial appointments have been made, two internally (Nunan and Marquette) and two externally (Cheeseman and Hudson). The promotion of Nunan and Marquette recognised their contribution to external research funding, research outputs and leadership. Nunan served as the first female Head of Department in IDD's history from 2014 to 2020, whilst Marquette led GSDRC from 2014-17. The appointments of Cheeseman and Hudson strengthened IDD's leadership capacity and external engagement further, and built critical mass in developmental leadership and democracy. Cheeseman served as Director of Research for three years and Hudson serves as the School Impact Lead, whilst both have contributed to path-breaking external engagement activities.

At ECR level, IDD expanded with two external lecturer appointments in 2019 (Bersaglio, Thompson), two Birmingham Fellows (Dasandi and Ottmann), one Leverhulme researcher (Weber) and one British Academy Fellow (Da Silva). These expanded research capacity in environment and livelihoods (Bersaglio and Thompson) and in political and conflict analysis (Dasandi and Ottmann, with Fontana of POLSIS), including from a gender perspective (Weber). Mentoring and internal support (see Section 3) contributed to the promotion of individuals from fixed-term research positions to permanent Lecturer (Mclouglin) and Senior Lecturer (Lemay-Hébert), from Lecturer through to Reader (Fisher) and from Birmingham Fellow to Senior Lecturer (Dasandi, Ottmann). Weber began as a Research Associate in IDD, going on to win a Leverhulme post-doc award and a GCRF grant as Co-Investigator. Two fixed-term Research Fellows left over the period to take up lecturing posts elsewhere. Lemay-Hébert left in 2019 to join the Australian National University as a Fellow, demonstrating his progression from Marie Skłodowska-Curie Individual Fellow in IDD to Senior Lecturer and onto ANU, having been mentored by senior IDD staff (Jackson and Marquette). Of the Category A eligible staff, 14 of the 16 are on permanent contracts and 2 on fixed-term contracts (post-doctoral research awards).

Given the competing demands on academics, creating time and space to focus on research is critical. PDR meetings provide a particularly important opportunity to reflect on progress and plans for the year ahead, whilst also identifying professional development opportunities. Three IDD staff members – Beswick, Fisher and Hudson – completed the University's Research Leadership programme (REF5a 3.4.4), which brings together senior and mid-career staff and prepares them

for research leadership roles through workshops, mentoring sessions and overseas institutional visits.

IDD is proactive in ensuring that eligible staff effectively use the University's Study Leave. Permanent staff become eligible every three years for at least one term. Between 2013 and 2020, 5 staff took up study leave for one or two terms. Altogether, these instances of study leave resulted in 19 outputs.

**Support for Early Career Researchers and their careers**
IDD has been highly effective in supporting and integrating ECRs into the departmental research culture. ECRs are provided with a mentor and benefit from additional time for research. All ECRs have access to department, School, College and University research funds, making effective use of these to run workshops, attend writing retreats and present at conferences. Weber and Da Silva, for example, were awarded IDD and School funding to hold a workshop on 'Researching Gender in Development, Conflict and Security' in 2018 and a workshop on 'Memories of Political Violence, Transitional Justice and Europe across Time and Place: Interdisciplinary Perspectives' in 2019.

The University's Birmingham Fellowship scheme, introduced in 2014, provides five years of protected time for high-quality research for outstanding early-career researchers (REF5a 3.4.1). In addition to the two Fellows appointed within IDD, the department has benefited from the recruitment of a Professorial Fellow (Hudson), with three years of funding to protect time for research (REF5a 3.4.1). Hudson was one of just 23 recruited across the University, representing a high level of investment by the University in IDD.

In addition to holding a Birmingham Fellow position, Fontana secured a Leverhulme Research Fellowship. The protected time is particularly conducive to furthering diversity of the workplace and ability of women to progress. Since being appointed as a Birmingham Fellow in 2016, Fontana had two periods of maternity leave and generated substantial grant income, high-quality publications and complete the Postgraduate Certificate in Higher Education (PGCert).

ECRs recruited to lecturer position benefit from a probationary development plan and reduced teaching and administrative workload in the first two years, providing them with time to prepare teaching materials, complete the PGCert and develop as independent researchers. Fisher, who joined IDD in 2011 started as an ESRC post-doctoral research fellow, moved into a Lectureship, and quickly rose to a position of research and administrative leadership. He was awarded the SCOPUS (Elsevier/US-UK Fulbright Commission) Young Researcher of the Year (Social Sciences) in recognition of the high quality and contribution of his research in 2015, promoted to Reader in 2018 and became Head of Department in 2020.

Our mentoring and support strategy has yielded tremendous publication and research grant success for our ECRs. Dasandi has published articles in the *Lancet, British Journal of Political Science, Research and Politics* and a book, *Is Democracy Failing* (Thames and Hudson Ltd., part of The Big Ideas Series). Dasandi was also a recipient of a 2018-19 British Academy Rising Star Engagement Award (BARSEA) for his project on 'Foreign aid donors, diplomacy, and human rights in the Global South'. Ottmann has published articles in leading journals, such as *World Development* and *Journal of Peace Research*.

**Research students: research training, skills development, funding, integration to research culture**

NB: We did not award any research-based professional doctorates during this assessment period.

Doctoral researchers are highly valued and vibrant members of IDD's research community. They are recruited through direct application, some with funding from their own governments, and through securing a range of scholarships (ESRC, AHRC and competitive University Leverhulme and Global Challenges). Our doctoral researcher community is diverse in country of origin, with many supported by, and returning to, government, including in Indonesia, Thailand, Jamaica and the UK. The completion and review of an annual Developmental Needs Analysis enables supervisors to effectively support doctoral researchers. Research training provided by the College and Graduate School (REF5a 3.2) is complemented by English language support from the Birmingham International Academy and academic skills training by the library.

IDD is a member of the Midlands Graduate School ESRC Doctoral Training Partnership (DTP). We have secured 8 studentships since 2014, including a collaborative doctoral award with a conservation organisation in Ghana. An AHRC-funded student with a cross-disciplinary project is co-supervised by Beswick and Law at Nottingham. IDD staff successfully won funding for three projects for PhD study from a University-wide Global Challenges scheme, with PhD students undertaking interdisciplinary research on tackling gender inequality and on local knowledge, law and climate change.

Since 2014, IDD has substantially enhanced its doctoral training provision, combining College-level general social science research training with dedicated pathway-specific training within the School. Ottmann and Dasandi convened a core module in research design in 2018, and Ottmann developed a module in Advanced Quantitative Methods for doctoral researchers across the University.

Doctoral researchers have a dedicated resource and support structure, including departmental contributions towards the cost of fieldwork; access to School and College conference and fieldwork funds; an annual School PGR conference; dedicated facilities for PGRs, including an office suite in the Department and space in the University's dedicated Westmere House PGR centre. IDD also runs a doctoral research seminar series where doctoral researchers present their research at least once a year to fellow doctoral researchers and staff, as well as being included in the Departmental Seminar series.

IDD created new opportunities for PGRs to network within the Midlands region and enhance their skills. Through the Midlands African Studies Hub, Cheeseman brought together students working on development in Africa, holding regular workshops that rotate between Birmingham, Coventry, Warwick and Nottingham Universities.

This supportive environment has borne fruit. Since 2014, there have been 25 PhD completions, of which at least 7 have gone on to academic roles. Excellent performance is indicated by the award to PhD students of the Christiane Rajewsky Prize at the 2018 Annual Conference of the German Association for Peace and Conflict Studies and a $10,000 grant from the National Geographic Society to undertake interdisciplinary research on Lake Tanganyika in Tanzania and the Democratic Republic of Congo.

**Approach to equality and diversity**
There had been a historic gender imbalance in IDD, with women making up 33% of staff in 2013 (no female professors). Since then, the department has had a female Head of Department and

promoted two female staff to professor (40% of all professors). The proportion of female Category A-eligible staff has increased to over 50% (9 of 16).

Recent efforts to correct the gender balance reflect IDD's deep commitment to gender equality, further demonstrated by the School of Government's successful 2019 application for the Athena Swan Bronze Award. The department has committed to holding meetings within core working hours and ensuring that those on hiring committees have taken unconscious bias training. Looking ahead, we will continue to build a more equal and diverse department by achieving a higher number of applications from female, BAME and candidates from the Global South, adopting the College strategy of shortlisting at least one BAME candidate who meets the job description.

We are working towards the achievement of these goals through a number of mechanisms. The School has appointed a Head of Equality, Diversity and Inclusivity (ED&I), who sits on the School Management Team and works with a School-wide ED&I Team, monitoring progress and overseeing the annual Equality and Diversity Survey. The School offers funds and activities to combat inequality in career progression, for example for academic writing retreats dedicated to female and LGBTQ+ colleagues and events organised with female ECRs to address the 'leaky pipeline'. IDD routinely reviews the wording of job advertisements to remove gendered language and to encourage female applicants. IDD is equally committed to supporting equality and diversity with respect to disability. In addition to the University's accessible campus and equality scheme and support, we provide a module on Disability and Development and undertake research on disability and inclusivity, for example DLP's project on Disability Leadership in Indonesia.

A number of measures have been put in place to ensure respect for equality and diversity. All selection panels must be gender-inclusive and complete Equality and Diversity as well as Recruitment and Selection training. It is also mandatory for shortlists to include women. If no women are identified as meeting the job description, academic posts would be re-advertised, once the job description and advert have been reviewed for unconscious bias. Additional time is given for research to staff on their return from parental leave and the School induction process for every new member of academic and professional services staff includes ED&I training. Finally, we have adopted a "no-manel" policy for internal and external seminar events.

IDD staff are founding members of the School's LGBTQ+ Network, which provides a safe and welcoming network for anyone who identifies as LGBTQ+ or as an LGBTQ+ ally. The network has organised seminars, informal meetings and a writing retreat. Fisher has played a leading role in this Network and in 2020 became IDD's first LGBTQ+ Head of Department.

E&D considerations informed the output selection of the REF return through several mechanisms, including unconscious bias training of internal reviewers and members of the output selection group, equal inclusion of women and men in the output selection group and inclusion of ECRs in the group. In addition, in line with the University's Code of Practice, the list of potential outputs was reviewed to ensure that the output selection reflects the gender and ECR composition of the UoA.

**Section 3: Income, infrastructure and facilities**

**Research funding and strategies for generating research income**
IDD has been extremely successful at securing research income over the period, with a total of £8,941,497, equating to £558,844 per submitted staff member. Our large grants include the award

of £4.4 million in 2014 for the Developmental Leadership Program (DLP) (Marquette) and a further £1.4 million in 2019 (Hudson and Mcloughlin) to support work on how leadership, power and political processes influence development and £1.4 million (IOM and DFID) for MIGCHOICE (Hudson).

Our strategy for generating research income has included: applying for diverse sources of funding; securing internal funding to build ideas and networks; and, establishing mechanisms including 'pitch to peer' and peer review of research ideas and proposals. Staff are supported to apply for research awards through annual PDR meetings and study leave (see Section 2) and through annual department meetings at which ideas and details of ongoing research are shared.

Applying for a diversity of funding sources increases potential for success and supports diversity in collaborative and impactful research, working directly with research users. Research funding was secured from WhatsApp/Facebook, the Westminster Foundation for Democracy, United States Institute for Peace, the Leverhulme Trust, the British Academy, DFID, DFAT, ESRC, AHRC, NERC, the Newton Fund, Challenges Research Fund, the Bill and Melinda Gates Foundation, multilateral organisations (e.g. the EU; IOM), Folke Bernadotte Academy (FBA) of Sweden and the Leverhulme Trust.

Significant research funding has resulted from close collaboration with research users, as described in Sections 1 and 4. DLP has worked closely with its funder, DFAT, leading to high-quality impact. Examples including reference to DLP research in DFAT's overarching policy *'Australian Aid: Promoting prosperity, reducing poverty, enhancing stability'* and its *'Effective Governance Strategy for Australia's Aid Investments'*. These documents inform DFAT internal country strategies, aid investment plans and sector investment plans, as well as specific individual programme designs. DLP's research on gender and politics influenced DFAT's *Gender Equality and Women's Empowerment Strategy* and the related *Pacific Women Shaping Pacific Development* delivery strategy and programme design, which cites DLP research.

The Bill and Melinda Gates Foundation-funded Aid Attitudes Tracker (Hudson) has generated findings that have had significant and high-level impact. This is enabled by the collaborative approach taken, working with over 30 official partner organisations across the UK, US, France and Germany (e.g., ONE, Save the Children, Water Aid, Oxfam, Welthungerhilfe, Coordination SUD, Agence Française de Développement, and DFID). High-level impact has been achieved through findings on the public's understanding of Official Development Assistance (ODA) and the need for 'relatability' in the messenger. This led to the transformation of government and NGO aid-related campaigns and strategies, resulting in greater support for ODA and development NGOs.

Working collaboratively with the WFD led to high-level impact through informing their programming and spend. Cheeseman made recommendations concerning the mix of projects that aim to support democratic development, with more appropriate consideration of the nature and level of risk. WFD changed its approach to explicitly integrate civil society partners in its work, leading to stronger legislatures and civil society groups in 30 low- and middle-income countries.

Funding from the FBA to support research into the reintegration of former Maoists in Nepal following the end of the civil war built on Jackson's advisory role to the Government of Nepal, enabling a close working relationship and uptake of research findings. It also contributed to a paper on Maoist intelligence in *Intelligence and National Security*.

The strategy of securing funding from diverse sources and working collaboratively with research funders has facilitated delivery of high-level impact as well as robust, rigorous research.

*Securing internal funding to support the development of ideas and networks*
IDD strategically uses its annual Research Fund, managed by the Department Research Committee, to pump prime research applications, disseminate research findings and support impact activities, distributing almost £250,000 to staff members between 2014 and 2020. These funds – which are available on an equal basis to all staff regardless of contract type – have resulted in strong representation at international conferences by ECRs (on at least 10 occasions) and more senior colleagues. ECRs have been particularly active in using the funds to support workshops and present at conferences. The Fund has also supported book workshops that led to book manuscripts appearing with some of the world's most competitive presses including *The Moral Economy of Elections in Africa* (Cambridge University Press, Cheeseman) and *East Africa after Liberation: Conflict, Security and the State Since the 1980s* (Cambridge University Press, Fisher).

School research funding enabled Dasandi to attend an Essex Summer School course on 'Machine Learning' in 2017, where he acquired the skills needed to publish 'Multiplex Communities and the Emergence of International Conflict' in PLOS ONE. In 2017, Fontana attended the European Consortium on Political Research Winter Methods School on Advanced topics in Set-Theoretic Methods and QCA, which enabled her to publish a multi-methods paper on 'Managing War-to-Peace Transitions after Intra-State Conflicts: Configurations of Successful Peace Processes'. She further disseminated her skills within the department and school through a School and IAS-supported workshop on 'Qualitative Comparative Analysis and Process-Tracing (with Siewert).

Staff competitively secured other support from within the University to produce research outputs. For example, Fisher produced the monograph *East Africa after Liberation* (Cambridge University Press, 2020) as a result of funding from the IDD Research Fund over several years for fieldwork and presenting material at conferences. Funding from the College through the Quality Outputs Scheme supported teaching buyout for one term enabling Fisher to focus on writing, and the School Research Fund supported a workshop at which feedback on draft chapters was received. Funding from the University's Research Engagement and Collaboration Hub paid for research assistance to Beswick, leading to the publication of 'A missing link in understanding Party policy change? Conservative Party international volunteering projects and UK development policy (2007–2017)' in the *British Journal of Politics and International Relations*.

*Incubation Scheme to Inspire Innovative Research and Impact*
Through the DoR, the Department runs an innovative research and funding incubator that enables staff to access internal review on all aspects of their work including impact plans, research applications, journal articles, book proposals and ethics applications. The incubator enables staff to receive two constructive peer reviews of draft outputs that focus on both method and empirical material, with senior members of staff partnering with junior colleagues to give them greater understanding of the review process. Writing retreats supplement and reinforce this approach, enabling researchers to come together to work on and discuss publications intensively around different research themes. To date, 15 journal articles submitted to the Incubation Scheme have been published in leading journals.

**Organisational structure to support to research income**
Organisational structures in place to support research grant capture include the College Research Support Office (CRSO); the European and International Research Support Office; College Impact Development Officers; Data Management support services; the Library and associated resources;

professional services and IT support for research, including investment at College level in pre- and-post-award support, a University Public Engagement team, secure research storage, a new research management system (Worktribe) and high-performance computing. This range of support and facilities has facilitated the strengthening of IDD's reputation for research in the politics of development through significant and sustained research grant capture.

CRSO organises peer review of draft applications and 'pitch to peer' sessions, where research ideas receive feedback before extensive time and effort is put into a research application. CRSO support was instrumental in securing Phase 3 of the DLP, Nunan's *Governance for Ecosystem Services and Poverty Alleviation* (GESPA) project (ranked first of all proposals received for the call by the interdisciplinary NERC/ESRC/DFID Ecosystem Services for Poverty Alleviation grant review panel) Fisher's AHRC award, *Witchcraft and Conflict: Exploring alternative discourses of insecurity* and Hudson's Bill & Melinda Gates Foundation Aid Attitudes Tracker.

Once research funding has been secured, the department benefits from the College Post-Award team for grant set-up administration. These large grants then provide further infrastructure for carrying out fieldwork, hiring research staff and professional services staff, and facilitating policy engagement and impact work with the funders and other stakeholders, as well as career progression; for example, GSDRC and DLP were instrumental in the hiring of Mcloughlin, Dasandi and Hudson as well as the promotion of Marquette.

IDD staff have benefitted from the University's ESRC Impact Acceleration Account (IAA), the IGI GCRF QR Impact Fund and College and University-level impact funds, securing £49,500, £37,000, £9500 and £2,625 respectively. IDD encourages staff to apply for funds to strengthen and amplify existing excellent research to achieve our strategic goal of working at the intersection of research and policy. Cheeseman secured over £12,000 of ESRC IAA funding, combined with financial support from UK HMG representatives in Malawi, to take advantage of new opportunities to ensure significant research impact. This enabled him to travel to meetings with the UK High Commissioner and the Head of DFID Kenya to advise on the design of the UK's electoral support programme for the 2022 elections. In Malawi, this enabled him to visit the country on 5 occasions to advise the UK High Commissioner and DFID representatives on how to strengthen the country's electoral system after the Constitutional Court nullified the presidential elections of 2019. Through the GCRF Impact Fund, Marquette co-authored a Corruption Functionality Framework tool, in consultation with DFID and the x-HMG Serious Organised Crime Network (SOCnet, led by the Home Office). The Framework has been tested in partnership with the Global Initiative Against Transnational Organised Crime and partner community organisations in 5 countries (Guinea, Zimbabwe, Vietnam, Serbia, Colombia).

Nunan secured ESRC IAA support to co-fund a workshop with stakeholders involved in Lake Victoria fisheries in East Africa, at which research findings were shared and ongoing collaboration agreed, and Jackson secured support for a workshop in Nepal on transitional justice. Beswick received an ESRC IAA Urgency Grant and secondment funding to support the Parliamentary Academic Fellowship with the International Development Committee. She also secured a separate award as an uplift to the IAA for work on supporting UK legislatures to improve their knowledge exchange with academics, with the award shared with the University of Edinburgh. In 2019, the IAA established an impact and engagement mentoring scheme, designed to support researchers to maximise the impact and influence of their research. Of the 10 mentors selected from across the entire University, two (Beswick and Cheeseman) come from IDD, which demonstrates the unit's relative strength in impact and work with non-academic beneficiaries. Weber secured mentoring through this scheme to co-produce with research participants a non-academic book in

Spanish based on interviews with female ex-combatants in Guatemala. This book received matched funding from the Civil Service for Peace of the Deutsche Gesellschaft für Internationale Zusammenarbeit. Beswick is also a member of the IAA Management Panel, a group of academics, professional services staff and non-academic representatives, which reviews applications for, and distributes, impact funding.

**Operational and scholarly infrastructure supporting research and impact**
The Department has a consolidated location at the heart of the College of Social Sciences, enabling social and academic interaction and fostering collaboration and exchange. PGRs benefit from dedicated facilities, including an office suite in the same building and access to the Westmere Hub, a PGR centre opened by the University in 2015. Westmere provides a training and social space for all PGRs and hosts activities that encourage exchange between PGRs across the University.

Commitment to equality and diversity is reflected in physical infrastructure. For example, in response to School Equality and Diversity survey findings, the School installed new EDI notice boards in mid-2018 that provide a public, visible space for publicising EDI events, initiatives on mental health and wellbeing, and the School's LGBTQ+ Network and its activities.

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

**Arrangements for research collaboration**
Our collaborations, networks and partnerships are based on contracts and agreements to ensure that responsibilities, communication mechanisms, reporting and deliverables are clear. Support for the development of mutually beneficial collaborations, networks and partnerships are a result of the many initiatives set out in Section 3. This includes support provided by the CRSO for research bids, helping partners set up accounts, drafting letters and proposal text; School, College and central University funds to support joint impact and engagement activity; and, post-award support.

An example of research collaboration is DLP's partnership with the Indonesian Cakra Wikara Institute. Hudson and Mcloughlin co-designed an embedded survey experiment, co-analysed the findings, co-presented the findings to high-level diplomats in the Australian Embassy in Indonesia, and co-published the research in the peer reviewed journal, Politics and Governance, paying for open access. Marquette's British Academy/GCRF-funded research resulted in journal articles co-authored with partners in South Africa and Uganda, where the research was presented to UK government, Government of Uganda and civil society stakeholders and featured in Uganda's Independent.

IDD encourages internal collaboration through workshops at which staff members present their research to each other, get to know more about each other's work and identify possible synergies. As a result, numerous publications have been co-authored by UoA staff including Cheeseman and Fisher (*Authoritarianism in Africa*, Oxford University Press), Dasandi and Hudson (in the *Lancet Global Health*), Batley and Mcloughlin (in *World Development*) and Jackson and PGR Shearon (*British Journal of Criminology*).

Support for interdisciplinary research collaboration has been facilitated through IDD's engagement with the IGI. IDD played a central role in the formation of the IGI research programme on Ending Global Gender Inequality in Healthcare. The programme draws together colleagues across the

University from development studies, political science, sociology, anthropology, healthcare and medical science to generate solutions to the barriers women face in gaining access to healthcare in the Global South. The programme, which received £400,000 of seed funding over three years, involves a number of non-academic external partners who play a leading role in providing healthcare, including ABANTU (Ghana), HEARD (South Africa), UNAIDS, WFD and Oxfam GB.

**Engagement with research users, beneficiaries and the public**
Engagement with research users, beneficiaries and the public has been facilitated through secondments, committee membership and building long-term relationships with research users.

Marquette's has been seconded to FCDO's Research & Evidence Division (RED) since 2017, on a 20% basis, as a Senior Research Fellow (Governance & Conflict). In this role, Marquette has shaped the RED Governance, Conflict, Inclusion & Humanitarian team's approach to commissioning research as well as helping to shape the investment portfolio, both thematically and through innovations in data and use of technology. She has worked extensively with FCDO colleagues on strategy and on applying insights from TWP across sectors and x-HMG, particularly around anti-corruption, illicit finance/economic crime and serious organised crime, and played a leading role in responding to COVID-19 within governance and conflict programming and evidence.

Beswick's was seconded to the UK Parliament's International Development Select Committee, between 2018 and 2019, undertaking research into witness profiles. Through this, she provided advice not only to this select committee but across select committees on how they could encourage evidence from a more diverse group of stakeholders. This research was cited in the Liaison Committee's flagship report on select committee effectiveness and powers (2019) and directly connected to three recommendations in that report: that committees continue knowledge exchange schemes with academics including fellowships; that they invest in dedicated video-conferencing facilities to take evidence via video-link; and that parties seek to implement gender quotas to improve the proportion of women members of committees. The secondment fed back into the research environment through contributions to an annual University Research Conference, on applying for and getting the most out of fellowships and secondments (one session included Marquette on her FCDO role), and sharing experience through serving on the ESRC IAA management group.

Committee membership enables direct engagement with research users and contributes to the wider research environment of IDD. Jackson is a member of the 24-person UN Committee of Experts on Public Administration (UN-CEPA), one of only two standing UN Committees where membership is accorded as a result of expertise rather than country nomination. This Committee has a responsibility across UN approaches to governance, but also specifically to SDG16, and reports directly into UN ECOSOC as a key policymaking body of the UN. Jackson is the thematic lead for security and inclusive justice. Cheeseman is one of Oxfam GB's Trustees, sitting on Oxfam Council and taking an active role in its governance and activities. Marquette is an Expert Network Member of the Global Initiative Against Transnational Organised Crime.

An example of a long and substantial engagement with a research user is the work commissioned by the Westminster Foundation for Democracy (Cheeseman), the main UK organization funded by FCDO responsible for democracy promotion. In addition to enhancing WFD's efforts to strengthen legislatures and political party institutions in new democracies, this led to an article in *African Affairs*, "The Promise – and Pitfalls – of Collaborating with Development Organizations in Africa", that sets out ethical principles for cross-national research collaboration.

**Engagement with diverse communities**

Engagement with diverse communities has included hosting events within the ESRC Festival of Social Science each year. Beswick ran an event with BEACONS Development education charity in 2016, focused on UK aid policy, which invited sixth-form students to the University for discussion on aid priorities. A second event on fake news and UK aid was held at the University of Birmingham School with its sixth form. Jackson also ran ESRC Festival of Social Science events in 2015 and 2016, with sixth form students from local schools studying Geography. The aim of these events was to raise awareness about the complexity of international development and aid, and increase interest in international development more broadly. ECR Da Silva ran events in 2016, 2018 and 2019, engaging the public, teachers, policymakers and academics on topics such as talking about terrorism and how to cope with political backlash.

Engagement with diverse communities has been facilitated through Cheeseman writing a column for two of Africa's most read newspapers, Kenya's *Daily Nation* and South Africa's *Mail & Guardian*. He also edits a website, [Democracy in Africa](#), to promote the voices of African researchers, especially ECRs, which is followed by over 10,000 people on social media, most of them in Africa. In addition to enabling researchers to reach a broader audience for their work, this website shares research on African politics with policymakers and ordinary citizens. Cheeseman has also played an important role in the success of a wholly new form of news and research communication in Africa, *The Continent*. This free online publication of the *Mail&Guardian* is designed to bring high-quality journalism and research to the broadest possible range of citizens through circulation via WhatsApp. Every week Cheeseman curates a special feature that brings the work of a different African researcher to an estimated audience of 10,000 people, and mentors researchers to publish with other popular websites and newspapers. This project epitomises IDD's commitment to using its position to strengthen the voice of researchers who at times find it difficult to reach an international audience.

**Contribution to the sustainability of the discipline**

Staff have further contributed to the sustainability of the discipline through serving on professional association boards. Nunan served on the Development Studies Association Council between 2010 and 2016, including as Honorary Secretary between 2013 and 2016. Fisher has served on the Development Studies Association Council since 2020. Beswick served as a trustee of the British International Studies Association (2018-19) and continues as Treasurer (2019-2021). In addition, Beswick was co-convenor of the BISA Africa and International Studies Working Group (2014-18). Nunan formed a DSA Study Group on Environment, Natural Resources and Climate Change. Through these groups, workshops were held, research grants won, edited books published and conference panels organised, involving researchers from numerous institutions and countries, and at different levels of seniority.

IDD worked closely with the UK Development Studies Association in 2020 to host the annual conference online, in response to the COVID-19 pandemic. This was a first for the DSA and lowered the carbon footprint as well as made the conference far more accessible. Around 480 participants attended, with over a third from the Global South. The conference theme of 'New Leadership for Global Challenges' reflected IDD's expertise in leadership.

Further contributions to the sustainability of the discipline have been made through initiatives such as Cheeseman's "Decolonizing the Academy Reading List". This features authors from Africa in order to encourage fellow academics to diversify their reading lists, and has so far been downloaded over 8,000 times. A similar "Decolonize the Commentariat" contact list, which enables

global media outlets to contract researchers and experts in African countries, has been downloaded over 6,000 times, and led to an Ethiopian author writing an editorial for the *Guardian*.

**Indicators of wider influence**
Indicators of wider influence are demonstrated through prizes, fellowships, acting as reviewers of research grants, and journal editorship and refereeing.

In 2019, Cheeseman was awarded three major prizes: the Joni Lovenduski Prize for outstanding professional achievement by a mid-career scholar by the Political Studies Association; the ESRC awarded a team (including a collaborative research and impact project in Kenya that featured five UK and five Kenyan researchers) led by Cheeseman the Celebrating Impact prize for outstanding international impact; and the Market Research Society awarded Cheeseman and three colleagues their prestigious President's Medal, awarded for 'extraordinary research'. His co-authored monograph, *How to Rig an Election*, was selected as one of the books of the year by the *Spectator* magazine. Fisher also won the prestigious SCOPUS award for his high quality research on the agency of African states.

IDD's success in these areas has been recognised at the School, College and University levels through Research and Impact Prizes. In 2018, Marquette won the School of Government's Prize for Policy Advancement and was nominated for the University of Birmingham Founders' Award for Policy Advancement. In 2018/2019, Cheeseman won the awards for Outstanding Academic Achievement and Outstanding Impact in Public Policy, while Beswick was shortlisted in the category of ESRC IAA project prize and David Hudson was runner-up in the category of Business Engagement.

Jackson and Fisher are Research Fellows at University of the Free State, South Africa; Fisher was a Visiting Fellow at the Institute for Security Studies, Addis Ababa, Ethiopia, in 2015 and at the Stellenbosch Institute for Advanced Study in 2019; Hudson has held visiting positions at the Australian National University, La Trobe University, Melbourne, and University College London.

Members of IDD have served as members of peer review colleges. Almost all staff have reviewed for the ESRC, UKRI/GCRF and BA. Nunan is a member of the ESRC peer review college and the UKRI International Development Peer Review College, and has undertaken project reviews for DANIDA, Austrian Development Cooperation and the National Research Foundation of South Africa. Marquette has additionally undertaken reviews for the Netherlands Organisation for Scientific Research, and Research Council of Norway. Fontana has reviewed for the *Israeli Science Foundation* and Mcloughlin acts as a reviewer for the Netherlands Research Council and as an advisor to 3ie.

IDD hosted two journals focused on the politics of (in)security and development, *Civil Wars* (Jackson, Fisher) and the *Journal of Intervention and Statebuilding* (Lemay-Hébert). Both of these journals also have Routledge Book Series attached to them: Statebuilding (Lemay-Hébert) and Conflict and Development (Jackson). Cheeseman was a Co-editor of *African Affairs* and is on the editorial boards of *African Affairs*, the *Zambia Social Science Journal* and *Modern Africa*. Fisher is on the editorial board of *African Affairs*, Mcloughlin on the editorial board of *Governance,* Marquette is on the editorial boards of *Journal of Global Ethics* and *International Journal of Public Administration* and Nunan is an Associate Editor of *Society and Natural Resources*. Staff consistently review manuscripts for a wide range of journals.