

<b>Institution: University of Sussex</b>
<b>Unit of Assessment: UoA19</b>
<p><b>1. Unit context and structure, research, and impact strategy</b></p> <p><b>Achievement of Strategic Aims for Research &amp; Impact during this assessment period</b></p> <p>Sussex's Department of International Relations continues to be a leading centre for critical and politically engaged research in IR. With a research community of 32 faculty and around 50 doctoral and post-doctoral researchers, all working on or with aspects of critical IR, the Department is home to one of the largest – if not the largest – such concentrations of IR scholarship in the world. Our research spans historical and normative international theory, global political economy, war, violence and security, and international development, plus newer substantive areas like global health policy and global environmental politics. Conceptually, our research draws upon, and contributes to the development of, Postcolonial, Poststructuralist, Marxist, Feminist, Queer, Green, critical constructivist, and analytical philosophy traditions. Geographically, our research spans the globe, having involved fieldwork during this cycle in every continent bar Antarctica – from South Sudan to Colombia and North Korea. It seeks to combine theoretical innovation and reflection with wide-ranging political and public engagement from policy advice to governments and international organisations through to work to empower activist communities or to challenge abuses of state power. Recognizing the essentially interdisciplinary nature of the field, our research contributes to IR-specific debates and its sub-fields and engages with cognate disciplines to addresses cross-disciplinary issues.</p> <p>This unique intellectual profile is reflected in, and sustained by, distinctive institutional structures. The IR Department is housed within Sussex's School of Global Studies, the only such school in the UK, whose departments and programmes – Anthropology, Geography, the interdisciplinary International Development programme, and IR – all share a commitment to critical, theoretically informed and politically engaged research, especially in relation to questions of global inequality and injustice. The Department's internal research architecture combines Department-wide systems and activities, as detailed below, with six semi-autonomous research centres, which each have their own programmes of activities and act as venues to showcase and facilitate research and engagement. One of these centres – the Centre for Advanced International Theory (CAIT) – is primarily committed to innovation and debate on IR theory. The other five centres – the Centre for Global Political Economy (CGPE), the Sussex Centre for Conflict and Security Research (SCSR), the Centre for Global Health Policy (CGHP), the Centre for Colonial and Postcolonial Studies (CCPS), and the Sussex Rights and Justice Research Centre (SRJRC) – are cross-disciplinary, combining IR leadership with extensive collaboration with colleagues from across the University and beyond. Both through these centres and independently, IR researchers engage extensively in publishing and fund-raising with researchers in the Institute of Development Studies (in turn contributing to Sussex's QS ranking as the world's number one location for Development Studies research for four years in succession), in Sussex's Science Policy Research Unit (SPRU), ranked first in the UK and third in the world of Top Science and Technology Policy Think Tanks in 2019, and through the UK Trade Policy Observatory based at Sussex. These institutional arrangements help simultaneously to sustain a strong departmental identity, a rich culture of intra-disciplinary pluralism and autonomy, and extensive cross-disciplinary collaboration.</p> <p>Our approach to engagement and impact has been developed to both reflect and sharpen these critical, theoretically informed, and interdisciplinary orientations. We view engagement as an organic part of the research process which, at its best, builds on relationships initially cultivated with research participants. We routinely seek to bridge the theory-praxis divide, both by translating insights derived from practical political struggles into theory, and by presenting theoretically informed analyses to policy and practitioner audiences. Our approach recognises that researchers and non-academic 'users' typically have different priorities; that the relations between the two can be fraught and conflict-ridden; that engagement is a deeply political activity</p>

which requires constant negotiation and adjustment; that even the best and most politically-relevant research can be ignored if it does not align with established interests or perspectives; and that impact work when done with integrity, sometimes requires one to walk away. Sussex IR researchers thus pursue a wide range of impact strategies, from the 'insider' co-generation of research and policy outputs right through to 'outsider' strategies of 'speaking truth to power', holding to account and public critique.

Since 2014 our overall aim has been to consolidate the Department's position as a nationally and internationally leading centre for critical IR. This has involved four main and mutually reinforcing strategies. A first has been to extend our research into dynamic new areas to help redefine the boundaries of both critical IR and interdisciplinary enquiry in the present time. Thus we have significantly enhanced our profiles on post-colonialism and race (especially through the appointments of Bhambra, Ali, Danewid, Richter-Montpetit, Tabar), on gender, sexuality and queer IR (Owens, Weber, Dyvik, Kirby, Mehta, Richter-Montpetit), on militarism, war and society (Owens, Stavrianakis, Brighton, Dyvik, Ford, Rivas, Verweijen, Wise, Brenner), on human rights (Odysseos, Coleman, Karp), on global health governance (Elbe, Faulkner, Roemer-Mahler, Rychnovská), on environmental politics and political ecology (Newell, Gammon, Selby, Antoniadou, Brock, Verweijen), on labour and development (Selwyn, Gray), on the meaning and practice of neoliberalism (Knafo, Gammon, Germann), on religion as a force in world politics (Petito, Sheikh), and on the point and purpose of the discipline of IR (Rosenberg, Wilkinson, Dyvik et al).

Alongside this we have researched and written widely on key recent international developments, from Brexit, the Trump presidency and the rise of right-wing populism (Bhambra, Rosenberg, Selby, Gammon, Jahn), to crises in the Middle East (Matin, Sheikh, Tabar), to the 2014-16 Ebola crisis and current Covid-19 pandemic (Elbe, Roemer-Mahler), artificial intelligence (Weber) and the deepening climate emergency (Newell, Selby). Our doctoral and post-doctoral researchers have likewise engaged with some of the most pressing global political questions, from global health governance, water conflict and the political economy of biodiversity conservation to the impacts of the financialisation of the global economy. Across all of these areas we have sought to be at the cutting edge of debates about contemporary global (dis)order and IR's responses to and understandings of it.

A second complementary aim has been to support the production of research of the highest quality, and to publish with highly ranked journals and world leading publishers. Thus our publications since 2014 have included monographs with Cambridge (Owens, Karp, Newell), Oxford (Weber, Richter-Montpetit forthcoming), Johns Hopkins (Elbe), and Stanford (Germann forthcoming); and multiple articles with such highly-ranked publications as *European Journal of International Relations* (Danewid, Germann, Selwyn, Weber), *International Studies Quarterly* (Jahn, Owens, Weber, Wilkinson, Germann), *Review of International Studies* (Elbe, Roemer-Mahler, Stavrianakis), *Review of International Political Economy* (Bhambra, Elbe, Gray, Knafo, Newell), *International Theory* (Teschke, Gammon, Karp), *Security Dialogue* (Ali, Dyvik, Elbe, Martin, Richter-Montpetit, Stavrianakis), *Journal of Peasant Studies* (Newell, Verweijen) and *Global Environmental Change* (Newell, Selby). Our doctoral and post-doctoral researchers have also published in leading outlets and gone on to secure positions at Oxford, LSE, UCL, LSHTM, SOAS, Queen Mary, York, City, Loughborough, Sheffield and overseas to Utrecht, Uppsala, Bangalore and Renmin. During their doctoral work our students have published in leading journals such as *Cambridge Review of International Affairs*, *Third World Quarterly*, *Globalizations*, *Geoforum* and *Review of International Political Economy*.

The quality of our research has been supported by research funding which has more doubled in size over this period and been derived from a greater diversity of funders. This includes more traditional sources of funding such as the ESRC, the EU, British Academy and British Council, but also from bodies such as DfID, the KR foundation and Climate KIC, as well as non-social science bodies such as the Wellcome Trust, NERC and EPSRC. The impact of our publications has also been recognised with a number of awards. This includes Danewid's paper which was co-winner of the EISA prize for the Best Article in EJIR in 2019, while Weber was winner of the

ISA LGBTQA Caucus Award for best book for *Queer International Relations* which also won the Yale H. Ferguson Award which honours ‘the book that most advances the vibrancy of international studies as a pluralist discipline’. Owens, meanwhile, won both the Susan Strange Prize for the Best Book in International Studies and the International Studies Association Theory Section Best Book Award for her book *Economy of Force*. According to Scopus data, over 30% of all our research outputs are in the top 10% citation percentiles (as opposed to 18% at the start of this REF period). Research quality has also been bolstered by a robust culture of research integrity which involves a school level ethical review committee which assesses all applications to conduct fieldwork research and research governance mechanisms at University level including the Research Governance and Quality Assurance Committee and the Research Ethics and Integrity Committee. Sussex has signed the *UK Concordat to Support Research Integrity* and has an implementation plan to support this. Our compliance with open access requirements is also monitored and reported on an ongoing basis by research administrators in the school (see University Environment statement for further details on the above).

Our third aim has been to significantly increase the volume of our non-academic impact and engagement work, and to fully embed this work into our research. Key to this has been the development of supportive impact infrastructures at department, school, and University levels (detailed in section 3 and in the University’s environment statement). But it has also involved a broader cultural shift within the department in which all researchers are now encouraged to cultivate impact and engagement opportunities. As a result, the clear majority of the departmental faculty now regularly undertake engagement work. As illustrated in section 4, this has included wide-ranging and often highly creative attempts to communicate theoretically-informed analyses to non-academic audiences (e.g. Weber’s use of queer theory to engage with UN agencies), as well as the development of concrete policy proposals (e.g. Newell’s proposal for a Fossil Fuel Non-Proliferation Treaty which was presented to the UN Security Council by former Irish President Mary Robinson). It has included extensive co-working, at one end, with international organisations (such as the WHO and WTO) (Elbe; Wilkinson) and with arms of the British state (such as the FCDO, and BEIS) (Dyvvik; Newell; Petito) and, at the other, with a range of NGO, civil society and protest movements (Coleman; Newell; Stavrianakis). And it has involved a large amount of media and social media work: the large majority of faculty have written media articles or been interviewed by media outlets during the census period, and some (e.g. Matin) are regular contributors to TV and radio debates. IR researchers have also written widely on the impact agenda itself (Jahn, Selby, Coleman, Newell and Stavrianakis).

Moreover, sensitive to the importance of embedding our ethic of critical engagement within our own personal and institutional practices, we have made important research-led contributions to both curriculum reform (e.g. decolonising the curriculum) and institutional change (e.g. on energy and climate policy) at Sussex, as detailed in section 4. Our impact case studies also reflect our distinctively critical, theoretically-informed and interdisciplinary approach to impact and engagement: Selby’s work combines political ecology and historical materialism in IR to contest conventional readings of environmental conflicts, Stavrianakis’s work with NGOs is informed by scholarship on the arms trade rooted in critical security studies on militarism, and Petito’s work on freedom of religious belief builds on his earlier contributions on inter-religious dialogues.

### **Future strategic aims and goals for research and impact**

Our strategic goal is to further advance the standing of the department as an internationally leading centre for high-quality critical IR scholarship – through the excellence and significance of our research, sustained societal engagement and impact, the development of new and creative funding opportunities through further interdisciplinary research and the vitality of our PhD programme.

### **Consolidating our position as a leading centre for critical scholarship in IR**

As a stand-alone IR department, we have one of the largest concentrations of IR scholars

working across a range of critical traditions. Our contributions to them will be advanced through the publication of defining monographs for their respective subfields. Contracts have already been secured for books on race (Richter-Montpetit), austerity and neoliberalism (Germann), the global political economy of energy (Newell) and uneven and combined development (Rosenberg). At the same time, we are embarking on a strategic hiring programme designed to broaden and update our critical expertise into emerging areas like Science, Technology and Security, Race and Colonialism, Intersectionality, and non-Western Political Theory, as well as novel methodological approaches like ethnographic security studies. We have both the *processes* and *structures* in place to ensure that we preserve and enhance this reputation. The research centres host events, debates, awards and prizes and sessions where colleagues get feedback on abstracts. In addition, we have a departmental seminar series, reading groups and a peer review college. We have Professors across each of the key areas able to provide leadership, mentoring and raising the profile of research in their domain. Our critical reputation will also be supported through further institutionalization of practices – including the hiring of and systematic support for BAME faculty, complete gender equality within the department across all levels, the mainstreaming of support for disabilities, a systematic program of decolonising the curriculum and our research and an active commitment to inclusive pedagogy.

### **Sustained societal engagement**

We will, first, deepen existing partnerships with civil society, governments, and international organizations in areas such as the arms trade, religion, and climate change. Second, we aim to establish cooperation with new groups of actors on issues and in regions where we have not worked before (in new areas of the Middle East for example). Third, we are planning to systematically develop our media work through the production of accessible materials and the use of creative new formats (such as film and exhibitions) (Newell and Weber) to further public engagement. This co-production of research, training and consultancy is supported by the University's strong commitment to engagement and impact – and at School level through the Impact Advisory Committee that brings academics and social actors into conversation (see section 3 for more details).

### **Increased interdisciplinary cooperation**

Internally, we are enhancing cooperation with the natural sciences and medicine (Elbe, Roemer-Mahler, Antoniades), development studies (Wise, Newell, Selwyn), science and technology studies (Elbe, Roemer-Mahler, Rychnovska) as well as neuroscience and neuropsychology (Gammon). We will continue to host workshops on new areas of work that seek to transgress disciplinary boundaries such as international historical sociology (Teschke, Rosenberg, Matin), joint funding raising for inter-disciplinary research (with IDS and SPRU) (Newell, Brock) and working within inter-disciplinary research programmes within the university such as SSRP (Roemer-Mahler, Antoniades, Newell). Externally, we are cultivating new partnerships in addition to existing ones (with Cornell, Ghana, Georgetown, Copenhagen, Zacatecas). The Sussex-Cornell Partnership has led to a common MA degree that will begin recruiting in 2021 which will in turn provide the basis for faculty exchange and research cooperation. Similarly, a postgraduate progression agreement with Mahidol University in Thailand will provide the basis for increased research cooperation. An MoU has been signed with the University of Ghana and the recently established Sussex-Ghana Strategic Fund will support the expansion of research collaborations, especially in the fields of global health and sustainability. Crucially, these partnerships allow us to attract new forms of research income not traditionally accessible to IR scholars.

### **A vibrant and engaged PhD cohort**

Going forward, we will develop an innovative strategy to recruit and support the next generation of critical IR scholars through our PhD programme. The new faculty hires will further pluralise our research methods training at departmental level. This will be complemented by the



expansion of training and funding for our students through SENSE and the doctoral training centre. We seek to ensure that the profile of our PhD cohort reflects our commitments to equality and diversity, impactful research, and critical contributions to the discipline of IR. To this end, we will continue to integrate research students systematically into the management committees of the research centres – thus providing them with a leading role in setting research agendas and early opportunities for academic leadership.

## 2. People

### Staffing strategy and staff development

Having expanded significantly since 2014, Sussex IR has a good balance of established and early career faculty, and greatly improved gender, and to a lesser extent, ethnic profiles. We currently comprise 32 faculty, up from 25 in 2014, this includes eleven Professors (6 male and 5 female), two Readers, nine Senior Lecturers, and ten Lecturers. 16 of our 32 faculty members – exactly half – are women, while 17% are BAME, and 10% of our faculty have a disability where the department takes special care to meet their needs in the working environment.

Our staffing priorities since 2014 have essentially been fourfold. The first has been to recruit primarily at early career level, with high-quality researchers who would invigorate the department and expand our issue, theoretical and geographical coverage in cutting-edge areas of research; and to use such appointments to improve the diversity of our staff base while countering the sector-wide trends of casualisation. 80% of the IR faculty are under the age of 50. Thus eleven of the 13 independent researcher appointments made by the department since 2014 have been at lecturer level. Eight of these eleven lecturer level appointees have been women, and three from BAME backgrounds. Moreover, while only two of the eleven were initially appointed on a permanent basis (Rivas, Verweijen), four were made permanent at the end of one-year contracts (Ali, Mehta, Wise, Brock), one took up a position elsewhere before returning on a permanent basis (Richter-Montpetit), and three moved on to academic or diplomatic positions elsewhere (Antunes de Oliveira, Martin, Scarpello). 97% of our staff are on permanent contracts: thus, only two of our current 32 research faculty are on temporary contracts, where the Covid-19 crisis has prevented us from making those posts permanent. We have also sought to minimise the use of teaching-only contracts: only one such contract has been used since 2014.

A second priority for the department has been to maintain continuity, provide intellectual and organisational leadership, and build upon our performance in REF 2014. Central to achieving this, has been to maintain, and where possible enhance, the vibrancy, professionalism, and collegiality of our research environment; and at the same time, to recognise and reward excellence through internal promotions. To this end, since 2014 seven faculty have been internally promoted to Professor (Odysseos, Owens, Selby, Selwyn, Teschke, Gray, Stavrianakis), plus two to Reader (Knafo, Roemer-Mahler) and five to Senior Lecturer (Coleman, Dyvik, Ford, Germann, Karp). Six permanent faculty have left the Department since 2014 (Brighton, Kirby, Mehta, Owens, Wilkinson, Selby) to take up prestigious positions elsewhere, for example, as Professor of International Relations at Oxford University (Owens) or as a Pro-Vice Chancellor at the University of New South Wales (Wilkinson). To strengthen leadership in the department and across each of our core research areas, the Professoriate in the department has more than doubled from five to eleven.

Third, we have sought to make a select number of high-quality senior appointments to provide additional leadership and raise the department's profile in new areas of research. Bhambra was recruited for her intellectual leadership and profile on post-colonialism; she is currently Director of our Centre for Colonial and Postcolonial Studies and is key to our efforts to decolonise teaching and research. Wilkinson was recruited for his administrative skills and expertise in multilateralism and trade. Following three years as Head of Department, he served as the University's Deputy Pro-Vice-Chancellor (DPVC) for Education and Innovation before recently taking up a Pro-Vice-Chancellor (PVC) role in Australia. The department currently has a very well-balanced demographic profile, including eight Professors who have not yet served as Head

of Department, so we envisage no major problems with the future management of research activity or succession planning.

Last, at all these levels our aim has been to consolidate our existing profile as a centre for critical, theoretically informed, politically engaged and simultaneously discipline-facing and interdisciplinary IR, but also to extend our research in new ways. Thus our appointments have all been concentrated in particular cutting-edge growth areas, most notably post-colonialism and race (Wise, Danewid, Bhambra, Tabar), gender (Mehta, Richter-Montpetit), counter-radicalisation (Ali, Martin), political ecology (Verweijen, Brock), and the broader area of critical security studies (Ali, Danewid, Richter-Montpetit, Rivas, Verweijen, Wise). These recent appointments have also enhanced our regional expertise, especially on Afghanistan (Rivas), Palestine (Tabar) and Sudan (Wise); have extended the department's commitment to interdisciplinarity (Bhambra is trained in sociology, Rivas in development studies); and have been congruent with our objective of fully embedding impact and engagement work into our research (as illustrated in section 4).

Our focus on early career recruitment, combined with a relatively stable senior staff base, mean that supporting staff development has needed to be one of our priorities – at all levels. To this end, we have prioritised three things. First, we have established a consistent research appraisal and mentoring system, oriented to both monitoring progress and more importantly to discussing research challenges and priorities, and developing medium and long-term plans. Each spring faculty complete (or update) a research planning form, which addresses short to long-term research, funding and impact strategies and goals; this is then the subject of a meeting with the department's Director of Research, as well as an input into annual appraisal meetings with the Head of Department; and any issues arising from this process are followed up on during the course of the year. In addition to this, early career and newly appointed faculty each have dedicated mentors to advise on publication plans, funding, and impact strategies.

Second, we have sought to complement these top-down processes with improved mechanisms for peer learning and support. We have established a departmental Peer Review College, for the supportive internal review of draft outputs, funding applications and impact documents (this system is coordinated by the Director of Research; involves, each year, up to ten faculty who each receive workload points for their reviewing; use of the Review College is mandatory in the case of funding applications and voluntary but strongly encouraged for other material). Our research centres hold regular 'abstract sessions' and 'research cafes' for feedback on project ideas and draft papers. Workshops are also regularly held on, inter alia, writing and publishing strategies, engagement experiences and funding opportunities. We have a number of internal working groups and reading groups (for example on political Marxism, uneven and combined development and the politics of nature), plus we have weekly term-time 'Research in-Progress' seminars, which feature a mixture of internal and external speakers and which all faculty not on leave are expected to attend. In addition, there are an array of School- and University-level support mechanisms (as detailed in section 3 and in the University environment statement).

Third, we have sought, through improved workload planning, to minimise conflicts and exploit synergies between teaching, administrative and research demands. The Head of Department operates a transparent and equitable Annual Planning of Workload model which includes a 40% time allocation for research. Faculty now also have the option of concentrating their teaching in one semester to carve out additional time for research and most do this. All have the right to six months of sabbatical leave after three years, subject to approval of a research plan. Administrative roles are allocated, whenever possible, to support career and research development. For example, leadership of our research centres is mostly done by faculty outside the Professoriate, including Lecturers, to help them develop experience and networks where Richter-Montpetit is Director of CAIT and Ali of SCSR, for example. All research-related administrative duties are recognised in our workload planning system, including membership of the Peer Review College and mentoring. Impact and engagement work are also recognised so that faculty developing impact case studies are given a 5% time allocation for this work. The above applies to all faculty, including those on temporary contracts, while new appointees

receive a 10% workload reduction during their first year.

The IR department at Sussex has hosted 9 postdocs over the course of this period. Some have been recruited through grants from ESRC (Baker) EPSRC (Royston) and ERC (Buckland-Merrett). Besides training in research methods and research management through direct involvement in administration of the projects, they have also been mentored to publish their own research in articles in journals including *New Political Economy* and *Global Environmental Change* and *Global Challenges*. The main mechanisms for supporting and integrating postdocs into the life of the department are through the mentoring scheme, association with one of the research centres and opportunities to present work as part of the seminar series or more informal research cafes and feedback events. We also ask postdocs to deliver a small amount of teaching to integrate them into the department and enhance their career prospects.

We have also had staff seconded to external organisations, such as Stavrianakis working with Saferworld and successfully acquired funded visiting fellowships to universities in North and South America (Colombia, Brazil, Argentina, US) Europe (France, Sweden, Denmark) and Australia (Sydney, Queensland). Over this period, we have also received 20 visiting fellows across all areas of our work, including one as a university supported Asa Briggs fellow working with Weber. Beyond this, many of the centres have hosted high profile figures such as journalist and campaigner Andrew Simms, associate fellow of CGPE. The department has been able to successfully attract ESRC impact acceleration funds (IAA) to actively support relationships with business and civil society organisations. For example, Newell received financial support to host an event with The Carbon Trust in London involving businesses in discussion about aligning their corporate strategies with the goals of the Paris agreement, and addressed the plenary of the 'Future Build' construction industry conference on the theme of climate emergency, while Weber was supported in her work with UNAIDS. The department actively encourages faculty to play leadership roles with external organisations. For example, Stavrianakis is board member of Corruption Watch, Newell sits on the board of directors of Greenpeace UK, while Gray is a member of the International Advisory Board of Women Cross DMZ, a US-based organisation aimed at building peace on the Korean peninsula and Antoniades is a member of the academic advisory committee for the Jubilee debt campaign.

### Research students

During the assessment period, we have contributed to the award of 36 doctorates, up by 20% from the 30.4 awarded during 2008-13. We receive on average 75 applications from doctoral students per year. Doctoral research funding during the current cycle has included 10 ESRC awards), a NERC PhD scholarship, a further 8 scholarships from governments and foundations, a SENSS ESRC doctoral scholarship and a SENSS grant for a three-month fellowship at Rutgers University in the US. The quality of our doctoral programme is evidenced by our researchers' many publications and awards, and their subsequent career trajectories. The quality of the scholarship produced by our PhD students has been recognised with prizes such as the Best Graduate Student Paper Prize in the Global Health Section ISA 2018, while Joanna Wood was awarded the Schlesinger Dissertation Grant and the Joan Challinor Award for her work on the role of women in the intellectual history of IR. Remarkably, one of our MA students also had their work published in *Cambridge Review of International Affairs*.

We view regular, engaged supervision as crucial to the doctoral research process and to the overall vitality of our research community. Supervisors are tasked both with providing expert guidance on research design, theory, and the substantive content of doctoral projects, and with mentoring and supporting the career development of their researchers. All doctoral researchers have two supervisors; in the large majority of cases these are joint supervisors who attend all supervision meetings and comment equally on written work. In most cases both supervisors are IR faculty, but joint supervision across departments is typical for interdisciplinary projects (during this cycle, this has included faculty in the Institute of Development Studies (IDS), SPRU, Anthropology, Media, History, and the Medical school). Doctoral researchers meet with their supervisors at least monthly, though more frequently during their first year when the focus of

their projects is still being sharpened and records kept of all meetings and agreed outcomes. In recognition of the work required, supervision loads are fully accounted for in the faculty annual workload planning system.

All doctoral researchers go through an annual review process every summer term, in which both researchers and supervisors give written feedback on progress, and each researcher meets individually with the Department's Doctoral Programme Convenor. Beyond this, all first year researchers are required to produce an extended research plan, which is first presented to the department's research community, and is then revised, submitted, assessed by an independent member of faculty, and then often revised once more, with progression to the second year being conditional upon satisfactory work. Progress is overseen by the Convenor working with a dedicated Doctoral Programme administrator, the School Director of Doctoral Studies, and the University Doctoral School.

Doctoral researchers are thought of as full members of the department's research community. All first, second and third year doctoral researchers present their work to the department each spring, in dedicated doctoral workshops which all faculty not on leave are expected to attend. Doctoral researchers are, like faculty, expected to attend weekly Research-in-Progress seminars. Each new researcher is also required to join one of our research centres and participate in its activities. Doctoral researchers are encouraged to use the Department's peer review college for draft journal articles and grant applications. Research students also participate, and sometimes lead, in organising research centre and reading group activities. They are heavily involved in collaborative research, including co-authoring, with faculty such as Odysseos, Knafo, Newell, Germann; Coleman, Selwyn, Elbe and Teschke. Our PhD students also work with faculty in delivering core first and second year undergraduate courses. To facilitate all of this, faculty and doctoral research offices are now co-located, with all doctoral researchers having shared office space plus access to School and central University computing facilities (including the University Library's Research Hive, a dedicated area for researchers used primarily by PhD students), and common room. All students receive financial support to attend one UK or international conference per year and the University hosts a Researcher-Led Initiatives Fund to support training, development, and engagement activities.

Professional development and research training events are organised at Departmental, School and University levels. The University Doctoral School offers a large programme of events on research skills and technologies, personal effectiveness, and public engagement and impact. The MSc in Social Research Methods, run out of the School of Global Studies, offers more than 25 modules each year on research design and qualitative and quantitative methods; our doctoral researchers regularly attend and audit these modules. The School has also run a doctoral lecture series, in which doctoral researchers present an aspect of their research to audiences of undergraduate and masters students; training is provided for these lectures, which are recorded and followed by a debriefing. To provide more discipline-specific training, the Department runs a dedicated Research Methods in IR course for doctoral researchers; and periodically organises discipline-specific training events, especially events on publishing (e.g. workshops on publishing in IR journals and turning PhD into books, and meetings with IR subject commissioning editors).

The Department has also participated in two important cross-institution doctoral research colloquia. The Aberystwyth-LSE-Sussex Colloquium ran from 2013-16, as a forum for 3<sup>rd</sup> and 4<sup>th</sup> year IR doctoral researchers from the three institutions to present their work to one another and attending faculty. The Sussex-Copenhagen International Politics Seminar began in 2012, but continued in this period involving visits from four to five doctoral researchers and a couple of faculty visiting Copenhagen, and is organised around a designated seminar theme, all-day presentations and peer review-style feedback – all with the aim of supporting doctoral training and networking. Meanwhile, 111 of our undergraduate students have participated in study abroad schemes in Asia, Africa, Europe, Australia, North and South America over this REF period.

### **Equality and diversity**



Members of the School of Global Studies within which IR sits actively challenge racism, (hetero) sexism, homophobia, transphobia, ableism, and oppression in all its forms and promote equality, diversity, and inclusion across the range of our work. In practical terms, this involves targeted training for mentoring and support at School level and mentoring for all new staff with specific programmes for BAME staff. The University also has a high level, public commitment to supporting equality and diversity through the Equality, Diversity, and Inclusion policy. The School has supported this with key, senior level appointments to support inclusion in priority areas including BAME recruitment, retention, and progression at all levels of research, LGBTQ+ students and staff, the Gender pay gap and mental health. In October 2017, the School of Global Studies launched Mind the Gap (MTG) – a BAME Student Support and Mentoring Pilot project to enhance the BAME experience at Sussex, through the provision of pastoral and academic support and mentoring to increase overall levels of achievement.

Within IR, full account is taken wherever possible of the different challenges and circumstances people face in seeking to conduct their research and all staff are required to undertake training on 'diversity in the workplace', while those involved in recruitment and REF preparations are expected to have also taken part in equalities and diversities training on unconscious bias. The department operates a running programme of decolonizing its syllabi and particular attention is paid in Research in Progress seminars to citation policies. We also have both a BAME and disabilities champion at department level. Other concrete measures include adjusting the timing of research seminars for those with caring responsibilities, provision for flexible working to recognise those with caring duties, support for remote working and responsiveness to requests for special equipment to work around disabilities. Four members of staff with disabilities have reduced workloads of 10, 20 or 30% and teaching schedules and administrative roles are adjusted accordingly. We are also attentive to dynamics around seniority and gender among presenters and have made conscious efforts to invite more scholars of colour to present their work. Beyond this, our recruitment strategy is aimed at diversifying faculty, achieving a balance on hiring committees and new positions are framed to increase the likelihood of attracting diversity of thought and background. The department's research committee and peer review college seek to achieve a balance around gender and seniority to address issues of unconscious bias that may arise in selecting REF outputs and providing feedback to colleagues. This has meant that outputs selected for the REF reflect closely the balance of colleagues with protected characteristics in the department.

Addressing gender inequities is also of the utmost importance to the department and the school. The University median gender pay gap for 2019 is 18.2%. We work closely with the Centre for Gender Studies at the University of Sussex to challenge university cultures on equality and diversity and actively participate in their programme of events with staff to raise awareness of these issues. The department also wholeheartedly subscribes to the University's 'Trans and Non-Binary Equality Policy Statement' which prohibits discrimination against people on the grounds of their gender identity or gender expression, supports the University of Sussex LGBT+ Staff Network and works closely with the Centre for the Study of Sexual Dissidence given the overlap with our own work on sexuality and sexual difference. In addition, the School of Global Studies has a set of guiding principles to deal with issues of bullying, prejudice and harassment in the workplace and members of the department have actively participated in events and provided support to work raising awareness of mental health issues.

### **3. Income, infrastructure, and facilities**

Total research funding since August 2013 is £2,542,472, more than two and a half times the amount compared with the previous REF period (£939,000). Research project funding has been secured from funders as diverse as research councils such as ESRC, EPSRC and the ERC, the British Council and British Academy, foundations such as KR, government agencies such as DfID and the FCDO and NGOs such as Stand Earth and Save the Children. Funded projects have included major awards, such as Elbe's €1.2 million ERC award for research on Pharmaceuticals and Health Security, and prestigious funded fellowships such as Newell's ISRF

Political Economy Fellowship. Going forward into the next period we have 22 live projects of a value of £1,830,980.

In addition to this funding, the Department has been awarded 14 funded visiting fellowships, and event funding from sources including ESRC, UNDP, UNEP, the Italian Ministry of Foreign Affairs, ISA and 5 grants from BISA. We have also benefitted significantly from internally allocated research and impact funding, including 14 awards from the ESRC Impact Accelerator Award (IAA) (to the value of £82,600), 7 Research Opportunity Fund awards, and HEIF funds of over £10,000. This is in addition to awards from the internal Sussex Sustainability Research Programme to the value of nearly £300,000 (Roehmer-Mahler, Antoniadou, Newell) which in one case led to a successful bid with colleagues in Biological Sciences to NERC of £160,000 (Newell). This funding has been important to supporting our impact work. Internal funding from IAA was critical to enabling Weber to give in-person lectures to UNAIDS staff in Geneva and a virtual lecture to 800 UNAIDS staff worldwide. It also allowed Newell to attend the UN climate change negotiations to build support for this proposal for a Fossil Fuel Non-Proliferation Treaty around which an international campaign is now organised.

In line with the principles and mechanisms detailed above, our strategy for generating research income involves four main elements. Our overall approach is that all areas and types of research undertaken in the department are fundable: hence we have applied for and secured funding across all of our main research areas, and have secured funding for theoretical and discipline-facing as well as interdisciplinary and 'problem-solving' projects (e.g. Dyvik's work for International Alert or Newell's work for the NGO Stand Earth building the evidence base for 'supply-side' climate policies). We recognise, though, not all areas of research are equal in their income generation potential, and that unsuccessful applications carry significant opportunity costs; hence regular applications are encouraged but not required.

Second, we use our appraisal, research planning and mentoring processes to discuss expectations, identify appropriate funding sources and design appropriate application strategies. Third, we seek to make full use of our departmental peer learning and support systems, as discussed in section 3, to identify funding opportunities, develop project ideas, and ensure the high-quality internal review of draft applications. All applications go through our Peer Review College where they receive detailed feedback from at least two members of faculty (and when deadlines permit applications are reviewed multiple times). Fourth, we have sought to diversify our income by successfully attracting funding from new foundations such as the KR foundation, think-tanks (such as Climate KIC), government agencies (such as FCDO) and donors (such as IDRC) as well as research councils beyond the social sciences such as EPSRC, NERC and Wellcome Trust. We have also been able to significantly increase the amount of income we attract from commissioned research and consultancy up from just 5 awards in 2014 to 43 in the year 2019-20. Last, we make extensive use of the department, School and University-level research support infrastructures detailed below, especially our department research centres and internal University funding schemes as described above.

The department's organisational infrastructure for supporting research and impact has three strands, all overseen by its Director of Research. The first two of these are the department's Peer Review College and its REF Committee, which are oriented respectively to providing supportive internal advice on draft material, and to assessing and providing formal feedback on published outputs and preparing the departmental REF submission. Above and beyond these, however, our primary vehicle for developing and supporting research and impact is our six research centres. These centres each receive School of Global Studies core funding which is then supplemented with project funding, and all benefit from part-time administrative support. Broadly speaking, they engage in six types of activity. They organise internal networking and research development events, such as the abstract workshops and research cafes already mentioned. They sponsor and organise large external-facing events and platforms, including regular conferences and workshops (as detailed in section 4), lectures with high-profile academic and non-academic speakers (who, since 2014, have included Wendy Brown, Mahmood Mamdani and Yanis Varoufakis), and other activities (for instance, CAIT awards, and

with CUP sponsorship, an annual Sussex International Theory Prize). The centres regularly host visiting fellows (since 2014, a total of 20 have been hosted, some with Sussex-secured external funding: e.g. during 2016-17 SCSR hosted Yoav Peled on a Leverhulme visiting professorship). They provide support with the communication of research findings and impact and engagement material (including through the use of social media and maintenance of centre websites). Simultaneously, they serve as a useful contact point for potential non-academic partners and users, often to productive effect (for example, Dyvik's research on safeguarding in development was sparked by an open approach to SCSR from Save the Children UK). They also provide training and capacity building for research students who are actively involved in the management of the centres and, for example, sit on their prize committees. And they provide basic administrative support for funding applications, and for a range of funded, impact and collective research projects (for example, CAIT provided vital administrative support during Sussex's editorship of *EJIR*). As such, our centres are crucial to many of our fundamental research objectives, whether this be to create spaces for vigorous intellectual debate, to nurture cross-disciplinary collaborations, or to more fully embed impact and engagement work into our research.

Beyond the department, both the School of Global Studies and central professional services teams provide vital funding and impact support (see also the University environment statement). Funding applications are coordinated by a dedicated full-time School Research and Enterprise Coordinator and the University's Research Development Office (RDO). All applications of over £500K go through a School-level peer review process as well as the department's peer review college system, where they are reviewed by experienced academics in cognate disciplines. And the RDO operates a number of internal funding schemes such as SSRP, from which the department has benefitted extensively as spelled out above. At School level support for impact and engagement comprises a senior academic School Impact Lead, who oversees all impact work and support across the School; a professional services Research Impact and Engagement Manager; targeted funding support for specific impact activities; and a dedicated School Impact Advisory Board, which includes members from across Whitehall, national and international NGOs, the private sector and media, and which convenes twice a year to discuss impact opportunities and strategies, and to enable academics to present and discuss their work and receive feedback on their impact case studies for the REF. The University organises regular impact and engagement training events, most importantly its annual Sussex Impact Day. The ESRC IAA programme funds the School's Impact Advisory Board, and also supports the Policy@Sussex initiative, a network of professional service staff across Sussex's five social science schools which works with academics to produce policy briefs and other impact material. In addition, the IAA programme has directly funded projects by several IR faculty, including Newell, Selby, and Wilkinson. This funding helped support Newell's attendance at the UN climate negotiations in Paris where he participated in high-level side events and Wilkinson's work with trade delegations at the WTO. At department level faculty are also supported with an annual £750 research allowance, plus a research incentive fund derived from indirect costs on FEC-funded projects.

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

Over the last seven years we have made wide-ranging contributions to research, the economy and society, underpinned by extensive and sustained academic and non-academic collaboration. We have published, in addition to the 36 special issues and 28 edited books already mentioned, 14 monographs, 292 peer-reviewed journal articles, and over 72 edited book chapters. Many of these publications have received the highest scholarly recognition. Prizes have included the ISA Yale H. Ferguson Award, which honours 'the book that most advances the vibrancy of international studies as a pluralist discipline' (2017, for Weber's for *Queer International Relations*); the ISA Theory Section Best Book Award and BISA Susan Strange Book Prize (both 2016, for Owens' *Economy of Force*); the New Political Economy Graduate Student Prize (for Germann's analysis of the fall of Bretton Woods); the ISA Edward Said Award, for 'outstanding graduate research on global development' (2017, for Danewid's 'White innocence in the black Mediterranean' and 2020 for the EISA prize for best paper in *EJIR* for her

article on the Grenfell disaster); and the ISA Theory Section Best Paper Prize (2017, for Wise's 'Genocide in Sudan as colonial ecology').

Dedicated forums on our work have been published in *International Studies Quarterly* (on Weiss and Wilkinson's 'Rethinking global governance?'), *Political Geography* (on Selby's 'Climate change the Syrian civil war'), *Millennium* (on Weber's *Queer IR*), and *Security Dialogue* (on Owens' *Economy of Force*). Some of our publications have sparked extensive and on-going debate: Rosenberg's 'IR in the prison of political science', for instance, has been the subject of a forum in *International Relations*, an ISA roundtable, an EWIS workshop, and 11 panels during EISA 2019 while Elbe's, *Pandemics, Pill and Politics* was also subject of ISA roundtable. Altogether, 16 of our books and articles have been translated from English, into a total of 15 different languages.

We have sought to expand the department's contribution as a provider of intellectual 'public goods' serving as editors of 10 academic journals. This includes the provision of the entire editorial team of the *European Journal of International Relations*, the highest ranking IR theory journal outside the US, between 2013 and 2017 (lead edited by Jahn together, variously, with Newell, Owens, Kirby and Knafo) which under Sussex editorship, rose from 15<sup>th</sup> to 11<sup>th</sup> position in the IR rankings, and saw its average review time cut by a third to just 36 days. But also co-editing *Globalizations* (Gray), *Millennium* (Danewid) and *International Feminist Journal of Politics* (Weber), as well as serving as associate editors on a variety of leading journals such as *Security Dialogue* (Stavrianakis) and *Global Environmental Politics* (Newell), the *Journal of IR and Development* (Karp) and the *British Journal for Military History* (founded and edited by Ford 2014-18). We have also sat on the editorial boards of 36 other journals. We edit six book series, including Manchester's series 'Theory for a Global Age' (Bhambra), Rowman and Littlefield's 'Resistance Studies' (Odysseos), Bristol University Press's 'Gender, Sexuality and Global Politics' series (Dyvik) and Routledge's 'Global Institutions' (Wilkinson). We have convened four BISA working groups, on Global Health (Elbe, Roemer-Mahler), Critical Studies on Terrorism (Ali), Ethics and World Politics (Karp) and Historical Sociology and IR (Matin), as well as the ISA Global Health section (Elbe, Roemer-Mahler). We have chaired numerous conference sections (e.g. Dyvik, EISA Critical Military Studies section, 2018 and 2019) and prize committees (e.g. Petito, Best Book, ISA Religion and IR section, 2019-20; Newell ISA Sprout award for best book on the environment and BISA Susan Strange award for best book in IR 2015-16). We have also played leadership roles in some of the major IR academic associations, including Jahn as President of the European International Studies Association (EISA) from 2019 and Wilkinson as Vice-President of the International Studies Association (ISA) from 2017-18. In addition, we have organised and hosted, both at Sussex and elsewhere, many more conferences and workshops than during previous REF cycles convening or co-convening a total of 40 one-day workshops and 28 multi-day conferences, the latter including a major conference on 'What is the point of IR?' to celebrate the department's 50<sup>th</sup> anniversary and a major conference on the role of the BRICs in global development and one on pharmaceuticals and global health policy.

Other key indicators of our scholarly influence and contributions include the conferral of Jahn, Rosenberg, Weber and Wilkinson as Fellows of the Academy of Social Sciences, Bhambra as a Fellow of the British Academy and of Wilkinson and Newell within the Royal Society for Arts. The recognition received by Weber for her career contributions includes an ISA Feminist Theory and Gender Studies Eminent Scholar award, an ISA LGBTQA Caucus Eminent Scholar award, and the American Political Science Association's 2014 decision to name their conference paper award in the field of Sexuality and Politics 'The Cynthia Weber Best Conference Paper Award'.

Our contributions to Research Council and funding body committees include the Wellcome Trust Expert Review Panel (Elbe) and the EPSRC Peer Review College (Selby is the only political scientist on this) as well as funding bodies overseas such as Formas in Sweden (Newell) and the main Belgian social science funding body BELSPO (Newell). Many faculty have given keynote conference addresses, including to the German Sociological Association (Bhambra, 2018) and the Millennium conference (Odysseos, opening keynote 2018). We have also attracted many funded and competitively awarded visiting fellowships, including to the Wilson



Center (Gray, 2017-18), the University of Copenhagen (Teschke, 2015-18) and LSE (Kirby, 2016-18) and the University of Queensland (Newell 2018).

Sussex IR faculty make a wide range of contributions to politics, economy, and society, which go well beyond those documented in our three impact case studies. To close, we offer a series of diverse illustrations of this impact and engagement activity, including of the collaborations and interactions through which it is pursued. Firstly, regarding contributions to international institutions, with ESRC IAA funding, Weber has given in-person lectures to UNAIDS staff in Geneva and a virtual lecture to 800 UNAIDS staff worldwide; co-authored a report with UNAIDS staff on the implications of artificial intelligence (AI) and big data for responses to HIV; given personal briefings to senior staff in a number of UN agencies; and more broadly has helped to shift internal conversations within the UN system about the implications of AI for health governance. Gray has also undertaken extensive impact work on international policy towards North Korea, including through a day-long FCO training course; multiple private briefing for diplomats, including for the UN Special Rapporteur on Human Rights in North Korea; and opinion pieces in high-profile outlets such as *Fortune* and *Newsweek*; multiple international media interviews.

Secondly, regarding contributions to society, in 2018 with funding from the KR foundation, Newell co-founded the Rapid Transition Alliance to showcase what he calls 'evidence-based hope' about the possibility of rapid transitions to sustainability. With a membership in excess of 100 civil society organisations worldwide, the Alliance was launched in parliament with cross-party MPs; was the subject of a BBC video which received more than 45,000 views in its first two weeks; and has informed an art installation at London's Barbican Centre. Newell and Alliance co-founder and CGPE associate fellow Andrew Simms' subsequent call, first made in *The Guardian*, for a Fossil Fuel Non-Proliferation Treaty, has received support from Naomi Klein, Bill McKibben, the heads of Greenpeace and Friends of the Earth, and former climate minister, Sir Ed Davey, and the former Irish President Mary Robinson; and a coalition of NGOs, whom Newell is advising, are now taking the idea forward. Coleman, meanwhile has provided expert input for lawsuits relating to forced disappearances and extrajudicial executions around BP's oilfields in Colombia; and in collaboration with War on Want and with ESRC IAA support, has brought together activists and public interest lawyers from Colombia, South Africa and the UK to discuss new strategies for contesting corporate violence. Building on an initial approach to SCSR, Dyvik has undertaken research with, and funded by, Save the Children on child safeguarding in humanitarian contexts; has produced an internal report and toolkit for Save on the issue; has advised other UK development NGOs on safeguarding practices; and has co-authored a UK Collaborative on Development Research evidence review on safeguarding and development.

Thirdly, in terms of contributing to broader public debates about the economy and society, Bhambra has made wide-ranging contributions to public understanding on Brexit, migration and the racialised legacies of empire, including through her involvement in debates at Tate Britain, the Showroom, and the Cheltenham Literature Festival; a Tedx talk which has been viewed over 100K times; and multiple media interviews, including on BBC Radio 4's *Thinking Allowed*. Lastly, Sussex IR faculty have also made important contributions to institutional change at Sussex through work on equalities and race (as described above) and sustainability. Newell, working together with Sussex students on the Fossil Free Sussex campaign, played a key role in Sussex's 2018 decision to divest out of fossil fuels. Selby, in work funded by the RCUK Demand Centre, produced an analysis of Sussex's carbon emissions reduction performance which led directly to a decision by senior management to invest £1.5m installing 3000 solar panels on campus, the largest such installation in any UK university as part of its Go Greener programme.