

Institution: Newcastle University
Unit of Assessment: 19 Politics and International Studies
<p>1. Unit context and structure, research and impact strategy</p> <p><u>Unit context</u></p> <p>Politics at Newcastle has a long-standing reputation for delivering outstanding research on political participation, security and social justice, and for embracing interdisciplinarity as an organic feature of our research culture. During this REF cycle, we have achieved a major advancement in the discipline by significantly expanding our research capacity, consolidating our established areas of excellence and investing in emerging areas of pioneering research. Key elements of our transformation include:</p> <ul style="list-style-type: none"> • a significant staff growth from 24.6FTE to 34.1FTE (39% increase); • strategic investment in outstanding ECRs aimed at enhancing the sustainability of our research culture (79% of new appointments); • a major shift in our gender composition (from 19% to 40% female colleagues); • impressive career progression (16 promotions); • a nearly 4-fold increase in external research funding; • a 6-fold increase in internal research and impact investment; • a significant rise in the proportion of research outputs in top 10 academic journals; • closer collaboration with over 3,000 diverse non-academic partners and beneficiaries at the international, national and local levels; • major investment in infrastructure (£60m refurbishment of the Henry Daysh Building to which we moved in January 2020). <p>Our exceptionally strong performance is the outcome of our uniquely collegiate, supportive and vibrant research culture.</p> <p><u>Structure</u></p> <p>We are a discrete unit in the School of Geography, Politics and Sociology (GPS) within the Faculty of Humanities and Social Sciences (HaSS). Our approach to research and impact rests on four pillars:</p> <ol style="list-style-type: none"> 1. We value theoretical and methodological pluralism and support our staff and PGR students in pursuing interdisciplinary research agendas. Pluralism and interdisciplinarity are an essential part of our identity which informs all our activities – from training research students to engaging with non-academic partners. 2. While we address a wide range of research questions, we are particularly committed to advancing research on political participation, security and social justice (broadly understood and applied to a wide range of political, socio-economic and environmental issues in international, national and sub-national contexts). 3. We share a fundamental commitment to advancing equality, diversity and inclusion (EDI) which underpins everything we do – from our research focus on inequalities related to sex and gender (Luhiste, Repo, Siow, Turner, Wright), ethnicity and race (Aguilar, McGahern, Ram, Routley, Siow, Turner), socio-economic class (Fontana), health (Kniess) and global inequalities (Fontana, Long, Langan, Routley, Walton) to our practices in recruitment, staffing and research support. 4. We believe that ‘research impact at the social, cultural and creative level, is just as important as creating change in the economic and political spheres, and raising awareness and changing thinking are as valid as changing policy’ (GPS Research Impact Manifesto, January 2020).

Our concern with political participation, security and social justice is mirrored in the research focus of our **three Research Clusters** which act as overarching support communities for all staff and PGR students:

- The **Governance and Political Organisations (GPO) Cluster** has a well-deserved reputation for delivering outstanding research on political participation, with a particular strength in electoral studies (Aguilar, Burlacu, Clark, Popa, Siow), parties (Luhiste, Randall), interest groups (Maloney) and environmental politics (Barr, Clough, Elstub Rietig, Swaffield, Zito).
- The **International Politics (IP) Cluster** produces cutting-edge research on security and global justice and is internationally recognised for excellence in critical development (Fontana, Langan, Routley), critical security (Feklyunina, Grayson, Mawdsley, Wright), migration (Skleparis, Turner), political geography (McGahern, Ram) and popular culture (Davies, Philpott).
- Since REF 2014, we have broadened our Political Philosophy Cluster into a **Political Theory (PT) Cluster**, which harnesses our reputation for exceptional research in normative, critical, feminist, and democratic theory, to make world-leading contributions in economic ethics (Kniess, Repo, Walton), environmental justice (Bell, Long), civil and social rights (Bell, Jones, Kniess, Walton), deliberation (O'Flynn, Elstub), and ethics in international relations (Behr, Kniess, Walton).

While all colleagues and PGRs are members of at least one Cluster, we welcome overlapping membership to support crosscutting research interests and evolving research agendas (hence we have made a strategic decision not to assign individual publications to Research Clusters in our REF Output Submission). The Clusters provide a nurturing environment to discuss work-in-progress, including funding proposals, pre-submission and 'revise and resubmit' manuscripts, and methodological challenges, as well as offer a programme of research events, tailored training and professional development. To boost emerging areas of excellence, we have supplemented Clusters with smaller and more flexible Research Groups which are initiated from the bottom-up to pursue closer collaboration among colleagues from different Clusters:

- The **Gender and Politics Group** has already earned an international reputation for world-leading research on gender in political representation and recruitment (Luhiste, Siow), the biopolitics of gender (Repo), and gender and IR (Turner, Wright).
- The **Quantitative Research in Politics Group**, which closely collaborates with the Durham-Newcastle based North-East Research Development Workshop (NERD), has gained international recognition for experimental quantitative methods (Aguilar, Clough) and innovative studies of public opinion, social media and social attitudes (Burlacu, Luhiste, Popa, Siow).
- In the next REF cycle, we intend to establish an **Environmental Politics Group** and an **Ethnographic Research Group** that will build on our rapidly growing excellence in these areas.

Beyond Politics, we closely collaborate with multi-disciplinary NU Centres of Research Excellence (NUCoREs): Climate and Environmental Resilience (Elstub, Zito), Data (Aguilar, Clough, Luhiste, Popa), Energy (Zito), Heritage (Feklyunina, Routley), and Latin American and Caribbean Studies (Aguilar, Davies, Fontana). Our staff are embedded in a diverse range of Faculty- and University-wide multi-disciplinary research groups and networks, such as 'Eastern European and Russian Research Group' (Feklyunina), 'Ethnographic Methods Reading Group' (McGahern), 'Gender Research Group' (Luhiste, Repo, Siow, Turner, Wright), 'International Studies in Forced Migration Research Group' (Philpott, Skleparis), 'Military, War and Security Research Group' (Grayson, Mawdsley, Wright), 'Postcolonial Research Group' (Routley), and 'Youth Research Network'

(Maloney, Rainsford). Zito co-directs the NU Jean Monnet Centre (co-hosted by Politics and the Law School).

As an indication of our commitment to research integrity, staff and PGRs are required to submit an ethics application to the Faculty Ethics Committee in relation to any research project (whether externally funded or not) that involves fieldwork or collection of data. We provide secure and dedicated storage in the department for sensitive data. Similarly, we encourage staff and PGRs to deposit copies of **all accepted research outputs** in ePrints (NU Open Access Repository) and all datasets in NU Open Data Repository. Walton serves on the University Research Ethics Committee, which enables us to inform and learn from the University's approach to research integrity.

Our approach to supporting research is underpinned by our firm commitment to transparency and EDI. The Politics Research Director is a member of the School Research Committee which acts as a forum for developing school research strategy. All committee meetings are attended by the School EDI Director who ensures our strategic planning and research support decisions (e.g. on internal investment or research leaves), are EDI-focused. At the unit level, the Politics Research Director works closely with the Politics Research Strategy Group (RSG) which is responsible for developing and implementing Politics Research and Impact Strategy. The RSG includes Politics EDI Lead, Research Cluster Coordinators, Impact Director, PGR Director, an ECR representative and Head of Politics. We ensure the RSG is gender balanced (50/50) and represents different constituencies from across the unit. We also made a strategic decision to include the Politics EDI Lead as a member of our REF Output Selection Committee (which also includes representatives of our three Research Clusters, Politics Research Director, Head of Politics and Head of School). The REF leadership team completed REF-focussed EDI training.

Research and Impact Strategy

Following the release of REF2014 results, we established three working groups ('Research Environment', 'Impact' and 'Outputs') that analysed best practice elsewhere and collectively developed an ambitious Research and Impact Strategy. **Our overall goal is to nurture a vibrant culture of research excellence that encourages highly ambitious and innovative research, while preserving our long-established values of collegiality and ensuring our working environment supports the wellbeing of all staff and PGR students.** Our strategy has focused on the following:

1. **Consolidating existing areas of outstanding research and investing in emerging areas of excellence.**

Key achievements: we have made 15 strategic appointments across our three Research Clusters that have significantly strengthened our well-established excellence in political participation, security and social justice. We have used these appointments to establish Newcastle as a major research centre for studies of Gender (currently 5 staff), Environmental Politics (6 staff), Quantitative Research (7 staff) and Ethnographic Research (6 staff). We have further consolidated our position in the discipline by having a remarkably wide range of regional specialisms (African, Australian, Chinese, European, North and Latin American, Middle Eastern, Southeast Asian, and Russian and Eurasian politics).

2. **Placing EDI considerations at the heart of our approaches to research support, staffing and overall management of the unit.**

Key achievements: we have made particularly significant progress in addressing gender inequality. We increased the proportion of female staff from 19% in 2013/14 to 40% in 2019/20, supported 8 promotions by female colleagues, and successfully applied for an Athena SWAN Bronze award (as a school in 2017). We have made considerable progress in countering the culture of ableism: we have initiated inclusive and open conversations

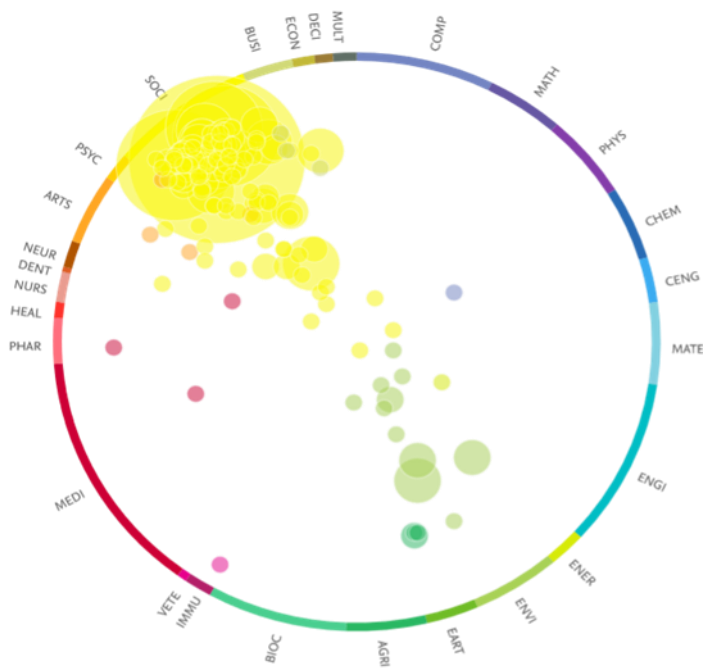
among staff and PGRs on mental health, improved disability access, and enhanced research support for staff with mobility challenges. While our racial diversity among staff remains limited, we are working hard to increase it (see Section 2). We have noticeably increased the proportion of our PGRs from BAME backgrounds from 25% in 2013/14 to 37% in 2019/20. We are deeply committed to supporting a greater number of PGRs from BAME backgrounds in transitioning to lecturer positions. Newcastle University has recently developed its Action Plan to work towards the Race Equality Charter and we are keen to actively participate in this process. We have made a major contribution to advancing EDI in the discipline by leading the development of EDI approaches in key professional associations (Grayson in BISA and Wright in UACES and ISA). Our research and leadership have shaped NU's understanding of and response to long-term differential impacts of the Covid-19 pandemic on research, wellbeing and career progression of staff and PGRs (Luhiste's role as Acting EDI Director for HaSS Faculty, Feb-July 2020).

3. **Supporting colleagues in producing world-leading research** and pursuing ambitious publication strategies; significantly increasing the number of publications in most widely read and influential academic outlets.

Key achievements: we have published 473 research outputs, including 14 monographs, 9 edited books, 42 articles in the top 10 journals in the InCites reports for Political Science and IR (17% of our articles) and 84 articles in top-quartile journals (34% of our articles). Our REF2021 submission includes a significantly higher proportion of articles published in the top 10 and first quartile journals compared to REF2014:

	REF2014	REF2021
Proportion of submitted journal articles in top 10 journals	9%	28%
Proportion of submitted journal articles in first quartile journals	41%	48%

At the same time, we recognise that outstanding research can be published in a diverse range of venues, and we continue to publish in more specialised outlets (as reflected in our REF Output Submission). We are **exceptionally strong in interdisciplinary research**: 43% of outputs in our REF2021 submission are flagged up as interdisciplinary; we have participated in major externally funded interdisciplinary projects (AHRC, RCUK GCRF, FP7, Horizon2020) and co-authored publications with scholars in Architecture (Ram), Environmental Sciences (Fontana, Long), Geography (Behr, Fontana, Repo), Law (Zito), Museum and Heritage Studies (Zito) and Sociology (Barr, Swaffield) among other disciplines. Our interdisciplinary strength is further evident in the impressive spread of our research topics, as demonstrated in the analysis of our journal articles captured in Scopus (2014-20) by the web-based analytics SciVal:



4. **Significantly increasing our external research funding**, diversifying our funding sources and supporting all staff in developing funding proposals of the highest calibre.

Key achievements: we have increased our external research funding from £309k during REF2014 to over £1.1 million in REF2021; diversified our funders from 9 to 23; and achieved a significantly more even distribution of funding success across the department (major grants in all three clusters, 73% of staff holding at least 1 external award, 57 awards in total).

5. **Strengthening our relationships with a more diverse range of non-academic partners** and beneficiaries at all stages of the research lifecycle.

Key achievements: we have closely engaged with over 3,000 non-academic bodies and organisations, including more than 1,500 NGOs in the Global South. The impact of our research ranges from evaluating a major change in the electoral process (Clark's research influencing the evaluation methodology used by the UK Electoral Commission in voter identification pilots) to creative impact (Davies's research changing cultural attitudes through co-producing an audio play with a Newcastle-based theatre company). Our three Impact Case Studies showcase the diversity of our impact in terms of the focus of our research (building on outstanding research across all three of our Research Clusters), the range of our non-academic partners and beneficiaries (from NGOs in the Global South to the UN to the UK Parliament), and patterns of engagement (from co-producing position papers and policy proposals to contributing to parliamentary enquiries).

6. **Supporting staff in bidding for consultancy projects** and in co-producing research with non-academic partners.

Key achievements: We have won 9 bids for consultancy projects (e.g. Long's and Clough's collaboration with the network 'UK Stakeholders for Sustainable Development' on developing a Sustainable Development Goals framework for London commissioned by the Greater London Authority and the London Sustainable Development Commission). We have co-produced over 40 reports, position papers and policy proposals with non-academic partners (e.g. Rainsford's report on 'The Role of Family in Social Mobility', co-produced with Youth Employment UK).

7. **Integrating engagement** with non-academic partners and beneficiaries in all areas of our work – from teaching to relationships with our alumni.

Key achievements: We have cultivated the culture of engagement among our postgraduate students (Elstub co-authoring a report, commissioned by NESTA, on the potential of mini-publics to promote evidence uptake in social policy with PGR and MA students). At the UG level, we have developed an innovative module in 'Community Research' (Bell and Clough): our students have undertaken group research projects with almost 40 partner organisations from the voluntary sector in the North East of England (e.g. assessing the value of community to homeless people in partnership with South Shields-based 'Emmaus' in 2019/20). Some of these projects have developed into longer-term interdisciplinary collaboration with non-academic partners and have generated significant material impact (Bell's collaboration with McLaughlin in Sociology at NU and 'Carers Northumberland' to improve access to toilet facilities for people with disabilities and their carers). We have nurtured relationships with our alumni by inviting them to our research events and seeking their insight into our engagement and impact strategies. Examples include Ambassador Clare Hutchinson (NATO Secretary General's Special Representative for Women, Peace and Security), Stuart Mackintosh (Washington DC-based think tank 'Group of Thirty') and Andrew Campion (Canadian Ministry of Defence).

8. **Recruiting outstanding PGR students** and preparing them for successful academic and non-academic careers.

Key achievements: we have recruited outstanding PGRs from 27 countries; supervised 55 PGRs to completion (42.53 FTE), including 13 PhD projects funded by Research Councils and 25 interdisciplinary projects with co-supervisors from other departments. Our PGRs have won prestigious awards, published 19 peer-reviewed academic articles and secured employment in academic (8 in the UK and 7 internationally) and professional roles.

9. **Make a major contribution to future development of the discipline** by taking leading roles in key professional organisations and international networks, editing major journals and organising high-profile research events.

Key achievements: we have played leading roles in 6 professional associations and in 21 major research networks; edited 10 journals; and organised 54 conferences and workshops.

Our success in achieving this major transformation has been facilitated by a distinct culture of collegiality and inclusion that we had fostered over nearly two decades. All staff contributed to developing our Research and Impact Strategy, as well as to producing this REF Research Environment Statement (through participating in brainstorming sessions, providing written feedback and discussing drafts at our annual Research Away Days). **This inclusive participatory approach ensures the sustainability of the changes discussed above.**

Forward-Looking Research and Impact Strategy

Going forward, we will build on our significant recent successes to achieve the following **strategic objectives**:

- Strengthen our position as a **major centre of excellence in political participation, security and social justice**. Consolidate our emerging position as a leading centre of excellence in the study of Gender and Politics; Environmental Politics; and Quantitative and Ethnographic Research. We have recently secured university investment in 4 new open-ended teaching and research lectureships, with the aim of hiring new colleagues in spring 2021.
- Support all colleagues and PGR students in addressing long-term research and career challenges stemming from the Covid-19 pandemic (through adjustments to our workload

model, virtual peer-support 'community circles', targeted internal investment in research support, explicit recognition of the impact of COVID-19 in the promotion process).

- Continue advancing EDI through EDI-focused research, research support, recruitment and staffing practices, and closer collaboration with a more diverse range of researchers from the Global South. Apply for the Athena SWAN Silver Award and fundamentally transform the gender composition of the unit leadership by supporting our female colleagues in their well-deserved progression to professorial positions.
- Strengthen support for delivering outstanding research monographs. Invest in 'monograph workshops' at the conception and pre-submission stages with the aim of increasing our success rate with the most influential presses.
- Increase our research income further by supporting engagement with the full range of funders from research councils to foundations. Use internal investment to strengthen collaboration with non-UK partners to open up new funding opportunities.
- Support all staff and PGR students in pursuing close engagement with non-academic partners and beneficiaries leading to impact.
- Continue to attract outstanding PGRs and expand our successful postdoctoral recruitment programme. Our recently established role of Postdoctoral Coordinator (Fontana) has delivered its first results (BA Postdoctoral Fellowship secured by Jude, 2020-23).
- Consolidate our exceptionally strong position in the discipline by regularly hosting major conferences, leading disciplinary associations and editing high-profile journals. Going forward, we recently added *British Politics* (Randall), *Journal of Experimental Political Science* (Aguilar), *Parliamentary Affairs* (Clark) and *Political Research Exchange* (O'Flynn) to our already impressive editorship portfolio (see Section 4).

2. People

Staffing strategy

Since REF2014, we have grown from 24.6 to 34.1 staff FTE as a result of a **major strategic university investment**. We have consolidated our research excellence in political participation, security and social justice by making 15 outstanding appointments across our three Research Clusters:

- **GPO Cluster:** we have significantly strengthened our expertise in political and voting behaviour by appointing Aguilar, Burlacu, Luhiste, Popa and Siow.
- **IP Cluster:** we have augmented our well-established excellence in security (Wright) and political geography (Ram) and made outstanding appointments in contentious politics (Fontana), global governance (Rietig), migration (Skleparis, Turner) and political economy (Langan).
- **PT Cluster:** we have consolidated our research leadership in analytical political philosophy (Kniess) while strengthening our excellence in deliberative democracy (Elstub) and feminist theory (Repo).

This growth (39%) has allowed us to **significantly reduce our SSRs** (from 22 in 2013/14 to 17 in 2019/20) and spread administrative roles more evenly across the department. We took the strategic decision to enhance the sustainability of our research environment by prioritising the **appointment of outstanding ECRs** and supporting them to become world-leading researchers (79% of appointments). At the same time, we have successfully supported (through mentoring,

strategic allocation of administrative roles and research support) both new and previously employed staff in timely career progression. We have secured 16 promotions, including 2 promotions to Chair (Bell, Grayson), 3 to Reader (Clark, Elstub, Philpott), and 11 to SL (Barr, Clough, Feklyunina, Luhiste, McGahern, Popa, Repo, Rietig, Routley, Walton and Wright). All ECRs at the time of REF2014 have since achieved promotion. Our success at retaining staff is evident in a small (compared to the sector) number of leavers: 1 colleague retired (Babb), 3 moved to positions overseas (Gills, David and Ovadia), 2 – to more senior positions in the UK (Chisholm and Coward) and only 3 (Gerver, Liu and Sajuria) to comparable positions in the UK. Our Category A staff include 8 Lecturers, 17 SLs, 3 Readers, 5 Professors, 1 Emeritus Professor and 1 Postdoctoral Fellow. Based on the outstanding performance of our mid-career and ECR staff, we expect a significant number of promotions to readership and professorial positions over the next REF cycle.

Compared to REF 2014, we have hosted a significantly larger number of postdoctoral researchers (8 compared to 1 during REF2014), including 3 Postdoctoral Fellows (Marie Skłodowska-Curie Fellowship, Leverhulme Early Career Fellowship and Newcastle Excellence Academy Fellowship), 4 RAs on externally-funded projects and 1 RA on an internally-funded project. In line with 'The Concordat to Support the Career Development of Researchers', we provide postdoctoral researchers with full access to our research and impact support, including internal funding, and enable them to gain teaching experience. We have extended our offer of full research support (including full access to internal funding and a regular semester-long study leave) to staff on both open-ended and fixed-term 'Teaching and Scholarship' contracts. We recognize that fixed-term Lecturers may view their positions as a steppingstone to an open-ended 'Research and Teaching' lectureship. To support them in their career development, we have placed an upper limit on their workload at 85% (including 200 hours of protected research time).

Both postdoctoral researchers and staff on 'Teaching and Scholarship' contracts have made a valuable contribution to the vitality of our research environment which has ranged from presenting their research at departmental and Cluster events to organising conferences and workshops (e.g. the workshop on 'Violent (and not-so-violent) Extremism and Hate' co-organised by Kirke in 2019). Our postdoctoral researchers and fixed-term lecturers have successfully progressed to open-ended lectureships (Caygill at Nottingham Trent; Kirke at Glasgow Caledonian; Middleton at Surrey) and prestigious postdoctoral fellowships (Canzutti to a postdoctoral position at KCL; Jude to a BA Postdoctoral Fellowship at Newcastle; Ketola to an ESRC Postdoctoral Fellowship at KCL and Khoban to a postdoctoral fellowship in Sweden).

The key elements of our inclusive research and impact support are:

- **A research induction** for all new staff, including meetings with Head of Politics, Politics Research Director, School Research Manager and professional services staff at the School Research Support Office.
- **ECR support:** a peer mentor and a senior mentor for the first two years; reduction of teaching to an equivalent of a single module per academic year and no major administrative roles in the first three years; a semester-long research leave in the third year; participation in doctoral co-supervisory teams with experienced colleagues at the earliest opportunity.
- An optional **Mentoring Programme** beyond the ECR stage with a focus on addressing particular challenges or achieving particular objectives (e.g. preparing for promotion, adjusting to return from parental or sick leave).
- **Annual Performance and Development Reviews (PDR)** with a senior colleague. We prioritise the developmental aspect of these meetings by focusing on long-term strategies, challenges, and career progression. PDRs are complemented by annual Personal Research Plan (PRP) meetings with the Research Director that focus on research and

engagement strategies and are instrumental in identifying training needs or additional support.

- **Peer Review of Outputs and Funding Proposals:** We encourage all staff and PGRs to submit their manuscripts and proposal drafts to either Research Clusters or Research Groups. Colleagues frequently share work-in-progress with those outside their area of specialism, which helps to ensure outputs and proposals convey their broader relevance to the discipline as a whole and are accessibly written.
- **Research training and professional development:** our staff have completed a wide range of training courses offered by NU, such as 'Principal Investigator Development Programme', 'Getting Those Grants', PGR Supervisory workshops, Coaching and Mentoring for Women, and Head of Subject Leadership course. We have also supported staff in accessing more specialised training both at Newcastle and beyond, including a workshop on Social Media Data Analysis for members of the Quantitative Research in Politics Research Group (Newcastle), Feklyunina's training in Q-methodology (Tampere University) and McGahern's training in geospatial data mapping (UCL). We have supported staff in undertaking 'Aurora: Advance HE for women in HE leadership'.
- **Engagement and Impact support:** regular individual meetings with Politics Impact Director to discuss individual pathways to impact; consistent focus on engagement during annual PDR and PRP meetings; support with applications for secondments, fellowships and consultancy work. Our staff have benefitted from NU's bespoke programme of engagement training, including a series of ESRC Impact Acceleration Account Capacity Building Workshops (working with policy makers, digital engagement, etc). We have proactively encouraged intra-departmental collaboration and apprenticeship-type learning, with more experienced staff supporting ECRs in building relations with non-academic partners (e.g. O'Flynn's, Elstub's and Luhiste's report on 'Shaping the Future Together: A New Deliberative Approach' co-produced with the Northern Health and Social Care Trust). When a promising engagement opportunity arises at short notice, we provide teaching relief. Engagement and impact achievements are part of NU promotion criteria, which has allowed us to support colleagues in gaining well-deserved recognition for their contributions to societal benefits.
- **A transparent workload model:** 40% of protected research time (2 days a week), protected engagement time (30 hours, increasing to 130 hours for staff with more proactive engagement agenda, and to 290 hours for potential Impact Case Studies). We work-load editing journals, serving on executive committees of professional associations and organising major conferences. We have increased the frequency of semester-long study leaves from one in every 4 to one in every 3 years (a more generous provision compared to most other departments in NU), with the length extended to two semesters after a major administrative role (e.g. Head of Politics or Research Director). We undertake careful strategic planning (including a possibility of shadowing) of major administrative roles by ensuring they are consistent with colleagues' career plans and personal circumstances. In our 2018 staff survey 84.4% of respondents across the School described the workload allocation as very or quite clear and transparent.
- **A vibrant programme of research events:** we have hosted four well-attended seminar series (our flagship Politics Series; Gender and Politics Series; Political Theory Series; and PGR-run 'New Voices' Series which hosts outstanding ECRs) with over 90 seminars. We have reinvigorated our successful 'Impact Lunches' series (conversations with external scholars and practitioners about their engagement experiences). We have introduced two innovative series of 'work-in-progress' events: 'Research Conversations' (monthly informal events focusing on research *process*, such as insights from successful funding applications, emerging research projects or general career challenges) and 'Impact Afternoons' (a biannual platform for one or two colleagues to present and gain feedback on their pathways to impact). In addition, we hold biannual 'Research Afternoons' (a panel

of 5-6 colleagues discussing their evolving research interests) and annual Research Away Days (focusing on particular aspects of our Research and Impact Strategy).

Research students

We have (co)supervised 55 PGRs to completion (**42.53FTE**). Our ability to attract candidates of the highest calibre allowed us to benefit from NU's participation in the ESRC-funded NINE Doctoral Training Partnership (DTP), and the AHRC-funded Northern Bridge Consortium DTP – both partnerships include Durham, Newcastle, Northumbria, Queen's University Belfast, Sunderland, Teesside and Ulster. During this REF cycle, **13 of our PhD graduates have held Research Council awards**. Our strength in interdisciplinary research has resulted in many staff co-supervising students with colleagues in other disciplines from English Literature to Public Health and Marine Science (25 PGR graduates). Our PGRs come from a wide range of socio-economic, cultural and ethnic backgrounds, with the proportion of BAME students rising from 25% in 2013/14 to 37% in 2019/20. Overall, we have recruited PGRs from 27 countries. Around 10% of our students have declared some disability and receive tailored support (e.g. specialised software; wheelchair access). 38% of our PGR graduates are female, with a significant increase from 25% in 2013/14 to 50% in 2019/20.

Our PGR applicants are subject to a rigorous selection process, including a video interview and the requirement of proposal approval by at least two members of staff. The supervisory teams are composed of two or more staff, including an experienced supervisor with a track record of at least two successful completions. All students have at least 10 supervisory meetings per year. We supportively monitor PGRs' progress: they are required to submit a well-developed research project proposal for approval within 3 months of registration and an Annual Progress Review is undertaken by a panel of two colleagues not involved in supervising the project. Students are required to complete the Faculty Research Training Programme that covers transferable research skills, qualitative and quantitative methods, and a course in the 'Nature of Explanation and Enquiry'. We conduct regular assessment of their research training needs and, if required, students have access to more specialist research training (e.g. NVivo). Our PGRs run a regular writing group that involves commenting on draft chapters, sharing the difficulties of writing and discussing techniques to move forward. At the writing-up stage, they are encouraged to participate in the Prato Writing and Publishing Workshop, an intensive residential programme in Italy run in collaboration with Monash University. On submission, we offer students a mock PhD viva, followed by a briefing session with examiners and the supervisory team. We facilitate PGRs' professional development by regular in-house workshops on such topics as networking, academic publishing and applying for jobs. We frequently ask our external seminar speakers to also participate in these professional development events.

PGRs make a major contribution to and greatly benefit from our vibrant research culture. They actively participate in our seminar series, 'Research Conversations' and 'Impact Lunches', and run the 'New Voices' seminar series. As Research Cluster members, they play an active role in developing the Clusters' activities, including by co-organising conferences and workshops (e.g. IP Cluster conference on 'Soft Power of Hard States' in 2014 co-organised by Theys; PT Cluster workshop on Adam Smith in May 2020 organised by Hickey). PGRs are encouraged to present their work-in-progress at specialised and disciplinary conferences, and we support them in developing their first academic publications and establishing relationships with non-academic partners or beneficiaries. During this REF cycle, our PGRs have published 19 articles in peer-reviewed academic journals, co-edited a major book on 'LGBTQ+ Activism in Central and Eastern Europe' (Buyantueva, Palgrave) and produced policy reports (e.g. Johnson for the Public Policy Institute for Wales; Saeed for the Arab Center for Research and Policy Studies in Doha). They have contributed to a parliamentary enquiry (Caygill giving evidence to the Public Audit Committee of the Scottish Parliament) and secured PSA/House of Commons Committee Office Placements (Caygill, Hickey), an internship in the House of Commons Petitions Committee (Caygill) and an internship at UNESCO's Division of Ethics of Science and Technology on Climate Change (Nelson). Our PGRs have served on the BISA Postgraduate Network Committee (Wheeler), UACES Student Forum (Wambach), the Council of Fellows of the Royal Geographical Society and

Unit-level environment template (REF5b)

Institute of British Geographers (Foster), the Atlantic Council of the UK (Campion) and the World Affairs Council, US (Mackintosh).

The outstanding quality of our PGR training has been recognised by prestigious staff and student awards: Behr received a University's Teaching Excellence Award for PGR supervision (2014), while Wambach received the UACES Best Thesis Prize (2019). Our PGRs have secured prestigious academic positions in the UK and internationally, including Cardiff University (Johnson), Goldsmiths (Kaker), King's College London (Foster), LSE (Armstrong), Newcastle University (Carrick), Nottingham Trent University (Caygill, Eckersley), University of York (McFadden), European University Cyprus (Bakola), University of Groningen (O'Doherty), Tsinghua University (Shangguan), University of the South Pacific (Theys), University of Sulaimani, Iraq (Mistaffa), and University of West Indies Cave Hill (Brathwaite). Others have secured prominent positions outside academia: in the Department of National Defence, Canada (Campion), Marine Scotland (Jones), Natural England (Korda), the Ministry of Energy, Luxembourg (Thomas), Care Quality Commission (Wambach), Polish Economic Institute (Winiewicz), International Institute for Sustainable Development (Nelson) and 'The Group of 30' think tank, Washington DC (Mackintosh).

Equality, Diversity and Inclusion

Our progress in advancing EDI is supported by the School EDI Committee. Politics staff have made a major contribution to its work: 5 colleagues have served on the Committee, including Luhiste as the School EDI Director in 2017-20. The committee regularly surveys all staff to identify issues of concern (such as experiences of inequalities related to race, disability, age or gender), revises our policies and monitors our progress in addressing those issues. We hold an annual School EDI Day which brings together academic and professional services staff to discuss particular issues (such as reporting mechanisms for sexual harassment and bullying). At the unit level, the Politics EDI Lead supports individual colleagues and coordinates our collective initiatives to promote equality. Our staff actively contribute to University-wide EDI networks, such as NU Women, Rainbow Network, NU Disability Interest Group and Parents' Network. In February-July 2020, Luhiste in her role of HaSS Faculty Acting EDI Director designed and analysed a staff survey that challenged the prevailing view that the Covid-19 pandemic had mostly affected lab-based research.

We have made the most significant progress in addressing gender inequality. The proportion of our female staff increased from 19% in 2013/14 to 40% in 2019/20 as a result of the strategic appointment of 8 outstanding colleagues. All our postdoctoral researchers during this REF cycle were female. We have supported 8 female colleagues in securing promotion to SL (currently 9 female SLs compared to 1 in REF2014) and taking up leadership roles at the department and Faculty (see below). Our female colleagues have secured 40% of our funding awards and account for 50% of our publications in top 10 academic journals. Publications by our female staff constitute 50% of our REF2021 Output Submission. Our progress is recognised by an Athena SWAN Bronze award (2017), and we will apply for a Silver Award in 2022. Our key priorities are to reduce the gender pay gap and to support our female colleagues in their progression to professorial level and leadership roles. Given the outstanding research achievements of our current ECR and mid-career female staff, we expect a number of promotions to professorial level in the next REF cycle.

We are internationally diverse, with staff from 14 countries (57% of colleagues come from outside the UK). While we have increased racial diversity among our PGRs (as discussed in the previous sub-section), our racial diversity at the staff level remains limited, reflecting wider disparities within the discipline. We will review our recruitment strategies to address under recruitment of BAME PGRs and staff and strengthen support for postdoctoral researchers from minority groups and the Global South as they search for academic employment. We intend to strengthen our relationships with colleagues in the Global South, including through co-authored publications and collaborative projects, and will enhance recruitment of staff, students, and postdoctoral researchers from a wider geographical area by reviewing recruitment procedures in line with EDI best practice.

Our key EDI-focussed practices include:

Recruitment: we pay close attention to the wording of adverts and to protected characteristics and periods of leave when shortlisting. Recruitment panels are gender balanced and members undertake unconscious bias training. Interviews take place over two days and include informal small group discussions, with one group comprising PGR, UG and MA students. While allowing us to appoint the strongest candidates, this process also gives candidates an opportunity to make a more informed decision about our department, university and the city. We offer candidates a video interview if they have caring commitments, disability or cannot travel to the UK. When interviewing candidates with small children, we cover travelling expenses for partner/family member and provide space for breastfeeding. We recruited 3 outstanding colleagues immediately after their maternity leave.

Promoting staff and student wellbeing: our staff attended a school-led Mental Health First Aid course in 2018; a mental health roundtable for PGR students (an open conversation among staff and PGR students on mental health challenges and support mechanisms) occurred in 2019. We intend to hold both of these events on a regular basis. We have embraced NU's initiative of 'Quiet Fridays' (no emails to colleagues or meetings). As a result of an innovative EDI consultation (led by Luhiste), our building has become significantly more accessible: offices can be expanded in size to allow wheelchair access; it boasts a quiet room (e.g. for breastfeeding), gender neutral toilet facilities and baby/adult changing facilities.

Flexible working: staff have an opportunity to reduce their hours (e.g. on return from parental or sick leave) or agree on a flexible work pattern when commuting to Newcastle. During this REF cycle, 1 colleague has chosen the first option while 5 staff have chosen the second option.

Family-friendly practices: we seek to schedule all research events and administrative meetings within 'family friendly' core hours (10-4pm). On return from parental leave (6 colleagues during this REF cycle), we support staff through mentoring and teaching relief. 3 colleagues have benefited from NU's 'Returner's Support Programme' introduced in 2017 (up to £10k) by employing research assistants, undertaking methods training and receiving teaching support.

Role models: female staff have increasingly taken up research leadership roles, including the roles of Research Director (Feklyunina), Impact Director (Mawdsley), School EDI Director and HaSS Acting EDI Director (Luhiste) and Research Cluster Heads (Burlacu, Mawdsley, Routley). The allocation of administrative roles is carefully considered in mentoring discussions to ensure this happens at an appropriate time for promotion and does not impede research progress. We ensure a 50/50 gender split in seminar speakers, and in general invite seminar speakers mindful of achieving diversity, inclusiveness, and methodological pluralism.

PGR support: from the time of application and throughout their studies, we encourage PGRs to make full use of all appropriate university support services. PGR students have access to School Hardship Fund (up to £1k).

Imbedding EDI in our research-led teaching and teaching-led research: regularly revising our teaching modules to ensure our reading lists include a diverse range of scholars from different racial and gender groups, including scholars from the Global South; an open conversation among staff and students about racial discrimination (through individual modules, our seminar series, Politics Society events, etc); a compulsory UG module on 'Equality, Diversity and Inclusion' (Walton); identifying and sharing best practice across the school on imbedding EDI in both our curriculum and teaching practices (Clough, 2019-20). NUSU's new 'Decolonising NCL' initiative also offers an opportunity to engage with its stakeholders and review our curriculum.

3. Income, infrastructure and facilities

We have achieved a nearly **4-fold increase in external funding** from £309k in REF2014 to £1,135,605 in REF2021. We held a significantly larger number of individual grants rising from 11

to 57 (44 grants through NU and additional 13 grants through external organisations such as universities, professional organisations or charities). Crucially, this success does not concentrate on several 'stars' but is distributed across the department, with **73% of colleagues receiving at least one external award** (either through NU or external organisations). We have diversified our funding sources (from 9 to 23 funders). In addition to major funders such as AHRC, ESRC, RCUK, the Leverhulme Trust, the British Academy, and the European Commission, we have secured funding from the Academy of Finland (Repo), the Electoral Commission (Clark), Flemish Research Foundation (Maloney), Society for Applied Philosophy (Walton), BISA (Wright), UACES (Wright), the Great Britain Sasakawa Foundation (Elstub) and the Gerda Henkel Foundation (Ram). We have achieved **impressive success in bidding for consultancy work**, funded by the Involve Foundation (Elstub), the National Endowment for Science, Technology and the Arts (NESTA) (Elstub), City of Edinburgh Council (Elstub), Northern Ireland Human Rights Commission (O'Flynn, Elstub and Luhiste), the Scottish Government (Long) and the Greater London Authority (Clough and Long).

Our rapidly growing collective ability to secure competitive funding is also reflected in the **distribution of major grants across all three Research Clusters**:

- **The GPO Cluster** has hosted two EU-funded projects: 'Critical Heritages of Europe: performing and representing identities' (Zito as Co-I, Horizon 2020, 2016-19) and 'Cultural Pathways to Economic Self-Sufficiency and Entrepreneurship: Family Values and Youth Unemployment in Europe' (Maloney as Co-I, FP7, 2014-18).
- **The IP Cluster** has hosted 'Climate Smart Cities: Responsible Policies for governing Artificial Intelligence in Transitions to Low Carbon Societies' (Rietig as PI, the British Academy, January 2020-23), 'Critical Theory Meets Classical realism: Crisis, Modernity and the Return of Humanity' (Behr as PI, the Leverhulme Trust, 2013-16), 'From Military to Market: the Global Political Economy of Race and Gender in Private Military and Security Company Labour Chains' (Chisholm as PI, ESRC, 2016-18) and 'Screening Violence: A Transnational Study of Post-Conflict Imaginaries' (Philpott as Co-I, AHRC, 2018-22).
- **The PT Cluster** has hosted 'Biopolitics and Democracy in Global Governance' (Repo as Co-I, Academy of Finland, 2015-19) and 'Living Deltas Hub' (Long as Co-I, RCUK GCRF, 2019-24).

All our impact case studies have been supported by external funding, including the ESRC Impact Accelerator Account and consultancy bids.

As an indication of our exceptionally strong upward trajectory, **we have already secured £1.4 million** of external funding for the next REF cycle (thus, already exceeding our total external income over REF2021). In addition to ongoing research projects (Long, Philpott, Rietig), the awarded income includes:

- 'Global Asylum Governance and the European Union's Role' (Turner as Co-I, Horizon 2020, 2020-23).
- 'National Recovery and Resilience: Learning from Elections during a Pandemic' (Clark as Co-I, ESRC, 2020-21)
- 'Playing with Fire: Using Forum Theatre to Research Social Conflict in the Aftermath of 2019 Bolivian Wildland Fires' (Fontana as PI, AHRC GCRF, 2020-21),
- 'The Commodification of Feminist Activism' (Repo as PI, Kone Foundation, 2020-23),
- 'Translating Ferro / Transforming Knowledges of Architecture, Design and Labour' (Davies as Co-I, AHRC, 2020-23).

We have achieved this remarkable success by pursuing a strategy that included:

(i) **A 6-fold increase in internal research and impact investment** compared to REF2014 (**over £814k** in total), which has enabled us to undertake pilot projects, acquire new research skills,

expand research networks and more effectively engage with non-academic partners and beneficiaries:

- £81k in the form of school-funded 'Small Bid' grants (up to £1k), faculty-funded bid preparation grants (up to £10k) and research grants (up to 4k);
- £263k for an internally funded postdoctoral research fellowship, a PhD scholarship (both through the NU Research Excellence Academy) and 2 internally funded RA positions;
- £96k of 'Impact and Engagement' funding. This school-funded scheme is open to all staff, and it has proved crucial in establishing new relationships, producing and disseminating engagement materials (e.g. policy reports) and co-organising engagement events with non-academic partners.
- Over £349k in school-funded annual Individual Research Support Allowance for all staff (£2.3k in 2019/20 compared to £1.3k in 2012/13). In line with our EDI commitments, this scheme is exceptionally flexible. In addition to fieldwork and conference expenses, staff can use their allowances on research assistance, purchase of books or IT equipment, or bringing visiting researchers to Newcastle. This flexibility is particularly helpful to staff with limited travel possibilities related to health or caring responsibilities.
- Over £25k for our seminar series and activities of our Research Clusters and Research Groups.
- We have provided our PGRs with access to the Conference Travel/Fieldwork Fund (up to £750 per year). On submission, we cover the printing and binding of PhD theses.

(ii) **Upgrading support infrastructure.** We have substantially increased the annual funding for each Research Cluster (from £500 to £2.5k) and established annual funding for Research Groups at £2k. At the department level, we have established new administrative roles of Impact Director and Postdoctoral Coordinator. At the school level, we have benefited from a significant growth in the support provided by the School Research Office (from 3 FTE to 7.56 FTE), which assists us with identifying suitable funders, costing and project financial management. We are further supported by professional services staff in the Faculty Research Office, including Research Impact Officer, ESRC Impact Acceleration Account Impact Officer and Research Funding and Business Funding Managers. At the university level, we are supported by the EU and International Research Funding Team.

Beyond the department, we benefit from access to the NU Culture Lab's professional film-making resources which are particularly beneficial for the growing number of colleagues who use film-making as part of their research or in engaging with non-academic audiences. The NU Open Lab, based in the School of Computing, offers access to innovative digital technologies. The NU award-winning Library houses an ever-growing number of monographs, academic journals and databases. During the Covid-19 pandemic, it has invested significant resources in expanding digital access. We also benefitted from our membership of the Chatham House with access to its vast specialist collection of resources in International Politics.

In January 2020 we moved into the newly refurbished Henry Daysh Building (£60m investment). Politics occupies an entire floor, including 46 individual staff offices (thus, providing us with an opportunity to grow and to host visiting researchers), printing and copying facilities, 7 meeting rooms with state-of-the-art multi-media equipment, 6 collaboration rooms, a large seminar room, communal space for interaction among staff and students, and a spacious staff room. Our PGRs benefit from sole occupancy desk space, a computer and access to a photocopier. While they are currently located in a different building, they will join us after the refurbishment is complete.

(iii) **Perfecting support mechanisms.** We have significantly strengthened proposal peer-review by encouraging colleagues to share their drafts earlier (during conception and development). Staff discuss their initial ideas at bi-weekly drop-in sessions with School and Faculty Research Managers and have access to the Faculty library of successful applications. We discuss individual funding-generation strategies at annual PDR and PRP meetings and through mentoring. We have proactively encouraged female staff and ECRs to apply for internal 'Small Bids' with an aim of supporting their overall research agendas and enabling them to develop stronger external

Unit-level environment template (REF5b)

applications. This strategy has helped us achieve a 248% rise in the number of submitted applications for external funding (from 64 to 159). It has also substantially improved their quality. For example, Rietig's BA/Wolfson Fellowship was one of only 6 successful awards in 2019 and was the only successful application in Politics or IR.

This strategy has allowed us to achieve a dramatic rise in external funding and equipped us with in-house expertise that we can now use to target more ambitious and diverse funding schemes. Our ability to react swiftly to a changing and challenging funding environment is evidenced by Clark's (Co-I) ESRC Covid-19 rapid response award.

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

We view collaboration as essential in producing world-leading research and generating societal impact. This is reflected in our research outputs: over this REF cycle, 57% of our publications are co-authored (according to the SciVal analytics, 23.5% of our articles captured by Scopus are co-authored with colleagues based outside the UK). Overall, **we have collaborated with colleagues from 133 universities in 40 countries.**

While we have traditionally close links with leading universities in the Global North, including Australian National University, University of Copenhagen, University of Helsinki, University of Mannheim, Virginia Tech, Yale University and York University (Canada), we have successfully sought to develop **stronger and more equitable relationships with scholars in the Global South.** For example, Philpott's long-standing collaboration with Gadjah Mada University in Indonesia has led to an AHRC-funded project with participation of researchers from Indonesia and Colombia. Long's collaborative work on sustainable development with scholars and NGOs in South Asia has been pivotal to Newcastle's successful bid to host an RCUK-funded interdisciplinary Research Hub 'Living Deltas' (GCRF, £15m in total). Bringing together researchers from over 20 universities (including AIT Bangkok, Thailand; BUET, Bangladesh; An Giang University, Vietnam; and Jadavpur University, India), the Hub aims to tackle the problem of degradation in Asia's three major deltas – the Red River, the Mekong and the Ganges-Brahmaputra-Meghna. Davies's collaboration with the Pontifical Catholic University of Rio de Janeiro (Brazil) paved the way to the signing of a formal Memorandum of Understanding in 2014, which resulted in frequent exchange visits by staff and PGR students and several collaborative workshops.

Collaboration is central to our research aimed at addressing the most pressing political and socio-economic challenges. For example, Maloney's work in collaboration with world-leading experts in economics, psychology and sociology from the University of Economics (Prague), the universities of Aarhus, Barcelona, Bern, Catania, Granada Heidelberg, Mannheim and Vienna, Central European University, and Koç University in Istanbul (as part of an EU-funded FP7 project) has produced multi-faceted analysis of factors behind and impacts of youth unemployment. Another example is Zito's collaboration with leading experts in Law, Geophysics, Biological Modelling, Civil and Environmental Engineering, Earth Sciences, Technology Policy and Transport Studies from IIT Bombay, Cambridge, Durham, Hull, Keele, Stanford and Strathclyde universities as part of the ReFINE Consortium ('Researching Fracking in Europe', funded by NERC, Environment Agency and the EU). This interdisciplinary project has produced policy-relevant assessment of risks associated with shale gas and oil exploitation using fracking. Zito's long-standing collaboration on energy policy with Pittsburgh University has led to his successful application for a Jean Monnet Network grant 'Transatlantic Perspectives on Energy and Cities' that also involves Sciences Po Lyon and Jean Monnet University in St. Etienne.

Our collaborative projects have made **a major contribution to the research base by developing unique resources.** Popa's collaboration with scholars from Amsterdam, LSE, Mannheim, Munich, Thessaloniki and Hertie School, has resulted in the production of major resources for electoral studies – two post-election voter surveys conducted in all EU member states after the 2014 and 2019 European Parliament elections (EES Voter Study) as well as a dataset analysing the manifestos of the parties competing in these elections (EES Euromanifesto Study). Aguilar's work

with experts from Brigham Young University (USA), Central European University, Diego Portales University (Santiago de Chile) and University of Cologne has led to the production of a 'Global Populism Database' (as part of the New Populism project in collaboration with *The Guardian*) – a major dataset that measures populist discourse of state leaders in 40 countries between 2000-18.

We have a well-established reputation for outstanding interdisciplinary research. In addition to participation in major interdisciplinary projects, we have an impressive track-record of co-authoring publications with scholars from other disciplines and sub-disciplines (see Section 1), of doctoral co-supervision in interdisciplinary teams (see Section 3) and of publishing in the most prestigious interdisciplinary journals, including *Economy and Society*, *Environment and Planning A*, *Journal of Urban Design*, *International Political Sociology*, *Political Geography*, and *World Development*. We have flagged up 43% publications in our REF output submission as interdisciplinary. This prominence of interdisciplinary research stems from our consistent emphasis on interdisciplinarity in recruiting new staff, providing internal investment, enabling innovative research training and inviting visiting researchers from other disciplines. Our location in an interdisciplinary School also enables links to be built between subject areas like McGahern's Ethnography reading group.

As a civic university we are committed to engaging with non-academic partners and beneficiaries. Beyond our REF Impact Case Studies, we have engaged with an impressive range of partners and beneficiaries at the international, national and local levels:

- **Internationally**, our research has shaped positions of international negotiating teams at the United Nations Framework Convention on Climate Change in 2016-18 (Rietig); has influenced the understanding of the private sector development (PSD) in developing countries by the European Parliament Development Committee (Langan); and informed approaches to gender mainstreaming in NATO (Wright). We have co-authored studies commissioned by the European Parliament's Committee on Foreign Affairs (Mawdsley) and the European Institute for Gender Equality (Wright) and presented our research findings to the European Commission (Zito) and the European Parliamentary Research Service (Luhiste, Popa). We have also collaborated extensively with the European Centre of Excellence for Countering Hybrid Threats (Feklyunina) and the Quaker Council for European Affairs (Wright).
- **Nationally**, our research has informed **22 parliamentary enquiries** (Clark, Clough, Elstub, Feklyunina, Langan, Long, Rainsford, Wright). During the Covid-19 pandemic, our research contributed to the Women and Equalities Committee's inquiry 'Unequal impact? Coronavirus and BAME people' (Skleparis, 07/2020). We collaborated with the network 'UK Stakeholders for Sustainable Development' to develop a Sustainable Development Goals framework for London commissioned by the Greater London Authority and the London Sustainable Development Commission (Clough and Long, 2020). Our staff have held prestigious secondments and fellowships, including House of Commons Fellowships (Clark, Elstub), Academic Fellowship at the Scottish Parliament (Elstub), Innovation Fellowship at Youth Employment UK (Rainsford) and ESRC BEIS Industrial Strategy Council Secondment (Rainsford).
- **Locally**, we collaborated with Carers Northumberland (a charity dedicated to improving the lives of carers), Northumberland County Council and Newcastle City Council to improve access to toilet facilities in Northumberland and Newcastle (Bell). We co-produced an audio play with a theatre company Cap-a-Pie (Davies), and worked with Newcastle-based charity West End Refugee Service (WERS) to produce a series of short films about the journeys of several refugees from statelessness to making their homes in Newcastle (Philpott). The latter received a nomination for Outstanding Contribution to the Local Community in the 2014 Times Higher Education Awards.

We have made an extraordinarily strong contribution to the vitality and sustainability of the wider discipline. Our staff have served in executive roles in **6 major professional associations**, including PSA (Clark as trustee and member of the T&L Committee; Clark, Coward and Grayson

as members of Publications Sub-Committee), BISA (Grayson as trustee and Honorary Secretary), ISA (Wright as Chair of the Commission on the Status of Women), UACES (Mawdsley as trustee and Treasurer; Wright as EDI officer), International Society of Political Psychology (Aguilar as Governing Council member) and British Society for Middle Eastern Studies (Turner as Council member).

We have convened or served on executive committees in **21 major networks and specialist groups**:

- **5 BISA Working Groups:** Africa in International Studies (Routley), European Security (Mawdsley), Gendering IR (Wright), Learning and Teaching (Barr), Russian and Eurasian Security (Feklyunina).
- **5 PSA Specialist Groups:** Art and Politics (Grayson), Greek Politics (Skleparis), Participatory and Deliberative Democracy (O'Flynn), Teaching Quantitative Methods Network (Clough), TEF Working Group (Barr).
- **3 UACES networks:** CSDP Strategy (Mawdsley), Gendering EU Studies (Wright), EU-Africa Research (Langan).
- **2 ISA Groups:** Global Development (Davies), Environmental Studies (Rietig).
- **5 international networks:** Economic Ethics Research Network (Walton), European Parliament Election Study (Popa), Evidence and Governance in Politics (Aguilar), Leverhulme-funded 'Classical Realism Meets Critical Theory' (Behr), Popular Culture and World Politics (Davies, Grayson and Philpott).
- **1 regional network** (Durham, Northumbria, Newcastle): Researching Africa (Routley).

We have **edited 10 academic journals**:

- *British Journal of Politics and International Relations* (Clark as Editor, 2009-15);
- *Contemporary Political Theory* (Repo as Editor, 2018-present);
- *Critical Studies on Security* (Grayson as Editor, 2013-present);
- *Environmental Politics* (Zito as Editor, 2011-21);
- *European Security* (Mawdsley as Editor, 2015-present);
- *International Environmental Agreements: Politics, Law, Economics* (Rietig as Book Review Editor, 2014-present)
- *Politics* (Coward and Grayson as Editors; Barr, Clough, Feklyunina, McGahern, Routley, Walton as Associate Editors; 2012-18);
- *Representation: Journal of Representative Democracy* (Elstub, Luhiste, Popa as Editors, 2017-present);
- *Refugee Review* (Turner as Assistant Editor, 2018-20);
- *Research and Politics* (Aguilar as Associate Editor, 2018-present).

We have also edited ECPR Press (O'Flynn), European Journal for Political Research Political Data Yearbook (Clark), Palgrave Series on Global Political Thinkers (Behr) and Routledge Series on Popular Culture and World Politics (Davis, Grayson, and Philpott). Our colleagues sit on editorial boards of 16 academic journals.

We have **organised 54 conferences and workshops**, including the 2019 Annual Conference of the Association for Social and Political Philosophy. We secured the hosting of the 2020 Annual BISA Conference - this has been rescheduled to 2022 due to Covid-19. We have chaired sections at 21 major disciplinary conferences, including ECPR, ISA and EISA. Our staff have **held 16 visiting fellowships in 9 countries** and **given 174 invited talks in 26 countries**. We have reviewed manuscripts for 228 journals, and assessed funding proposals for AHRC (Grayson), ESRC (Behr, Clark, Clough, Elstub, Feklyunina, Fontana, Rietig, Zito), NERC (Zito), British

Unit-level environment template (REF5b)

Academy (Rietig), British Council (McGahern), Carnegie Trust for the Universities of Scotland (Clark), Leverhulme Trust (Clark) and Independent Social Research Foundation (Davies, Repo). Beyond the UK, we have reviewed funding proposals for ERC (Elstub, Fontana, Rietig), European Commission (Mawdsley, Walton), and **major funding bodies in 16 countries**: Austria (Fontana, Rietig), Belgium (Clark, Elstub), Canada (Clark, Grayson, O'Flynn, Wright, Zito), Czech Republic (Grayson), Chile (Fontana), Finland (Maloney), Germany (Behr, Philpott), Ireland (Long), Israel (O'Flynn), Italy (Zito), Japan (Behr), Poland (Bell, Feklyunina), Portugal (Maloney), Switzerland (O'Flynn), the Netherlands (Elstub, Maloney, O'Flynn) and the US (Feklyunina).

Our outstanding research has been internationally recognised by **prestigious prizes and awards across all three Research Clusters and at all career stages**:

- **GPO**: Maloney was elected Fellow of the Academy of Social Sciences (2019) as 'an internationally-renowned scholar in the areas of civil society organisations, social capital and political participation'. Popa received the 'Best Conference Paper Award' of the 'Information Technology and Politics' Section of APSA (2016). Zito was awarded an 'Outstanding Author Contribution in the Emerald Literati Network Awards for Excellence' (2016).
- **IP**: Feklyunina received the 'Robert H. Donaldson Award' for the best conference paper of the 'Post-Communist Systems in International Relations' Section of the ISA (2017). Rietig received the 'Oran R. Young Prize' for the best early-career paper at the Conference of the Earth System Governance Network (2017). Wright's co-authored monograph on *NATO, Gender and the Military* received an official honourable mention by the BISA Susan Strange Book Prize award panel (2020).
- **PT**: Repo's monograph on *The Biopolitics of Gender* was awarded the ISA Feminist Theory and Gender Studies Book Prize (2017).

The fact that our female colleagues and ECRs have received more than half of these awards is both a testimony to our commitment to advancing the EDI agenda and an indication of the long-term sustainability of our research environment.