

Institution: University of Bath

Unit of Assessment: Politics and International Studies (C19)

1. Unit context and structure, research and impact strategy

1.1 Unit context

Across the assessment period, the Politics and International Studies UoA at the University of Bath has sought to conduct internationally leading research of global significance and impact. This is the first C19 submission from the University of Bath and is the result of a strategy to expand our expertise and research base in politics and international relations. We have grown significantly since 2014, recruiting over 20 outstanding researchers who have won numerous prestigious prizes and fellowships. We have contributed hundreds of outputs to the research base, including multiple award-winning books and articles, and we have been awarded £3.5m by external funders to help undertake a number of these major projects.

Our research draws on expertise across international relations, conflict and security, comparative politics, gender and politics, political behaviour, and political theory. Research in the UoA spans topics from the politics of organised crime through to the gendered nature of political institutions via the role of technology in changing patterns of warfare, all approached from a range of methodological and theoretical perspectives. We collaborate with research groups across the University, and with research centres around the world, on interdisciplinary problems of shared interest.

We prize our ability to reflect 'real-world' issues in our research through our engagement with non-academic audiences including research users in government, the media, and the charity sector on issues ranging from menstrual hygiene in Nepal to the experiences of reservists in the British Army. Research in the UoA has also responded to changing global events across the assessment period, such as the process of Brexit and the emergence of Donald Trump.

In this document, we evidence the **vitality** of our research environment through our active research culture and strong strategic support for research and impact development. We show how our approach is forward-thinking, ensuring the **sustainability** of our approach to research and impact. Throughout all this, we maintain a strong commitment to an **equal, diverse, and inclusive** research environment, giving all staff the opportunity to flourish, enriching the range of our research perspectives, and connecting us with diverse communities.

1.2. The structure of research across the UoA

The Politics and International Studies UoA at Bath is situated across the Department of Politics, Languages & International Studies (PoLIS) and the Institute for Policy Research (IPR). The vitality and sustainability of the UoA's research and impact is underpinned by an excellent and inclusive research environment and infrastructure. The primary research structures within our research community are **three research clusters and the Institute for Policy Research (IPR)** that we have developed and cemented as key intellectual anchors for colleagues across the assessment period. Each cluster has a membership of around 20 colleagues and pulls together a critical mass of disciplinary and interdisciplinary knowledge and skills while providing focus and coherence to our major programmes of research.

The **Conflict, Security and International Order (CSIO) cluster** focuses on questions of why and when conflict arises, how it has changed over time, and how it can be ended. There are two key themes to research in this cluster. First, research addresses how defence, conflict, and security are impacted by rapid technological development and wider social change. This includes projects on the transformation of armed forces, the opportunities and threats associated with emergent technologies and cybersecurity, the future of counterterrorism operations, and the process of peace negotiation and transitions to post-conflict societies. Second, research on the changing nature of international order investigates the role of emerging powers worldwide, with a focus on China and Russia, and the transition towards a post-liberal order. This research analyses the evolution of the international system and the foreign policy of its key actors, the emergence of cyber-diplomacy as an international practice, the evolution of the international economic order and its adaptation to technological developments, and the political-economic issues associated with the emergence of the BRICS powers.

A range of externally-funded projects have taken place under the umbrella of the CSIO cluster:

- **Galbreath** served as the Conflict Theme Leadership Fellow (2015-19) for the AHRC-ESRC funded Partnership for Conflict, Crime and Security Research, offering strategic guidance to calls launched as part of this RCUK priority area and conducting research on the motivations of paramilitary actors in Ukraine.
- **Barrinha** is undertaking research on the development of cyber-diplomacy and implications of this for international relations, funded by the Leverhulme Trust (2019-21).
- **Bury** holds a UKRI Future Research Leaders Fellowship (initially 2020-24) that will facilitate an exploration of the future of cross-national collaborative efforts to share intelligence relating to counter-terrorism efforts, part of this project seeing the establishment of a Centre of Excellence to build trust among practitioners in the field.

- An AHRC-GCRF project (2020-24) investigating the role of social protection in conflict and peace-building in the Middle East and North Africa region for which **Aslam and Kivimäki** serve as the international politics leads as part of a larger interdisciplinary team of academics across the University of Bath and from other national and international collaborators.

The **Gender and Sexuality (GS) cluster** examines why women are under-represented in democratic institutions, whether women's rights are under threat in new and unprecedented ways, whether public policy works in gendered ways, and what might be done to rectify gender inequality in society. Research interrogates the role of gender and issues relating to (in)equality in political institutions and social life. This includes projects on gender quotas and women's participation in political life, legal and social issues around women's reproductive rights, the gendered nature of democratic bodies and the feminisation of politics, and the gender pay gap.

Externally-funded research projects have included:

- AHRC-GCRF interdisciplinary collaboration exploring menstrual taboos and menstrual hygiene among adolescent girls in Nepal (2018-9), which saw **Amery and Thomson** work with colleagues in the Department of Social Policy Sciences.
- **Milner** has undertaken a number of research projects examining gender equality policy in the UK and France, recently culminating in Leverhulme Trust Fellowship studying the Women and Work Commission's activities in the noughties (2020-22).
- **Allen** held an ESRC Future Research Leaders grant (2016-2019) that studied gendered patterns of political ambition in the UK, finding that women remain less likely to have considered running for political office than men.

The **Nationalism, Populism and Radicalism (NPR) cluster** researches the rise of populism in western democracies, studying how this relates to everyday practices of nationalism and patterns of racism, how the left has responded to this challenge from the right, and how democratic institutions might be reformed to be robust to such challenges in future. Research on challenges and threats to democratic governance worldwide, rooted in the comparative politics tradition, has examined the state of political attitudes and behaviours in advanced democracies and states that lie on the border between democracy and authoritarianism. This includes projects on the mainstreaming of far-right political ideas, the role of protest movements in political change, international trade and other political-economic challenges including Brexit, and the implications of widespread climate change for democratic politics.

NPR has seen a number of examples of externally-funded research projects undertaken by its members:

- **Hatzisavvidou** held a Leverhulme Trust Early Career Fellowship (2016-19) exploring methods of political persuasion in the rhetorical construction of arguments around climate change.
- With international collaborators, **Vráblíková** was awarded funding as part of the Comparative Interest Group (CIG) Survey to study the role of transactional activism in the Czech advocacy sector (2018-20).
- **Bull** won EU Horizon 2020 funding to study the ways in which conflict can be memorialised in an agonistic way, combining insights from contemporary political theory with extensive cross-national fieldwork (2016-19).

Research projects have formed across clusters, a recent example the **Horizon 2020 MSCA RISE DisTerrMem (Disputed Territories and Memory)**, which has seen a cross-cluster team at the University of Bath (led by Whiting) collaborate with international partners across Europe, South Asia, and the South Caucasus in an interdisciplinary exploration of how discussions of conflict can be disputed by different interest groups in a society. Drawing on the expertise of members of all three research clusters, the project has relevance to the Unit's work on conflict, security, gender, and challenges to democracy.

The **Institute for Policy Research (IPR)** is a core part of the UoA and embeds dissemination and impact activities in our research infrastructure (see Section 3.2). The IPR was a significant investment and initiative on the part of the University of Bath during the assessment period. The current Director is Nick **Pearce** (previously director of the IPPR and Head of the 10 Downing Street Policy Unit) and since its foundation, the IPR has become a leading international centre for policy analysis and critique. Multiple strands of externally-funded research projects have taken place within the IPR, often led by Pearce in collaboration with other colleagues in the Unit. Examples include extensive research on the topic of Universal Basic Income in the UK and Europe, funded by Google Ireland and the Independent Social Research Foundation, direct democracy (in partnership with Newham Council, London), and a project on workers' rights after Brexit undertaken by **Milner** working closely with the Government Equalities Office and the Equality and Human Rights Commission.

1.3 Research strategy

Politics and international studies research at the University of Bath has, compared to many other UK-based Politics and IR departments, a distinct lineage, growing out of a modern languages and European Studies department. This lineage has, however, ultimately resulted in an approach to

the subject that is flexible and open in terms of either substantive focus or methodological preference. In particular, the Unit has a natural interdisciplinary identity and embedded interest in studying issues from a cross-national perspective and uses this to its advantage within the landscape of political studies research.

Building on this lineage and strong base, our aim is to achieve research excellence and impact, extend the international and collaborative reach of our research, and to use our research to enhance the experience of our students. In 2015 the Unit committed to a 5-year research strategy that aimed to:

- increase the research power of the UoA, specifically the proportion of research undertaken that can be considered 'internationally leading' and of 'global significance'.
- optimise the intellectual, scientific, economic, social and cultural impact of our research locally, nationally, and internationally.
- become a centre of excellence for the development of postgraduate, postdoctoral, and early career researchers.

1.4 Evidence of Achievement of Strategic Aims since 2014

Overall, we have **succeeded in implementing this research strategy**, increasing research income since 2014 and achieving broad success in publication, dissemination, and impact:

- Over the assessment period, colleagues in the UoA have published over 500 research outputs.
- The percentage of journal articles we publish with internationally based co-authors has risen from 12% between 2011-15 to 23% between 2015-9.
- We have increased research grant income, with a total of £3.5m awarded in funding to the UoA across the assessment period.

The UoA has seen investment in new research and teaching roles since 2014 with targeted appointments focused primarily on two broad research areas: comparative politics and conflict and security (see Section 2.1). As such, our ongoing research strategy already has been informed by our staffing strategy, and vice versa. We have made many of these appointments at the ECR level, a strategy that will see the research groups within the UoA develop together over time.

1.5 Impact strategy

Our strategy is to achieve impact through (i) developing the skills and understanding of our staff of what impact is; (ii) supporting staff to incorporate impact into their research plans and allocating sufficient time and resource for this; and (iii) developing and sustaining pathways and partnerships for the translation of research into policy and/or practice.

To deliver this strategy, we have developed a research culture and infrastructure that is supportive of impact-related activities. We have a Deputy Director of Research with responsibility for impact (currently Hatzisavvidou). Impact and dissemination activities are included in professional development criteria and colleagues writing prospective REF Impact Case Studies have time allocated in their workload for this purpose, demonstrating the value we place on these activities. Mentoring and support relating to impact – especially of ECRs - is offered by the Deputy Director of Research (Impact), ensuring that all staff have the opportunity to develop this aspect of their research practice. The IPR acts as an amplifier of UoA research, connecting staff with users of their research in policymaking circles. Unit-level processes are supplemented by impact, knowledge exchange, public relations, media, and commercial partnership support from the University (see Section 3.3). The impact case studies in this submission are products of this impact strategy, having harnessed support from different actors across the University.

Colleagues are encouraged to capture and share good impact practice and facilitate the development of sustainable relationships with external partners. To ensure that opportunities are identified and developed, we gather this information via our University-wide research information system, Pure. We seek to identify the potential for impact from research projects at the earliest possible stage, to scan the horizon for situations where research results may have greatest effect, and to target potential partners in future work. We thus aim to integrate impact into the entire research cycle and ensure that lessons learned are captured and brought to bear on future practice.

1.6 Research and impact strategy beyond 2020

Our strategy is to intensify the successful research culture developed in the 2014-2020 period, with a continuing focus on growing research income, publishing world-class research, and using our research to improve our local, national, and global community, responding to a rapidly-changing political context worldwide. In the next five years, we will:

- focus on how best to mobilise the knowledge produced in our areas of research, scaling this into **bigger externally-funded projects** and into **partnerships of co-production** with external stakeholders. We will build on current strengths by further systematising processes of grant capture and external engagement.
- continue to draw out underlying themes that span our areas of research interest and use these as the basis of interdisciplinary research projects. These are the themes of **technological change, the nature of changing behaviours and attitudes, and the breakdown of previous stable social and political settlements.**

Looking further ahead, we are also keen to increase the UoA's footprint within the research architecture of the University of Bath, this in response to the growing emphasis placed on large-scale inter- and cross-disciplinary research by the UK Government and associated research funding bodies. Becoming an integral part of University-wide structures will better allow researchers within the UoA to meaningfully collaborate with colleagues from other disciplines in targeted pursuit of these research funding opportunities.

To give ourselves the best chance of achieving these strategic aims, we are undertaking a series of strategic planning activities:

- ensuring continuity of leadership in key research-related roles. This includes the appointment of Deputy Directors of Research who serve as a strong support base and offer resilience in research leadership within the UoA.
- engaging in Faculty-level discussions regarding how interdisciplinary research structures (such as thematic leads and research centres) can further embed the UoA in an organically interdisciplinary research environment.
- continuing to identify opportunities relating to the staffing strategy outlined in this document, specifically the opportunity of making diverse and strategic new appointments.

These activities will be subject to changes in the external UK HE and research environment. Although difficult to predict with certainty, it seems likely that pressure on the availability of resources to support research activity is likely to continue across the next decade. As such, increasing our ability to adapt and package our research as relevant to a wide range of potential governmental and societal issues by focusing on broader themes will make the UoA more robust to these changes and our research more sustainable.

1.7 COVID-19 and our research strategy

The COVID-19 pandemic has introduced further uncertainty to UK HE and the global research landscape in terms of funding availability, University, research funder, and governmental priorities, as well as affecting the practical feasibility of undertaking certain forms of research. The University of Bath has engaged in a programme of research reopening in line with stringent health and safety protocols and government guidelines and, in the short-term, colleagues in the UoA were affected in relatively limited ways.

However, looking ahead, the ability of colleagues to undertake certain forms of research including international fieldwork, ethnographic research, and archival visits is likely to be curtailed for some time. Ensuring that any research is undertaken safely and responsibly is our primary concern as

we look to restart research activities. Working with Faculty and University research leadership, the UoA is examining ways of mitigating the effect of anticipated restrictions on colleagues' ability to engage in research activities and we are also looking to understand how the subsequent impact of these on career progression, broadly defined, can be mitigated in an equitable fashion with principles of EDI forefront in our mind.

In a general sense, our research strategy remains unchanged, focused on developing our areas of strength, engaging in larger-scale grant capture, and enhancing the interdisciplinary nature of our research by identifying cross-cutting themes. This said, it is now inevitable that interest in COVID-19 and its impacts on society will underpin all research undertaken within the UoA and that presents a fresh opportunity to engage with colleagues working in the health sciences, economics, and psychology among others. We are well-placed to meet this challenge proactively given the intersecting fashion in which COVID-19 exacerbates and affects existing areas of research focus in the UoA. This includes the gendered nature of the impact of lockdown on domestic labour and working life, the nature of international competition as it relates to vaccination development and implementation, and the impact of economic distress on global order.

1.8 Approach to Open Access, Open Data, and research integrity

Within the context of the University's open access strategy, the UoA has progressed towards an open research environment in terms of both Open Access and Open Data.

Open Access

The UoA benefits from the University's Library which hosts a permanent open access team. This service supports our researchers by opening up our research outputs as much as possible through the research process, from the writing of grant applications through to publishing. Since 2017, open access research outputs from the UoA have been downloaded from Pure over 20,000 times, a demonstrable equalising of access to our research findings for users who might be otherwise unable to find or benefit from them.

Open Data

Staff in the UoA regularly make their research data available for other researchers to use through both established external data services such as the UK Data Archive or Dataverse or via the University. These include a new global dataset on self-determination movements (**Germann**) and data from the largest survey to date of political ambition in Britain (**Allen**). UoA staff engage with a data management service hosted by the University Library that supports them in the planning, curation, preservation, and publication of research data and software.

Research integrity

Acting responsibly, avoiding harm and ensuring inclusivity are central to our research, in line with the Concordat for Research Integrity (2019). University, Faculty and UoA-level structures exist to ensure that research at the funding application stage is considered in terms of ethical, legal, and governance frameworks. Standards of research quality and integrity are maintained via compulsory internal peer-review of grants via a University-wide Peer Review College and annual Research Away Days allow all academic and research staff to engage in evaluating and refining research strategy as well as sharing good practice.

Our research regularly involves the participation of human subjects and sometimes addresses vulnerable populations or sensitive topics. A Department-level Research Ethics Officer (DREO) and Research Ethics Committee provide oversight for the ethical dimensions of research at all stages of the research process across the UoA. The DREO is available to all researchers for guidance in ensuring that all ethical aspects pertaining to their research are considered and appropriately planned for. For research which is ethically complex, advice and approval is provided by a Faculty-level Social Science Research Ethics Committee (SSREC).

1.9 Climate change and sustainability

The response of universities to the issue of climate change is increasingly urgent and the UoA has sought to establish early best practice in this area in terms of both our own research events and our research travel. Our practice has developed alongside a series of Faculty- and University-wide initiatives that seek to address issues of sustainability across the institution. This includes the declaration by the University of Bath in May 2020 of a Climate Emergency and the adoption of 11 Climate Action Framework Principles that will guide the conduct of University business.

The UoA hosts a variety of research events throughout the academic year, some regular (such as our weekly Research Seminar during semester time) and some one-off events (such as book launches). We aim to run these events in a way that reduces their carbon footprint in terms of the delivery of food and drink (e.g. by reducing amounts of single-use plastic).

Academic research is an international endeavour, and this is reflected in the travel undertaken by staff in the course of conducting and sharing their research. Until a sector-wide culture shift takes place that reduces the necessity of such travel in order to maintain research relevance, we have been attempting to encourage staff to reduce the carbon emissions associated with research travel in lighter-touch ways. First, we ask all staff to calculate the carbon emissions of research travel at the point of applying for internal research support or accessing research grant funds. Second, we have encouraged staff to adopt modes of travel with lower carbon emissions even where this is more financially costly than a method with higher emissions. This is decided in discussion with the

Director of Research and subject to limitations depending on available funds and consistent with institutional procurement guidelines.

2. People

Our principal ambitions are to create world-class research and to produce graduates of the highest quality. Doing so necessitates a diversity of talent within the UoA and achieving this drives our people strategy. We aim to appoint and retain staff who are producing, or who we expect to produce, research of the highest quality in our areas of strategic priority; to encourage employment applications from members of groups traditionally under-represented in the discipline; to allow staff to contribute to an inclusive and active shared research environment that they find professionally and personally fulfilling; and to emphasise professional development and renewal throughout entire careers, with an understanding that these needs will change over time. We implement this strategy in a way that ensures equality, values diversity, and promotes inclusion.

2.1 Staffing strategy and staff development

Recruiting and Rewarding Excellence in Research

The UoA has grown significantly since 2014. The Dean of Humanities & Social Sciences, Faculty Executive, and University Executive Board have supported our growth in the area of politics and international studies, approving in excess of 20 new posts in the assessment period. Recruitment focused on strategically growing areas of strength in conflict and security and comparative politics, including gender and politics. This has seen the Unit recruit a number of outstanding early-career researchers (**Amery, Bury, Barrinha, Cacciatori, Copley, Cioroianu, Edwards, Germann, Hatzisavvidou, Marco, Thomson, Weeks, Whiting**), mid-career researchers (**Allen, Goode, Horvath, Purdeková, Vrábliková, Wehner, Wong**), and senior colleagues (**Coffé, Evans, Higate, Kivimäki, Pearce**), many from competitor institutions, something we see as an indicator of our success in establishing and growing a thriving environment in which to undertake research in politics and international studies. Two appointments (**Cioroianu, Germann**) were made through the University's Prize Fellowship Scheme, a major strategic investment in research talent that recruited ECRs with the potential to become research leaders in their field. The scheme offered two years as a Research Fellow (with extensive support and resources) followed by a transition to an open-ended role in the Education and Research job family.

Our appointment processes place great emphasis on principles of equality and inclusion, with shortlisting and interview panels including a diversity of representation from across the UoA, for example in terms of gender and, as appropriate, career stage. All panellists must undergo recruitment training provided by the University's Human Resources department that addresses the legal framework in which recruitment takes place, but that also educates participants as to

how best uphold the principles of EDI throughout the process. This is supplemented with online unconscious bias training available for completion by all staff.

Although we have witnessed staff turnover owing to our strategic shift away from Area Studies, in personnel terms this has been a period of organic change as Area Studies colleagues retire or seek opportunities elsewhere better aligned with their research interests. Indeed, retention of new appointees has been strong in a time of great flux within the discipline and sector and only 4 colleagues out of over 20 appointed since the beginning of 2014 have subsequently moved on to senior posts elsewhere (1 in the UK and 3 abroad). Internal promotion has also been utilised to achieve this retention rate with a number of key personnel being promoted throughout the assessment period: **Cioroianu** and **Germann** from Research Fellow to Lecturer, **Startin**, **Mondon**, **Moon**, **Allum**, **Aslam**, **Edwards**, **Whiting**, **Amery**, **Barrinha**, **Bury**, and **Ferrero** from Lecturer to Senior Lecturer, **Wehner** from Senior Lecturer to Reader, and **Milner** from Reader to Professor. Overall, the submission to C19 of Category A staff from the UoA comprises 36 members of staff (34.9 FTE): 8 Lecturers, 17 Senior Lecturers, 2 Readers, and 9 Professors.

Providing resources to enable staff to develop their research

All members of the UoA are automatically provided with a £500 Personal Research Fund. This can be supplemented through applications to the General Research Fund, subject to approval by the Director of Research. These funds are used by staff to attend conferences, undertake small proof-of-concept pilot studies that can scale into larger grant applications, and to obtain research assistance. We monitor the awarding of these funds to ensure equality of access is consistent across the UoA. Staff are also provided with research time in their workload model, this figure is standard for all colleagues, and staff are eligible to apply for competitive sabbatical leave after seven semesters. Periods of maternity leave count towards those seven. Staff on leave are relieved from all departmental responsibilities. We have had successful applications from multiple researchers over the period (including **Bull**, **Lees**, **Cutts**, **Garcia**). Colleagues have also been able to apply for sabbaticals specifically allocated within the Institute for Policy Research (**Milner**) as well as internal secondments that were offered by the University's Institute for Mathematical Innovation (**Coffé**) (see Section 3.4).

Committing to whole-career Staff Development

Career development across the whole career lifecycle is a growing priority for the UoA. The **Workforce Development** team offer a suite of professional development courses to which colleagues have free access and the UoA has funded attendance at courses focused on other more advanced methodological training provided externally. The University and UoA have committed to uphold the principles of the Concordat on Career Development of Research Staff. We have a Deputy Director of Research (Staff Development) in post (currently **Higate**) who

provides a strategic approach to research career development for staff at all career stages. All staff are assigned a research mentor. Mentors provide informal support, guidance, and advice on matters related to career progression, preparing grant applications and publications, supervising doctoral students, and research direction.

Staff Development and Performance Review (SDPR)

All non-probationary staff complete annual SDPRs, which enable them to receive feedback on their performance, discuss and set objectives for the coming year with a senior member of staff and support their learning needs and career aspirations. All SDPR reviewers undergo compulsory training on how to deliver an effective review to ensure a robust, consistent and inclusive performance review system.

Pathway to HEA Fellowship for Probationary Lecturers

Early career researchers take part in the University's Pathway to HEA Fellowship programme. This is a work-based curriculum of activities aimed at developing understanding of academic practice within the individual, departmental and disciplinary context. Along with units covering teaching and supporting learning, the programme covers best practice in doctoral supervision, grant development, and research dissemination.

2.2 Postgraduate Research Students

The UoA has a vibrant community of postgraduate research students, many studying with funding from the ESRC, AHRC, and a range of University schemes (see Table 1). The University is part of the **South West Doctoral Training Partnership** along with the Universities of Bristol, Exeter, Plymouth, and the University of the West of England. The UoA has a dedicated SWDTP Pathway liaison (currently **Aslam**). Our membership of the SWDTP facilitates the appointment of supervisors from across the partnership as subject expertise requires, a significant advantage for students seeking the best and most appropriate supervision possible.

Table 1 Doctoral degrees awarded for each year in the assessment period

Degree type	2013/4	2014/5	2015/6	2016/7	2017/8	2018/9	2019/0	Total
Professional doctorate	0	0	0	0	0	0	0	0
PhD	4.50	4.13	4.50	3.63	6.50	4.50	4.73	32.48
Total	4.50	4.13	4.50	3.63	6.50	4.50	4.73	32.48

Monitoring and support of doctoral students

Doctoral students are supported by their supervisory teams, always comprising 2 or more individuals, the Director of Postgraduate Research (currently **Purdeková**), the wider academic community of the UoA, and the University's Doctoral College. In August 2017, the University

created the **Doctoral College (DC)**, which is responsible for the recruitment and administrative support to all PGRs across the university. The DC brings together institution-wide support, training, development and administration for our diverse doctoral population. The DC supports and enriches the experience of our doctoral researchers—from initial enquiry, through recruitment to graduation—and plays a key role in developing doctoral policy and strategy.

The recruitment of doctoral students is coordinated by the DC. Working closely with recruitment leads within the UoA, the DC Recruitment team is responsible for ensuring that selection processes are fair and transparent. Staff involved in the recruitment of doctoral students complete online Unconscious Bias and Diversity in the Workplace training modules.

All supervisors of doctoral students are required to complete progress reports every six months. All students complete a PhD Confirmation review process to determine whether they have reached an appropriate level of understanding in their area of research, are able to carry out their research at doctoral level, and whether they are capable of successfully completing on time. Appropriate support and guidance are offered and students are given the opportunity to request additional resources to aid the completion of their research as part of this process.

The DC works closely with the University's Student Services department who work to ensure that students with additional needs are supported. Students with disabilities are encouraged to speak to an advisor who can help them to develop a Disability Action Plan. International students are able to contact the International Experience Coordinator in Student Services who can offer bespoke advice. Sessions in induction are also arranged to introduce international students to life in the UK and help them settle in. Student Services also have a dedicated Wellbeing Team to support PGRs at the University. All students are able to seek support from the Mental Health Team.

Skill development and careers preparation

The Doctoral College provides a comprehensive skills and career development programme for doctoral students delivered by a range of both internal and external training providers, aligned with the Researcher Development Framework.

Within the UoA, the Director of PGR coordinates a series of sessions that introduce students to various elements of academic life, including the job market, publications, and working outside of academia. Alongside this, PGR students are invited to attend and participate in the Research Seminar Series and Work-in-Progress Workshop (see Section 3.2). PGR students also maintain a **self-organised postgraduate research group known as IREP (International Relations and European Politics)** that hosts events and acts as a networking and feedback space. PGR

students have access to 2 dedicated working areas within the UoA's buildings complete with computing facilities, providing a supportive communal working atmosphere and a sense of ownership of physical space within the academic environment. Within the UoA, a PGR representative sits on the Research Committee and can feed into discussions regarding research across the UoA. PGRs are also integrated into UoA research clusters and participate in cluster seminars and activities.

The UoA holds a competitive funding competition that permits PGR students without research studentship funding to apply for monies to attend a single conference per year of study. This is highly popular and encourages students to seek to develop their work to a standard appropriate for such conferences.

Finally, PGR students are given opportunities to undertake paid teaching roles, most commonly as seminar tutors for first-year undergraduates. UoA-level training in teaching methods is provided ahead of this (and training on teaching online during the COVID-19 pandemic, see Section 2.4). The value placed on these colleagues by the University is demonstrated by the move in early 2020 to offer PGR students working as Graduate Teaching Assistants new small fractional employment contracts for ongoing work, replacing the use of zero-hours contracts and offering greater security.

2.3 Equality, Diversity and Inclusion

As indicated throughout this statement, Equality, Diversity and Inclusion (EDI) is key to all activities that take place within the UoA. Indeed, we see this as intrinsic to our identity as researchers in a discipline that is aware of both the theoretical arguments and empirical evidence on the importance of equality and diversity for society as a whole. We can highlight a number of specific auditable indicators that reflect our efforts in pursuing our EDI strategy. We were awarded an Athena SWAN Bronze Award in 2018 reflecting the strides taken in this area and, following this, an Athena SWAN Committee was formed to ensure implementation of initiatives identified in the Bronze Award application and our Athena SWAN action plan. 36% of Category A staff in this submission are women and over 15 different nationalities are represented. There is, however, more that the UoA can and will do as we seek to ensure that our research environment embodies a more diverse range of life experiences and seeks to surmount the structural inequalities we see in society.

As such, our commitment to continual progress on these issues is strong across all aspects of our research environment. We have an EDI lead at Professorial level (currently **Coffé**) who Chairs our EDI Committee. The EDI Committee, which has a membership drawn from staff at all career stages and from underrepresented groups, is tasked with:

- Disseminating good practice, university policies and procedures relating to equality and diversity.
- Acting as a point of contact for bringing matters of concern to the attention of the UoA leadership.
- Regularly surveying staff to enhance understanding of staff experiences and monitor policy implementation.
- Encouraging an awareness of, and a commitment to address, structural inequalities in research and research careers.

Policies and monitoring

The University has adopted policies on Trans equality, Dignity and Respect, recruitment and selection, a flexible working hours scheme, parental rights, occupational stress management and childcare. These are widely advertised on staff-facing websites and are regularly reviewed. The University's Dignity and Respect policies apply to all staff, students and third parties. Mandatory online training on workplace diversity and unconscious bias is required for all line managers and encouraged for all other staff. Support is offered to specific groups of colleagues in various ways, including through the LGBT staff network, the Disabled Staff Support group, the Carers Support group, and the Race Equality group. The University-wide Equality and Diversity Network is joint-Chaired by UoA staff member **Mondon**. The University also launched a network of Staff Wellbeing Champions in 2019 to support further initiatives and signpost resources. Within the UoA, EDI is also a standing agenda item in general staff and executive committee meetings, embedding an inclusive culture within UoA business.

An inclusive workplace

Support for staff with protected characteristics, whose needs can be diverse, is provided on a case-by-case basis with guidance from the University's **Occupational Health** team. This support includes workplace assessments, training for staff working with others who require more support (e.g., neuro-atypical staff and students), training for staff with a disability where indicated by an Access to Work assessment, and reasonable adjustments developed on the basis of Access to Work assessments and on a case-by-case basis through discussion between the staff member, UoA leadership, and the Occupational Health team.

Diverse leadership

Annually, the University funds 15 competitively allocated places on the Aurora Leadership Programme. The UoA has had 2 female members of staff complete this programme, **Amery** and **Hatzisavidou**. **Garcia** has also completed the University's Academic Leaders Programme that develops the management and leadership skills of colleagues likely to undertake roles of this kind.

Transition Back into Work

The UoA supports requests from staff to adjust their working hours after a period of leave for caring or health reasons to ensure a smooth and gradual transition back to work. We also ensure that the duties of colleagues taking parental leave are fully covered by temporary staff in their absence. As an institution, we are family friendly and the UoA has been fully supportive of temporary and permanent flexible working requests. During leave staff can also use up to 10 paid “Keeping in Touch” days; this helps maintain links to their work, colleagues and job-specific activities.

Construction of the Unit’s REF Submission

Consistent with the University of Bath’s ‘Research Excellence Framework 2021 Code of Practice’, the procedures used in preparing this UoA C19 submission were consistent, transparent, accountable, and conducted in an inclusive manner and in accordance with EDI policies and the Principles of Research Assessment and Management adopted by Bath in 2017. The UoA and Impact lead both attended in-person sessions delivered by the University’s Equality and Diversity team that addressed EDI issues in the context of the development of REF submissions.

Working remotely and flexibly

Colleagues are able to request equipment and support to facilitate working remotely, away from the University. Remote working was successfully implemented for all colleagues during the COVID-19 pandemic (including moving all Committees, Research Seminars, and informal UoA social activities online – see Section 2.4). The University has a Flexible Working and Leave policy that allows staff to apply to work in a number of different ways that may better suit their working patterns, caring responsibilities, or life circumstances.

2.4 People during the COVID-19 Pandemic

The University has re-organised the campus space and regulated its use so as to ensure individual safety. More than this, the pandemic has also evoked a strong sense of collective solidarity across our academic community. The UoA leadership has offered staff and PGRs different options for flexible and/or remote working in line with institutional and government guidelines. Since largely moving to remote working, we have conducted UoA business online, including job interviews, research seminars, and staff meetings. Additionally, online social events for staff and PGRs have been organised, including a regular book club, a coffee morning, and a quiz. PGR students have been offered the opportunity to attend regular “Town Hall” meetings where they can share their experience of researching during the pandemic and raise issues with the Director of PGR. The UoA leadership is alert to the EDI implications of the working arrangements adopted throughout the pandemic and is keen to maintain an open and transparent dialogue with colleagues about addressing the differential impacts of these in the short- and longer-term.

3. Income, infrastructure and facilities

The UoA has a clear decision-making structure in place for research-related issues that facilitates vitality, provides sustainability, and ensures equality, diversity, and inclusion. This is led by a Director of Research (currently **Allen**) who chairs a Research Committee that makes decisions on funding and the research direction of the UoA in more general terms. This Committee comprises the Director of Research, two Deputy Directors of Research with responsibility for Impact and Staff Development, the Director of Postgraduate Research, the convenor of the Research Seminar Series, and a postgraduate representative (this rotates on a two-year basis). Currently, the Research Committee membership reflects all levels of seniority across the UoA. These arrangements are supplemented by Faculty and University leadership structures, working under the Pro-Vice-Chancellor (Research).

3.1 Research funding and strategies for generating research income

Since 2014, the UoA has sought to increase research grant income obtained from external sources in order to better resource increasingly ambitious research projects, acting proactively and systematically to achieve this. For example, all grant proposals are internally peer reviewed either in the UoA or wider Faculty. We have met our broad objective to increase grant income across the Unit and have won funding from Research Councils, UK charities, EU Commission, and other sources totalling £3.5m awarded to the UoA across the assessment period. When the collaborative nature of many of these awards is taken into account, the total amount awarded to the University of Bath from grants involving colleagues from the UoA is £6m.

Strategically, we are increasingly ambitious in terms of the scale and breadth of our applications, with interdisciplinary awards from schemes such as GCRF increasingly common (see Section 1.2). We have sought greater **diversity** in our sources of income given the challenges of the funding environment, looking internationally and beyond traditional funders, something that secures resilience and sustainability for our research. At the same time, we are attempting to increase our **agility** in an effort to be better-placed to respond to rapid-response interdisciplinary funding calls, linking in to wider Faculty-level strategies also targeted at increasing our ability to thrive in a changing research funding landscape.

3.2 UoA infrastructure supporting Research and Impact

We support colleagues in their activities at each stage of the research lifecycle and we address equality, diversity and inclusion throughout. For example, ECRs are carefully mentored in developing grant applications and the Director of Research will specifically highlight funding opportunities for part-time staff and staff returning after career breaks.

We have successfully established a collegial and supportive research culture and infrastructure that underpins colleagues' work throughout the research lifecycle. Our three vibrant and active **research clusters** (Section 1.2) foster knowledge exchange and the encountering of new topics and approaches, facilitating the generation of new research ideas. Each research cluster has a Cluster Head responsible for strategically shaping the UoA's research agenda in their area of expertise, organising events, and managing the cluster's budget. The importance of this role is reflected in the hours allocated to it in the academic workload model.

These are supplemented by a well-attended weekly UoA seminar series hosting a mix of internal and external speakers where early drafts of new work are discussed in a supportive environment. These are convened by an ECR (currently **Copley**), providing influence and ownership of the intellectual direction of the UoA. As part of our Athena SWAN action plan, we collect and monitor data on the demographic profiles of our speakers, seeking to ensure a diverse range of invitees. The UoA additionally hosts work-in-progress (WIP) workshops where a small number of colleagues (including PGRs) give and receive intensive feedback on one another's work prior to submission to academic journals, sharing advice on how best to frame and present their findings.

Research support is also available for research-related costs, including those incurred via dissemination activities of various kinds, in line with our Impact Strategy (see Section 2.1). As part of the UoA, **IPR** boosts the potential impact of our research in multiple ways, extending our reach into government and policy networks through a series of purposeful initiatives including:

- The IPR **Policy Fellowship Programme**, which brings senior decision-makers from government, industry and the third sector, to the University for one-to-one meetings with academics in the UoA on multiple occasions each year (the programme has operated online throughout the COVID-19 pandemic).
- The **IPR blog** offers expert analysis, debate and comment on recent policy developments. During the assessment period, 106 IPR policy blogs have been authored by staff in the UoA with a total of over 36,000 views.

Staff in the UoA are housed across 2 buildings on campus giving colleagues a sense of shared identity and valuable opportunities for impromptu networking and discussion in normal, non-pandemic, times. All members of the UoA have access to an office, computing facilities, and software appropriate to their research interests.

3.3 University infrastructure supporting Research and Impact

Staff directly benefit from the dedicated support of the University's central **Research and Innovation Services (RIS)**. RIS operates both pre- and post-award services, including advice on

grant preparation and submission procedures, project costing and financial management. Research Development Managers, assigned to work with specific Faculties, provide tailored and intensive support for staff assembling applications. Industry Partnership Managers facilitate new relationships with industry and interdisciplinary research collaborators. The RIS Impact Team support staff with the integration of impact into grant applications, the identification of pathways to impact, and offer opportunities to apply for funding to accelerate impact. RIS also provides research development training and helps researchers identify sources of research funding through Research Professional and updates are communicated to staff regularly through email bulletins.

The **Public Engagement Unit** supports researchers with community-based participatory research, interdisciplinary arts programmes and focused work with community groups. The **Media Centre** supports researchers in engaging with the local, national and international media, helping the UoA to achieve a significant media profile (see Section 4.3).

3.4 Infrastructure supporting interdisciplinary research

The research clusters within the UoA (see Section 2.1) encourage interdisciplinarity by their nature, with membership not limited to those within the UoA. This is reciprocal and UoA staff are also members of research groups in other parts of the University (e.g. **Amery, Purdeková, Thomas** and **Thomson** members of the Centre for Development Studies in the Department of Social Policy Sciences). The Faculty and University host interdisciplinary “sandpits” targeted at specific research issues, recently including a COVID-19 “Call to Arms” and a workshop with local stakeholders addressing the challenge of climate change in Bath.

UoA staff participate in interdisciplinary doctoral training and supervision, principally through two externally-funded CDTs: the **UKRI CDT in Accountable, Responsible and Transparent AI** (**Coffé, Cioroianu** and **Pearce** supervisors) and the **EPSRC Centre for Doctoral Training in Cyber Security** in collaboration with Bristol (**Barrinha** and **Galbreath** in supervisory college).

The University is home to six research Institutes and colleagues in the UoA work particularly closely with the **Institute for Policy Research** (see Section 1.2), which is part of the UoA and the **Institute for Mathematical Innovation (IMI)**. IMI has allowed researchers from the UoA to access interdisciplinary knowledge from across the University that is rooted in mathematics. During the assessment period, **Coffé** held an IMI internal secondment that saw her work with IMI to use advanced methods to model legislative careers using novel data from New Zealand and **Weeks** worked with a student through the IMI Undergraduate Research Experience scheme to analyse corporate gender quotas policies in multiple European countries.

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

4.1 Research Collaborations, Networks and Partnerships

Fundamental to our research strategy is collaboration with colleagues, partners and research users external to the University. Through collaboration, we become aware of new research challenges and we extend our research capabilities. These collaborations, both national and international, are core elements of large research grants. For example:

- For the **Horizon 2020-funded UNREST** project (2016-19), **Bull** collaborated with partner universities in Germany, Denmark, and Spain as well as museums in Germany and Northern Ireland and a theatre company in Spain.
- The **Horizon 2020-funded DisTerrMem** project (2018-22) sees **Whiting** lead a team of academics from Bath and universities and other partners in Poland, Armenia, and Pakistan.

The UoA proactively pursues opportunities arising from the University's membership of the GW4 Alliance with Bristol, Exeter, and Cardiff. This is a cross-institution research initiative that addresses pressing local, national, and global challenges. GW4 runs schemes that encourage research collaboration across the member institutions that staff in the UoA have won funding from: the Initiator scheme aimed at catalysing cross-institution working (**Galbreath, Cutts, Goodbody, Parish**) and the Accelerator scheme that aims to 'level up' nascent collaborations (**Moon, Milner, Garcia**). **Hatzisavvidou** has recently been selected to organize an ECR symposium across GW4 on Climate Change. The University, Faculty, and UoA also hold strategic international partnerships with Vesalius College, memoranda of understanding with the University of São Paulo (Brazil), Stellenbosch University (South Africa), Zhejiang University and Tsinghua University (China), Yonsei University (South Korea), and Ohio State (USA). Colleagues from the UoA have taken advantage of multiple opportunities to visit these institutions and benefit from the research expertise they hold.

The UoA takes part in the University-sponsored **Global Chair scheme**, which funds outstanding international researchers to spend time at Bath, participating in the research life of the Unit. During the assessment period, we have hosted two Global Chairs - Professor Chung-in Moon from Yonsei University and Professor Jacqui True from Monash University (the latter postponed owing to the COVID-19 pandemic). Additionally, we have hosted Professor Rodney Smith from the University of Sydney and the Professor Timothy Mitchell from Columbia University, both of whom spent time interacting with UoA colleagues of all career stages. Colleagues have also made successful applications to schemes offered by Bath's **International Relations Office**. These have seen funding allocated for the development of collaborative partnerships to **Hatzisavvidou** (Stockholm), **Coffé** (California, Berkeley), **Cacciatori** (Ghent), and **Garcia** (Australian National University).

4.2 Engagement with research users, beneficiaries or audiences in co-production

We engage with a wide variety of public, voluntary and private sector partners, in knowledge exchange and various forms of 'co-production'. These have enriched our research environment and they shape our research priorities. These users are located at local, regional and national levels, and in a wide range of countries; they include government decision-makers, professional bodies, NGOs, pressure groups and consultancies. Key examples include:

- **Bury's** UKRI Future Research Leaders Fellowship includes a collaboration with the think-tank, GlobSec, aimed at co-producing a transatlantic centre of excellence in intelligence sharing.
- **Galbreath** was invited in 2016 to join the Ministry of Defence's Force Exploration Cadre and the Joint Services Command Staff College Advisory Panel.
- **Milner** was in 2018 invited by the Cabinet Office to join a team of academic experts advising on the government's review of Shared Parental Leave.
- **Mondon** engaged extensively with news journalists at Al-Jazeera across the assessment period, shaping their coverage of issues relating to Islamophobia as well as contributing to a landmark 2017 Runnymede Trust report on the issue.
- **Moon, Pearce and Whiting** co-produced research with the Scottish Labour Party between 2016 and 2018 focused on understanding their membership and reforming their candidate training processes.
- **Pearce** was appointed in 2019 as the Chair of Newham Council's Democracy and Civic Participation Commission and co-authored a final report in 2020.

Staff also regularly contribute research-based expertise and insight to the legislative process across the UK. For example:

- **Garcia** gave oral evidence based on her research on trade agreements to the House of Commons International Trade Committee (2019, 2020) and Scottish Affairs Committee (2018).
- **Moon** gave oral evidence based on his research on devolution to the House of Lords Select Committee on the Constitution (2016).
- **Pearce** gave oral evidence based on his research on Universal Basic Income to the House of Commons Work and Pensions Committee (2020) and gave evidence to the House of Lords Select Committee on lessons for public services from the COVID-19 pandemic (2020).

4.3 Research engagement with diverse communities and publics

We engage with diverse communities and publics through our research, reflecting our concern with inclusivity. Although there are multiple pathways to such engagement, a clear one is

engagement with the general public through a diverse range of media sources, allowing them to access our research in an accessible way. Research from the UoA has a high media profile with staff appearing either in print or broadcast media hundreds of times per year over the assessment period, contributing to broad public debate and education about important and complex political issues. Key examples include:

- **Staff in the UoA** have written in excess of 157 articles for *The Conversation* that have garnered a total of 1,948,714 readers.
- Brexit was the focus of significant local, national, and international media engagement from staff across the UoA including **Garcia, Milner, Pearce, and Startin**.
- **Allen's** research on political ambition was discussed by the BBC Daily Politics, *The Guardian*, *The Times*, and BBC Radio 4.
- **Allum** collaborated with the BBC on a series of outputs focused on the life and activities of UK-based Mafia boss Gennaro Panzuto based on her research, including a web-based multimedia project, two documentaries for radio and television, and a live Radio 4 Today programme feature.
- **Evans** has discussed his research on violence on Russell Brand's 'Under the Skin' podcast on multiple occasions (with total downloads exceeding one million) and has served as a regular columnist in *The New York Times* and the *LA Review of Books*.
- **Weeks'** research on 'ambitious women' in politics was covered in *The New York Times*, *Fortune Magazine* and 25 other international media outlets.

Staff within the UoA have used their research to deliver three **Massive Open Online Courses (MOOCs)** on the online platform *Futurelearn*. These have brought our research findings to diverse audiences worldwide, including practitioners and the general public, in an engaging and accessible way:

- ***How We Remember War and Violence: Theory and Practice*** (over 2100 enrolments since 2018).
- ***From State Control to Remote Control: Warfare in the 21st Century*** (over 9500 enrolments since 2015).
- ***Next Generation Biosecurity: Responding to 21st Century Biorisks*** (over 3000 enrolments since 2019).

4.4 Sustainability of the discipline

Journal Editorship

Many colleagues contribute to the research base by acting in service roles such as editing scholarly journals or participating in the running of journals as editorial board members. The UoA

has hosted, and continues to host, editorial operations for a number of major journals in the discipline during the assessment period:

- We hosted **Political Studies Review** for 2 years (2017-8 – Cutts and Engeli edited; Allen, Amery, Cacciatori, Garcia, Whiting sat on Editorial Board);
- Staff editing journals include Higate (**Men & Masculinities**), Wong (**Bandung**), Galbreath (**Defence Studies**, **European Security**, Associate Editor **European Journal of International Security**), Goodbody (**Ecozon@**), Allum (**European Review of Organised Crime**), Marco (**Contenciosa**), Goode (**Communist and Post-Communist Studies**);
- Editorial board members include Goode (**Nations & Nationalism**, **Social Science Quarterly**, **Russian Politics**), Engeli (**Journal of Public Policy**, **Swiss Political Science Review**, **Journal of Comparative Policy Analysis**, **Policy & Politics**), Wehner (**Foreign Policy Analysis**, **Journal of Politics in Latin America**), Galbreath (**European Security**, **Defence Studies**, **European Politics and Society**).

Refereeing Academic Publications and Research Proposals

Throughout the assessment period, colleagues have contributed to the global research community of politics and international studies through their service as peer reviewers for hundreds of academic journals as well as grant-awarding organisations from around the world.

Leadership of Learned Societies

Colleagues have also contributed to the research base by providing leadership in learned societies and other scholarly institutions across the assessment period: **Startin** as Chair of UACES, **Garcia** as Secretary; **Wehner** as Vice-president of ISA; **Allen** as a Trustee and Executive Committee Member of the PSA; **Moon** as Chair of the PSA History and Politics Specialist Group; **Startin** and **Mondon** as Chairs of the PSA French Politics Specialist Group; **Mondon** as a founding member of PSA Race, Migration and Intersectionality Specialist Group; **Galbreath** as Theme Lead for the AHRC Partnership for Conflict, Crime & Security Research (PaCCS) and as a member of the ESRC Peer Review College; **Goode** as a member of the Advisory Board for the Study of Nationalities; **Thomson** co-convenor of PSA Women and Politics Specialist Group; **Garcia** as Chair of IPSA Research Committee 40; **Milner** as a member of the Steering Committee for the Equal Lives Project and Santander's Business in the Community initiative; **Barrinha** a founding member of the BISA European Security Working Group and of the UACES INTERSECT Collaborative Network; **Bury** the founder of the War Studies Working Group at BISA.

Conference Organisation

The UoA has also organised a number of conferences and scholarly events hosted at or around the University: we hosted the **48th Annual UACES Conference** in 2018; the **PSA Populism**

Specialist Group Workshop 2017; the UACES-sponsored Second **INTERSECT Workshop** 'Science and Technology Studies and the Study of Europe' in 2018, in 2019 the Open Society-sponsored 2nd **TRANSAD Workshop** 'Security, Technology and Warfare'; as well as a series of events as part of the AHRC-funded PaCCS, including an innovative **film and arts festival** that took place across Bath over 11 days in April 2018.

Fellowships and Prizes

Finally, colleagues have been awarded with various other markers of professional esteem, both within the UK and internationally:

- **Allen** AHRC IPS Fellow at Library of Congress, 2017
- **Allum** Visiting Fellow at University of John Cabot, Rome 2016
- **Allum** winner of Outstanding Book Award by the Division of International Criminology of the American Society of Criminology, 2017
- **Barrinha** winner of Best Article Prize, *Global Affairs*, 2019
- **Garcia** Visiting Fellowship Australian National University Centre for European Studies, 2017
- **Vráblíková** a visiting professor at Columbia University, NYC, 2019
- **Weeks** winner of APSA Franklin L. Burdette/Pi Sigma Alpha Award for Best Paper Presented at APSA Annual Meeting 2017, 2018
- **Weeks** winner of APSA Qualitative and Multi-Method (QMMR) section Sage Award for Best Paper Presented at APSA Annual Meeting 2017, 2018
- **Weeks** winner of Carrie Chapman Catt Prize for best research in women and politics, awarded by Iowa State University, 2018
- **Whiting's** co-authored book *The Democratic Unionist Party: From Protest to Power* awarded PSAI Brian Farrell Book Prize, Political Book of the Year, 2015 and shortlisted for Practical Political Book of the Year, Paddy Power Book Awards, 2015.