

<b>Institution: University of Stirling</b>
<b>Unit of Assessment: History D28</b>
<p><b>Section 1. Unit context and structure, research and impact strategy</b></p> <p><b>1.1 Unit context and structure</b></p> <p>History is the largest constituent of the Division of History, Heritage and Politics (HHP) within the Faculty of Arts and Humanities. We conduct cutting-edge research that ranges across twelve centuries, from early medieval period to contemporary. Our research is organised into four overarching research groups: <b>environmental history, cultural heritage, social movements and political representation</b>, and <b>Scottish history in transnational and comparative contexts</b>. Our partnerships with Scotland's national heritage agency, Historic Environment Scotland (HES), and with international partners like the Palace Museum in Beijing and the Terracotta Warrior Museum in Xi'an, underscore the range, significance and diversity of our research, as well as the scale of our ambition as a research community with global reach. Our research generates impact as we partner with the heritage sector and businesses. We are key contributors to the Cultural Heritage strand within the Scottish and UK Government-funded Stirling City Region Growth Deal. Our distinctive strengths in Asian and European cultural heritage, North Atlantic and African environmental history, Scottish history in its transnational context, American history, and modern European history sustain those partnerships and signal the thrust of our international research strategy.</p> <p>Strategic institutional investment since 2014 has delivered sustained and transformative growth to History. It has maintained and expanded research leadership, strengthened our research groups, and delivered clarity and coherence to our strategic aims, both through new appointments and infrastructural support for research groups and projects. Our REF2021 submission demonstrates the fruits of that investment, achieved through:</p> <ul style="list-style-type: none"> <li>• 5 senior appointments (2 Professors and 3 Associate Professors) specialising in cultural heritage; medieval European and North Atlantic environmental history; British political and religious movements; and early modern North Atlantic cultural and environmental history;</li> <li>• Growth in staff numbers since 2014 to 23.5 FTE - 22 permanent full-time colleagues, 1 post-doctoral fellow and 1 research fellow on a fractional contract. Our community is enhanced by 3 emeriti, 7 honorary research fellows and professors, and 23 research students;</li> <li>• Collaborative, co-productive national and international partnerships with local government, NGOs, and community groups.</li> </ul> <p>Our growth is founded on a recruitment policy designed to strengthen and broaden our research specialisms. It has helped us achieve a profound change to our team's gender balance and to expand and invigorate a collegiate research culture. It has brought capacity to deliver substantial input to governmental, public and Third Sector policy and practice, nationally and internationally, and the expertise to contribute to policymaking directed at attainment of the UN Global Goals for Sustainable Development. Highlights of our achievement include:</p> <ul style="list-style-type: none"> <li>• Impact by place-making and community-building through ecclesiastical heritage;</li> <li>• Impact through the co-production for understanding, recording and commemorating the mining industry;</li> <li>• Impact through transformation of UK-wide and European approaches to replicas in heritage and museum environments, in terms of culture, policy and practice;</li> </ul>

- Collaborative research to inform heritage conservation, interpretation and management strategies in the UK and China.

## 1.2 Research Structure

Research in the University is organised through three interdisciplinary strategic themes, 1. *Cultures, Communities and Society*; 2. *Global Security and Resilience*; and 3. *Living Well*. which in turn encompass twelve institutional research programmes. All History research aligns with a theme and with seven institutional research programmes within them, in Theme: 1. Being Connected; Cultural Heritage; Home, Housing and Security; 2. Environmental Change; Extremes in Science and Society; Human Security, Conflict and Co-operation; and 3. Health and Behaviour.

This framework empowers us to pursue distinctive high level inter- and multidisciplinary collaborations within HHP and across the University. Colleagues from History lead the Faculty's interdisciplinary Centre for Environment, Heritage and Policy (CEHP), and the funded research programmes on Cultural Heritage and Human Security, Conflict and Cooperation, the latter embracing the multi-disciplinary Research Centre for Policy, Conflict and Co-Operation Research (CPCCR). CPCCR was established in 2017 under the University's *Global Security and Resilience* theme and Human Security, Conflict and Co-operation programme as a joint initiative by HHP and the Division of Biological and Environmental Sciences in the Natural Sciences faculty and offers a forum to broaden debates about human security in International Relations to include historical research perspectives on environmental and climate change. These initiatives have enabled us to obtain new sources of interdisciplinary funding, open innovative research projects that are reflected in our publications and collaboration, and to create a stimulating doctoral research environment.

HHP's research activity is organised into four overarching groups:

- ***environmental history***
- ***cultural heritage***
- ***social movements and political representation***
- ***Scottish history in transnational and comparative contexts.***

All groups, either collectively or through individual members, participate in projects delivered through the University's research themes and programmes. They inform the two research centres led by colleagues from our Division. Colleagues also pursue projects independent of this overall framework: membership of a group is non-prescriptive, and there is overlap between their membership. This overlap delivers cohesion through members' close involvement in the work of other groups, ensures the sharing of best practice between groups, fosters a broader vision within the discipline whilst strengthening the range of interdisciplinary partnerships, and thus enables the advance of a shared vision within History.

### ***Environmental history*** (Bowman, Cathcart, Mills, Nehring, Oram, Penman, Slavin, Steyn, Tóth)

Our environmental historians each bring distinct specialisms and methodologies, giving an interdisciplinary dimension to our research culture. They draw on archaeology, sociology, climatology, environmental science and life sciences (in particular palaeogenetics). Their geographical range is global: from the British Isles to Europe, Eurasia, North America and Africa. Their work intersects strongly with the *Cultural Heritage* group. Significant research impact, including one impact case study, arises from this field and benefits from close partnership with Cultural Heritage colleagues.

The group's focus is the *Centre for Environment, Heritage and Policy* (CEHP), a pioneer internationally in the discipline since its foundation as an AHRB Research Centre in 2002.

Especially noteworthy is its interdisciplinarity, with colleagues from across three Faculties contributing to CEHP activities. Long-standing collaborations with colleagues from Biological and Environmental Sciences bridge the traditional divide between the humanities and the natural sciences to deliver syntheses of environmental data from historical, archaeological and palaeoecological sources that are transforming understanding of political, socio-economic and cultural changes across the pre-modern North Atlantic and European Atlantic regions. The group addresses questions around cultural limits to adaptation and social limits to change in our complex and globally connected society. CEHP has driven a range of interdisciplinary publications, such as the *Environmental Histories of the North Atlantic World* series published by Brepols, and grant-funded projects, such as HES-funded research into the ancient Caerlaverock Oakwoods.

Our interdisciplinarity is exemplified by Mills's pioneering work on mining legacies, which informs the work of Nature Scotland (Scotland's natural environment agency), industrial heritage partners, and HES. We have generated collaborative research globally on environmental disasters, including Slavin's projects with top-ranking international partners at the Max Planck Institute for the Science of Human History, Jena.

**Cultural heritage** (Bonacchi, Cathcart, Foster, Gao, Jones, Morgan, Oram, Penman, Smyth, Tóth)

Such a strong presence of heritage specialists, each bringing distinct specialisms and methodologies, gives a unique character to our research culture and gives impetus to the University research programme in Cultural Heritage. The geographic coverage of this field is global: from Scotland and the wider UK to Europe, Eurasia, China and Africa, and to the United States. Our partnerships with the Palace Museum and Terracotta Warriors Museum in China, and with the National Museum of Scotland, underscore the reach of our research. We contribute significantly to conceptual, theoretical and practice-focused innovation globally, and emphasise the co-production of knowledge through collaboration of academics, professionals and civil society around themes of socio-cultural value, authenticity and identity. Our research is fundamentally interdisciplinary, drawing on archaeology, data science, digital media, material culture studies, museology, sociology. Our main research impact, including two of our impact case studies, arises from this field.

The group has been aligned with CEHP since 2012, working with environmental history colleagues in direct engagement with policy-framing through HES and sectoral bodies such as the Built Environment Forum Scotland and Museums and Galleries Scotland.

**Social movements and political representation** (Bowman, Cawood, Jenkinson, Kerry, Macleod, Marsden, Nehring, Nicolson, Toth, Wyllie)

This group pursues two thematic research foci. First, it analyses the role of war in forging modes of political representation and social contestation from the fifth century to the Cold War, delivering unique perspectives through intersection with our research on environmental history and heritage. It includes the role and perception of refugees during wartime, and the role of war memories in peace movement mobilisations.

Second, it explores religion's role in debates about political representation and social movements. This ranges from questions of religion in the role of medieval European kingship, about the religious underpinnings of social and political reform movements, and concepts of social propriety and decency. This research agenda benefits directly from interaction with colleagues from Politics and from Literature and Languages.

We are developing a growing focus on the *history and politics of conflict and co-operation*, especially the intersection with environmental history and the history of political mobilisation, through grant capture, new recruitment and publications. CPCCR aims to be a global platform for broadening the debate about human security in International Relations to include research on environmental and climate change (with colleagues in Natural Sciences). In November 2019, it

became the first Scottish research centre to be affiliated to the EU-funded Non-Proliferation and Disarmament Consortium (EUNPDC). Through CPCCR and its emphasis on sustainability, we are broadening our network of partners through the European Centre for Advanced Studies, a joint Scottish-Lower Saxon initiative which aims to sustain pan-European research collaboration beyond Brexit in fields of strategic importance.

Colleagues also provide research leadership through co-directing the Faculty's *Eighteenth-Century Studies at Stirling* (ECSS) group, together with colleagues from English Studies. ECSS unites research students and staff working on aspects of the eighteenth-century Anglo-American world. Collaboration has facilitated PhD recruitment, major grant applications, and underpins work on two important critical editions (Nicolson's Bernard papers project, funded by the Colonial Society of Massachusetts, and Macleod's edition of the Wodrow-Kenrick correspondence).

**Scottish history in transnational and comparative contexts** (Bowman, Cathcart, Foster, Macleod, Mann, Mills, Oram, Penman, Slavin, Smyth, Steyn) from the early middle ages to the 1960s, is a long-established strength of our Division. Our unique, close partnership with colleagues working on environmental history and heritage delivers interdisciplinary perspectives to our research into Scotland's histories, from the local to regional and national, and its place within networks that reach across the Atlantic, to Africa, and to northern and central Europe. It thus underscores central aspects of the transnational dimensions of British history more broadly, so making a sustained contribution to one of the most vibrant fields of our discipline.

Our research ranges from scholarship on historic climate-change impacts on Scotland's economy, society and culture, to connections between Scotland and northern Europe during the medieval period, especially Scottish-European dynastic and monastic networks, to early modern links between Ireland and Scotland, to bonds between social reformers in the early twentieth century or trade union activists during the Cold War in Scotland and the United States. It also explores, through our collaboration with Stirling University's archives, connections with the networks of anti-colonial activism in post-1945 southern Africa.

### 1.3 Research and impact strategy

Institutional investment in History since 2014 has expanded our research leadership and given direction and capacity to our research endeavour. New leadership appointments have brought focus and impetus to our research across all four groups. The reach and impact of our research through our four groups is growing as we continue to expand and strengthen our expertise in these fields.

Our research strategy is driven by our desire to explore complex historical questions, to respond directly to questions posed by contemporary social challenges and to apply perspectives that range across different disciplines. We seek to achieve research impact through a range of means, from more traditional forms of knowledge exchange by discussion with local, regional and national stakeholders, to innovative methodologies of co-producing research with practitioners and other stakeholders. This approach is reflected in all our impact case studies.

Our research strategy is articulated through three objectives, chosen to enable a Division of our size to maintain and enhance a high-quality research culture: (1) to sustain and intensify our key groups of research strength, building on (2) our significant strategic expansion into the field of heritage research. This approach strengthens (3) our strong record on interdisciplinary research and impact. These objectives rest on the development of a research community that includes our growing community of PhD students and PDRAs and seeks to engage undergraduates and taught post-graduate students.

1. We work **to sustain and intensify key groups of research strength** while supporting diversity in individual research interests. We develop the four research groups in our Division through targeted institutional investment in senior specialist leadership and Early Career Researcher appointments as well as support infrastructure. Each provides focus to our

research outputs, funding applications, and impact activities, thus providing the context for new staff appointments.

Through our ethos of openness and inclusion, our groups support the sharing of ideas and collaborative working internally, with each other and beyond History, and with external stakeholders, thus stimulating partnerships and driving interdisciplinary research projects. This brings collaboration on research and writing projects and grant applications, creates opportunities for early career (ECR) and post-doctoral researcher (PDRF) appointments and funded postgraduate studentships, thus sustaining and enhancing our research groups. Examples of how we exploit synergies include:

- Our partnership with HES in international projects, including the Ling Zhao Xuan (Crystal Palace) in Beijing, to research the dynamics between experts and expertise in heritage conservation in the context of international cooperation, and nationally in historical and environmental analysis of major monuments, including Arbroath Abbey, Dunfermline Abbey, Stirling Castle and Doune Castle. This partnership has supported one funded PDRF, researching dating evidence for historic buildings, and generated Collaborative Doctoral Award studentships, including a ground-breaking analysis of castle landscapes in Scotland. Outputs include bi-lingual, interdisciplinary and multi-authored reports and working-papers, blogs, and data-structure reports;
- Engagement of local communities, for example, to research Iona's St John's Cross replica, with the resulting follow-on project by Foster and Jones identified in HES's annual report 'Our Place in Time' (2019) as an example for how 'increasingly evidence is informing policy' in heritage management and is changing the values associated with the treatment of replicas;
- Collaboration with partners at UCL and Durham on knowledge co-production within digital communities of policymakers, archaeologists, teachers, re-enactors, storytellers, through a major AHRC-funded project on ancient identities in modern Britain;
- Collaboration and co-production with local community groups and heritage organisations, church congregations, local government, HES and Nature Scotland, to gather, curate and communicate human and environmental histories, and heritage of communities, industries, and sacred places. Examples include Mill's Industrial Devon project on mining legacies in the Devon Valley and Penman's Dunfermline Abbey project, engaging the church and local community in the 'rediscovery' of Dunfermline's royal tombs and shrine of St Margaret.

**2. We build on the strengths of Cultural Heritage studies:** one of the fundamental global challenges of the twenty-first century is the sustainability of social and economic life and the impact of climate change. The University's Cultural Heritage programme is a key initiative upon which we have founded a strategy for team growth and for research leadership in this field. Scholars from our Division (Foster, Jones) provide leadership in this initiative, which makes a significant impact on the University's wider research culture. The University has made a strategic investment in four full-time Heritage positions and two post-docs (one funded by the University, one co-funded with HES), as a core team around which to mobilise wider communities of researchers.

By forging links for interdisciplinary doctoral supervisions and enhancing the quality of interdisciplinary research grant applications, colleagues play a pivotal role in consolidating the interdisciplinary endeavour at the heart of our research culture. The Cultural Heritage research programme drives our formal partnerships with HES, Beijing's Palace Museum, the Terracotta Warrior Museum in Xi'an, and the Norwegian Institute for Cultural Heritage Research (NIKU). These connections, in turn, are now beginning to increase our grant capture significantly, advancing our internationalisation agenda. They also increase our PhD recruitment, often through collaborative studentships with external partners (we currently hold 5 such awards, three funded through AHRC schemes, two through University studentships).



**3. We aim to deliver interdisciplinary impact:** Our collegial atmosphere stimulates research collaboration within History and supports our collaborations with academics and stakeholders beyond our research groups, especially through CEHP and CPCCR.

Collaborative, interdisciplinary research projects have arisen through planned and serendipitous interaction, but especially through explicit cross-disciplinary Away Days, presentations at Faculty research showcases, and the annual Stirling Festival of Research, and leadership roles in university-wide research programmes and projects.

Through these partnering mechanisms and our research programmes, we create opportunities for new research projects that engage different disciplines. This is most evident in our work with colleagues in environmental sciences, with whom we have collaborated on topics ranging from fuel resource conflicts to the heritage significance of replicas, and demonstrated the added value of our distinct empirical, theoretical and comparative research perspective in interdisciplinary projects. This has led to the submission of larger, interdisciplinary grant applications that maximise colleagues' domestic and international research links in projects that bridge between disciplines

### 1.3.1 Achieving Impact

Impact is central to our research strategy. It permeates our research, and we have intensified impact within our research culture through the Faculty Impact Strategy, which encompasses all researchers and research students in Arts and Humanities. We aim to:

- improve impact literacy through training and the sharing of best practice, enabling identification of a wide range of potential and ambitious impact objectives;
- maintain an impact support structure;
- recognise and track impact as it happens.

We are supported to achieve these objectives by our Division's Impact Champion, who works with the Faculty's Deputy Associate Dean of Research (Impact) and the Faculty Impact Committee. They assist the planning of a core element of our impact strategy: direct engagement with heritage professionals to co-produce policy, influence practice and shape values that attach to heritage in society. Our formal partnership with HES is important in this context. Through professional seminars, workshops, guidance notes, and toolkits we have created significant impact on heritage policy and practice. Through collaborative doctoral projects we have ensured that doctoral research has impact, and our PhD students have strong sector networks.

Impact is also embedded in our research planning, and development of impact pathways and tracking of achieved impact is central in colleagues' research plans. Impactful research is recognised and rewarded in our annual appraisal process. Within History, our current and future case study authors are our 'impact ambassadors': they share knowledge, skills, connections and insights gained during their journeys to impact creation. They are the catalyst for enhancement of impact across our research groups, identifying new opportunities, advising on planned impact activities to support new projects and share best practice.

The University-wide network of Impact Champions, supported through the institutional Impact Working Group, enables us to share our best practice and learn from others across Stirling. At institutional level, we benefit from dedicated impact co-ordination, support, and tracking by a Research Impact Officer, who coordinates internal and external impact training for staff and research students. Our Faculty Communications Officer (FCO) supports colleagues routinely to write for, and present to, non-academic audiences, through blogs, webinars and public events. The effect of this approach is evident from the high volume and wide range of our impact activity and our distinct social media presence through Facebook and Twitter, maintained by a dedicated web officer, and contributions to not-for-profit media outlets, like The Conversation.

#### 1.4 Open Access

All History staff upload publications to the institutional repository STORRE, which provides green open access to research outputs and PhD theses. We benefit from the University's Article Processing Charge Fund, which supports the costs of publishing research papers stemming from Research Council supported grants and open access publishing via the gold route, available to all research-active staff. All STORRE-held publications are listed automatically on colleagues' externally visible web profiles and can also be found through the University's searchable Research Hub web-interface. Outputs are available automatically or, if currently under publisher embargo, by an automated request function directed to the author. This enables colleagues to interact directly with requests as appropriate and to give access to the requested output. Research data is stored in dataSTORRE, and accessible in compliance with GDPR regulations.

#### 1.5 Research Integrity

Stirling subscribes to the UK Research Integrity Office and is a member of the Scottish Research Integrity Network. Accordingly, all History staff and PGR activity involving primary research complies with The Concordat to Support Research Integrity and must receive approval from the General University Ethics Panel - supported by the institutional Research Integrity and Governance Manager - before research is conducted. Ethics applications are managed through the secure online Ethics Research Manager system. Given the focus of our research groups and the nature of some of our external partnerships, we are alert to both the challenges and advantages of embedded and participant research, with ECRs and PGRs receiving dedicated training, including Peer Review, Ethical Approval, Plagiarism, Authorship and Collaborative Research issues, through University Researcher Development workshops, and shared best practice within History.

#### 1.6 From the Past to the Future

Our strategy for future development outlined for REF2014 identified growth and sustainability in our key research areas and expansion of emerging fields of strength, such as Heritage, as priorities for maintaining and enhancing the reach, significance, and impact of our work. Through our sustained investment in research leadership and ECR appointments, and our policy of making strategic honorary research fellow and honorary professorial appointments in archaeology, heritage and museums, and environmental history, we have achieved impact beyond academia nationally and internationally, and have sustained sectoral and project-specific partnerships (for example via connections to policy makers and public sector organisations).

These successes will enable us to make a vital contribution in overcoming the legacies of the current Covid crisis. In this endeavour, we will be major contributors to the Cultural Heritage strand of the Scottish- and UK Government-funded Stirling City Region Deal. We are ideally placed to make that contribution, especially through connections with HES, other heritage sector agencies and businesses.

Whereas our focus in REF2014 was on consolidating our strengths in high-quality outputs and achieving significant impact in specific areas, we have sustained and transformed this foundation into a greater and more diverse structure. We aim to build on that through four future strategic objectives:

- (1) **Advance the intrinsic value of research in history and heritage** by projecting our knowledge of the fundamental interaction of social and environmental factors that frame the fragility of human life and its constant change. We will promote understanding of value that emphasises critical reflection and builds on Stirling's foundation as an institution that fosters active citizenship. This promotion will include media to define the impact of our research not only as academic knowledge, but also in how we impart analytical skills about processes of social, cultural and environmental

change and questions of diversity, identity, value and authenticity. We thus, advance the contribution of History and the Humanities generally to global responses to the climate emergency and its impacts.

- (2) **Intensify our work with the public and third sectors**, especially in the field of heritage and museums, to address the critical funding and visitor-led challenges these sectors face. We aim to provide research on the fast-changing exogenous forces at play on how heritage is valued, consumed and conserved, focusing on the short-, medium-, and long-term impacts of COVID-19 on international and domestic heritage-based tourism. Our existing collaborations are ideally placed to grow organically into the co-production of knowledge that will make a major and significant contribution to the post-COVID-19 recovery of the sector.
- (3) **Build on our most recent successes and partnerships to increase our research income and research student recruitment.** Our established collaborative partnerships will be leveraged to scale up our existing strategy of tapping funding from non-UKRI sources (outlined in section 3). We will use these partnerships to expand research student recruitment, with particular emphasis on sustaining the number of funded research students on collaborative projects.
- (4) **Transform existing interdisciplinary connections and intensify and broaden our research** within Arts and Humanities and Stirling into further **international networks**, especially by intensifying connections with our Chinese and Scandinavian partners in the fields of environmental history and cultural heritage. In this context we will deepen our collaboration with colleagues in Politics, Social Sciences and Natural Sciences in policy research and impact. While colleagues in Politics have focused on scientific expertise in health policy making, in History we aim to contribute to this research agenda to conceptualise the question of how policy makers engage with knowledge from history and heritage.

## 2. People

Our people give the substance to our research aims. We are a collegial body that conceives research – including supervising research students – as our central rationale. This understanding informs our attitudes to one another, our availability for discussion, readiness to read draft work and to offer criticism. Doctoral and post-doctoral researchers are fully integrated into our open, equal, and respectful research community. We use a distributed leadership model to ensure that all voices inform the design of our strategic vision and contribute to the development of new research directions. Our research strategy rests on recognising, respecting, and encouraging individuals' differences, not simply with reference to our legal obligations but also to wider agendas on academic equality led by the Royal Historical Society (RHS). Our practices have contributed to the transformation of the social background, cohesiveness and thus dynamic sustainability of our group.

### 2.1 People and staffing strategy

Stirling was among the first signatories of the 2009 RCUK Researchers Concordat which, reinforced by the University's People and Wellbeing Strategy, is integral to our people and staffing strategy. Evidence of the Concordat's positive influence within History includes research induction programmes upon employment, peer-to-peer mentoring arrangements for all staff and faculty-organised senior colleague mentoring of early career colleagues. The Stirling Researcher Development Programme, mapped to the Vitae Researcher Development Framework and managed by IAS, our Institute of Advanced Studies, is available for all staff.

Since 2014, we have benefited from strategic investment in staffing. Through replacement of retired colleagues and those who have moved elsewhere, and newly created posts in areas of strategic priority, we have grown to 23.5 FTE in 2021. The resulting appointment of two Professors



and three Associate Professors to form an expanded senior cohort gave sustainability in research leadership and momentum to realise our research strategy. In addition to these senior colleagues, six new open-ended lectureship appointments – in Heritage, Modern European History and Scottish/Transatlantic History – since 2015 have increased research capacity and broadened our range of research specialisms.

## 2.2 Enhancing equality and diversity

Support for our colleagues begins before their appointment: we promote equality by anticipating the well-documented biases of formal recruitment measures and ensure that all short-listed candidates are fully informed about our recruitment processes. Once in post, we support equality and diversity in research through mentoring schemes, and specific support for ECRs.

Our Division's growth, through new hires and promotions, has brought significant changes since REF2014, with regard to the gender, linguistic and age profiles, as well as career backgrounds of our colleagues; five have diverse first career backgrounds outside academia. This transformation arose directly from our conscious strategy to increase equality and diversity in line with our research strategy.

Since 2014, although the gender balance among professors remains a work in progress, 1 female Professor and 1 female Associate Professor have been appointed, and 4 female colleagues have achieved promotion to senior lectureships through active mentoring by senior colleagues. They have then assumed proactive roles in mentoring ECRs and in research leadership.

*Table 1. Gender and rank distribution of full-time staff at History and Heritage at Stirling, as of 2020*

Rank	Number	Gender
Post-doc	1	1F
Lecturer	7	3F 4M
Senior Lecturer	8	4F 4M
Associate Professor	3	1F 2M
Professor	4	1F 3M
Total	23	10F 13M

We are striving to address the limited ethnic diversity among our staff and research students. We have initiated a collective reflection inspired by the RHS reports on Gender and on Race, Ethnicity and Equality and we work closely with the Scottish Graduate School for Arts and Humanities (SGSAH) to improve the diversity of our PhD student recruitment (Nehring sits on SGSAH's EDI working group). Our process of reflection is supported by the University's EDI working group. We also participate in the Faculty's Athena Swan process.

Colleagues benefit from the University's maternity, paternity and parental leave schemes, alongside opportunities for fractional contracts and flexible working. We work with colleagues to find the best approach for them and have supported four colleagues with parental leave during the census period. We provide reduced workloads for staff returning from maternity leave (including one semester of teaching-free research time). We are committed to normalising and welcoming leave and fractional working, for caring or other reasons.

## 2.3 Research-targeted support for all staff

Responsibility for research policy, support, and mentoring for all colleagues, lies with our Research Director who works together with our Impact Champion. We supplement this formal role with

informal peer support by senior colleagues. This arrangement stimulates regular discussions with colleagues at the earliest stages, before research proposals take shape in funding applications or written work. CEHP and CPCCR workshops, ECSS, Modern Group and wider divisional research seminars offer a collegial atmosphere to air initial ideas for external seminar papers and articles and receive feedback to strengthen and focus drafts. We run one-to-one peer-review sessions for grant applications, organised by the Research Director and selected peer reviewers from our Division and cognate areas across the University.

The Faculty's Workload Allocation Model ringfences 40% of colleagues' time commitment for research and specifically allocates time to career development opportunities and training. This empowers colleagues, in line with Faculty policy, to plan research and teaching loads flexibly, for example by arranging semesters with lighter teaching loads to enable the completion of specific research projects. We keep one day per week free from teaching to enable research.

All research-active staff can apply for institutionally funded research leave every seventh semester (or two semesters' leave after twelve semesters' teaching). Research leave is linked with applications for externally funded projects and an ambitious programme of publications. Since January 2014, all colleagues applying for research leave were successful, averaging two applications from History per year.

We use our Divisional and Faculty funds to support all staff with an annual research budget - mean spend per person £1,000 per annum - for conference attendance and related research costs, such as travel to archives and conferences, as well as seedcorn funding for research projects.

#### **2.4. Mentoring and career development**

In implementing the recommendations of the Concordat to Support the Career Development of Researchers, we have established a clear career development process. Our annual staff development and appraisal process – referred to as Achieving Success – includes the production and review of a Personal Research Plan (PRP). With guidance from the Research Director as well as specific colleagues with relevant expertise, the PRP details colleagues' research funding applications, impact activities and output plans and helps them develop a strategy for the development of their research and impact plans. ECRs receive individual support from appointed senior colleagues from the Division or the Faculty. To support planned, sustainable expansion, each research group's growth plans are agreed with HHP's Head and the Faculty Dean and are embedded in colleagues' PRPs and through annual review.

Our strategy encourages all colleagues to develop grant applications that are ambitious relative to the stage of their careers. We regard small grants as a basis for high-quality publications, as impact triggers, and as the foundation for large bids. Developing such seed-corn awards into larger funding applications is a planned element of our research strategy, designed to grow our research community and capacity through recruitment of PDRFs and open-ended ECR posts.

Extensive institutional support is available for development of larger funding applications (>£100,000), while informal support is offered within HHP for smaller ones. Grant-writing and other skills development workshops are provided through IAS, with colleagues' specific needs identified through Achieving Success meetings. Support to enable enhanced participation within GCRF projects is available through the University's competitive Connect, Connect+, Spark and Escalator research funding schemes. ECRs are prioritised for support in attending conferences at which they present work-in-progress, to help them build networks of potential collaborators and mentors, and to provide opportunities for research dissemination and feedback on draft outputs and impact activities.

Achieving Success also enables us to maximise support for all colleagues through University and Faculty programmes. Everyone receives ring-fenced hours in their workload allocation for professional skills and career development activities. Examples of research leadership schemes include the *HE Advance Aurora Programme*, an external, women-focused networking and

leadership development programme for Grade 8 staff; or the *Stepping Stones Programme*, a concentrated, in-house learning experience for women across the University to explore personal career paths and enhance visibility and impact. Since 2014, these schemes have assisted three female colleagues in their promotion to Senior Lecturer.

We provide additional support for early career researchers in three main ways:

- New lecturers benefit from the University probation scheme with a reduced teaching load (60% of the norm in their first year, increasing over subsequent years) and no major administrative roles assigned;
- ECRs are paired with a senior colleague, who advises on PRPs and provides wider mentoring;
- Colleagues contribute to strategy and outputs regardless of status. PhD students, early career and senior researchers engage in collaborative projects and discussions of future research directions .

## 2.5 Research students

The vitality of our research graduate programme is central to our research strategy and culture: we regard research students as an integral and active part of our research culture. We include graduate students as co-authors of publications and regard such publications as a means to mentor the next generation of scholars (e.g. Nicolson and Macpherson 2018).

History benefits greatly from the expertise of the Faculty Associate Dean of Graduate Studies (Nehring, previously Macleod), who is an Executive Committee Member of SGSAH, the AHRC and Scottish Funding Council-funded Scottish Doctoral Training Programme of which Stirling is a member. Our participation in SGSAH, reinforced internally through IAS, embeds best practice to deliver supervision and skills training to staff and PGRs. It also stimulates a research environment that focuses on interdisciplinary partnerships and collaboration from which our PGRs are beneficiaries. All staff regularly undergo and offer training via IAS and SGSAH in PhD supervision. The guiding principle is that both supervisors on a team share supervision equally to enable our PhD students to make the most of their complementary knowledge and skills. When possible, we pair senior and less experienced staff to learn from each other during co-supervision. This combination of training helps ensure that all staff are highly skilled in postgraduate researcher development.

Colleagues are SGSAH History, Archaeology and Heritage studentship award panel members and members of SGSAH's Catalysts that offer discipline specific training sessions to Scottish PGRs. Shared best practice and advanced supervisor training programmes in IAS, has helped History supervisors to engage with doctoral programme applicants to enhance the quality of applications and projects involving cutting-edge research, and increase studentship application success rates for UKRI and non-UKRI-funded projects.

Specific support for our postgraduate students takes three main forms: cultural, educational, and financial.

We strive to integrate PhD students fully into our researcher community. They own one of five History and Heritage slots in HHP's annual research seminar series, for which they select the speaker(s) and chair the discussion. Likewise, they are integral to the CEHP's seminar series and in the ECSS's work-in-progress workshops and annual writing retreats.

All first-year research students present papers at HHP's postgraduate research symposium, which is a popular annual feature of our diary and is attended by full-time staff, ECRs and PhD students at all stages. Our PGRs also help to organise and present papers at the Faculty's annual Graduate

Conference. This conference attracts more than 90 participants each year from Stirling, the UK and continental Europe.

We are committed to enhancing our PhD students' research through a bespoke programme of doctoral development as well as through four types of skills training that are available to all students:

- All students have, through the IAS, access to research skills training for future careers;
- They also participate in career development, skills training and networking events through SGSAH and the Scottish Graduate School in Social Sciences (SGSSS), including their summer schools;
- We extend teaching experience opportunities to PGRs, following RHS guidelines on employing postgraduate students for teaching, to avoid exploitative relationships.

We support PhD research financially. Since 2014, the Faculty has made one full scholarship per year available for a top PhD student, and our Division has held three of these scholarships within the 6-year period. All our PhD students have had access to around £250 of research funding annually. In addition to their research allowance, the Faculty makes funds available for strategic training activities to enhance PGR career portfolio development.

#### *Recruitment and funding*

Through participation in SGSAH and SGSSS, we have recruited a steady and growing stream of funded PhD students. Since 2014, our efforts have yielded a significant increase in students funded by UKRI, the University and other bodies, such as the Leverhulme Trust (table 2), both in absolute numbers and especially as a percentage of all our PGR students (with a stable intake and, on average, around 25 RPG students registered every year); our success-rate for the SGSAH competition is in the top quartile of all participating Universities. Slightly more than half of our students are working part-time on their PhDs.

*Table 2. Funded post-graduate research students in History and Heritage at Stirling, 2014-20*

Academic year	2014	2015	2016	2017	2018	2019	2020
New funded students	1	1	1	1	1	3	5
Percentage of funded students	5	6	6	4	11	11	21

Our PGR recruitment strategy follows a diversified model which combines direct recruitment, recruitment through funded projects, and recruitment through our taught (MSc) and research Masters (MRes) programmes.

Our **strategy of interdisciplinary and inter-institutional co-supervision** has enabled us to expand the diversity of our funded PhD students. We co-supervise with colleagues in disciplines including Literature, Creative Writing, Politics, Media Studies, Sociology, Archaeology, and Environmental Sciences. We actively pursue and win supervisor-led collaborative studentships with external partners, including the National Records of Scotland, National Museums Scotland, HES and the Glasgow Building Preservation Trust. These research partnerships have so far

brought participation in seven SGSAH or SGSSS-funded PhD studentships with colleagues from other divisions across Stirling, and at other Scottish universities.

Our PhD students have consistently won prestigious national and international fellowships and additional funding for their research, including from the RHS, the Gilder Lehrman Foundation, the British Library, the Huntington Library, and Harvard University.

#### *Employability and career development*

Our doctoral development strategy is driven by the assumption that many PhD graduates will not embark on academic careers. Through our CDAs and MATCH-funded studentships, some PhD students gain direct work experience and skills beyond academia. Bespoke career advice is available to every research student through the University Careers Service. History colleagues provide pioneering leadership at Stirling and, through SGSAH, in Scotland in showcasing post-doctoral career opportunities beyond academia.

Outcomes show the success of our strategy. Four recent graduates were appointed to academic positions (three at Russell Group institutions), one became the first female Director of the prestigious Canadian Parliamentary Internship Programme in its 47-year history. One recent graduate is now Managing Editor of the John Dickinson Writings Project following positions as assistant editor of the Adams Family Papers at the Massachusetts Historical Society in Boston, MA, and regional editor to the Omohundro Institute of Early American History and Culture in Williamsburg, VA. Beyond academia, graduates work for Historic England, Scottish Museum of Flight, the historical research department of Zetica, the leader in engineering and environmental geophysics and in research administration at Scottish universities, or in archives. Their books are under contract with major academic publishers. Both HHP and the Faculty regularly run seminars and workshops where we bring PGR alumni back to share their experiences during and since obtaining their PhD. Our research environment therefore remains sustainable, while constantly renewing itself.

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

#### **3.1 Income**

Securing external research grant income is vital to sustaining our innovation and collaborative research. As a result of our research strategy, we have increased the number and volume of research grant applications significantly since 2014. By working with Third Sector bodies and the tourism industry, we have diversified the sources of our funding beyond UKRI.

Since REF2014, we have submitted 86 grant applications amounting, collectively, to £13,418,755

*Table 3. Grant application income of History, Heritage and Politics, Stirling, 2014-2020*

	2014	2015	2016	2017	2018	2019	2020
No. of applications	1	8	14	17	16	10	20
Value sought (cost to funder, pounds sterling)	4,925	146,908	1,549,295	913,911	1,621,302	2,581,759	6,600,656
Value awarded (cost to funder, pounds sterling)	4,925	57,428	87,360	72,012	214,167	25,676	463,529



To enhance the quality and success of grant applications, we introduced a rigorous peer-review process and other measures to enhance our research community. As a result, we have increased application numbers significantly; almost every full-time colleague submitted a funding application in 2020. Our efforts have been rewarded with a fourteenfold increase in the value of awards from all external funders between 2014 and 2020.

We pursue three avenues for obtaining funding that have proven successful for us and on which we will build. The first is to provide an essential disciplinary contribution to very large multi-disciplinary consortia, such as an AHRC project on ancient heritage and identities in modern Britain. Mentoring by senior colleagues who act as Co-Is has further strengthened applications (e.g. Jones and Bonacchi in the successful Joint Programming Initiative on Cultural Heritage). A group of younger colleagues and PhD students from Stirling and Dundee are mentored by Mann in his Leverhulme-funded project on the Scottish Privy Council.

The second path focuses on pump-priming funding to nurture larger, long-term projects. Here, we have secured seed funding and workshop funding through smaller grants via non-UKRI organisations, e.g. British Academy/Leverhulme, the Carnegie Trust, the Royal Society of Edinburgh and HES.

Third, in a conscious drive to diversify our funding sources, we have maintained, and slightly increased, income generated by our commercial arm History Tomorrow. It has generated a total of £93,083 in the period 2014-2020, with an average annual income of £15,500.

We have generated a sustained and significant funding stream to co-fund PhD and ECR positions through our strategic partnership with HES. Given the current general funding environment we are seeking to increase income from such sources beyond REF2021, to secure, sustain and increase our funding base.

### **3.2 Infrastructure and facilities**

Our funding strategy is underpinned by our infrastructure and facilities. While the primary research infrastructure includes our strategic aims and our supportive staffing structures, wider university resources help enable the interdisciplinary interactions that drive our research activities. The University's Worktribe research management system, for example, ensures revision of grant funding applications after peer review, supported by close interaction with colleagues from RIS to improve submission quality. Our research is also visible to the wider community of scholars, stakeholders and the general public through STORRE, described in section 1.

Our research endeavour profits especially from the excellent holdings of the University's Special Collections department, for whose development colleagues in our Division were key partners. History colleagues, for example, led initiatives that secured and, through a highly successful crowd-funding campaign, is digitising, the Peter Mackay papers for the University archive. This key source for the history of South African anti-colonial movements is the focus of research by colleagues across three research groups and forms the material of a SGSAH PhD project.

The Scottish Political Archive (SPA), located in HHP, collects political material and archives from Scottish politicians and political organisations to chronicle contemporary Scottish history. SPA holds material on the devolution referenda of 1979 and 1997, the 2014 Independence Referendum and the personal papers of prominent Scottish politicians including Lord McConnell, former First Minister of Scotland, and Lord Robertson, former NATO Secretary General. Digitisation funded through our Micropasts project, a crowdfunding and crowdsourcing initiative, has made much of the collection available for the first time to researchers. SPA's resources support the research of colleagues in the social movements and political representation, and Scottish history in transnational and comparative contexts research groups.

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

##### 4.1 Collaboration

###### *Public and third sector collaboration*

We have extensive networks with the public and the voluntary sectors. This strength is visible in two main ways:

- Through **direct partnerships with the public sector**: Stirling is the only UK university with a memorandum of understanding with HES to facilitate joint research projects. Through this partnership colleagues contribute research expertise to HES policy development (e.g. the new Scotland and Intangible Heritage and Heritage Skills Investment Plan policies), as well as best practice in heritage management and conservation practice (Jones is a member of the Peer Review of Conservation panel overseeing the conservation of Scotland's national historic estate and reporting to Scottish Ministers). Colleagues also organise training events on digital humanities methods for museums in Scotland and beyond);
- Through **research collaboration with the public sector**: For example, Smyth curated the exhibition 'The Stirling: 100' on the impact and memories of the First World War in Scotland with the Smith Museum and Gallery in Stirling, featuring the stories of one hundred locally-born soldiers who died in the war, and the Scottish Parliament (through Jamie Hepburn, Scottish Government Minister for Business, Fair Work and Skills); Oram's Perth Charterhouse project involves partnerships with Perth & Kinross Council, Culture Perth & Kinross, and Perth & Kinross Heritage Trust. Bonacchi co-directs the highly successful Stirling-hosted Micropasts crowdsourced participatory research organisation.

###### *Academic collaborations*

Our **collaborative arrangements, networks, and joint research projects** with academic and non-academic colleagues and stakeholders in other institutions in Scotland, in the UK and internationally strengthen our effectiveness. These range across traditional disciplinary boundaries such as at NIKU (Jones, Visiting Professor 2019-21); Yale and Monticello (Macleod in 2015 and 2017); The Europe Center at the Freeman Spogli Institute, Stanford University (Nehring 2019); University of Illinois at Urbana and NYU Tamiment Library (Tóth 2018). Palaeogenetics researchers at the Max Planck Institute for the Science of Human History in Jena are engaged through CEHP (Slavin), which also hosts scholars of international standing practising innovative and multidisciplinary research, including Donald Worster (USA), Richard Hoffmann (Canada), Tracy Ireland and Celmara Pocock (Australia). Likewise, CPCCR has hosted an interdisciplinary cohort of scholars from Darmstadt, Bochum, KTH Stockholm, Lithuania and Turkey, while ECSS hosted Anthony Page (Tasmania).

These contacts and networks have enabled History's (co-)hosting of major international conferences and workshops. Examples to date include the annual conference of CARMEN, the worldwide medieval network (2014), an international conference on modern religious history (2014), and Digital Heritage in a World of Big Data (2019). Three Stirling historians led in events celebrating the 700<sup>th</sup> anniversary of the Battle of Bannockburn (2014).

##### **Contribution to the research base**

We contribute substantially to the research base, collaborating with scholars across the world. We participate actively in the scholarly community and shape research fields through editorships, memberships in the executives of professional bodies and the self-organisation of research.

Several of our staff edit major journals or book series, or serve on journal editorial boards:

- Journal editorships: *Journal of the North Atlantic*; *Scottish Historical Review*; *Journal of Liberal History* (Cathcart, Macleod, Cawood);
- Journal editorial boards: *Journal of Community Archaeology and Heritage*; *Proceedings of the Society of Antiquaries of Scotland*; *War and Literature Review* (Jones, Oram, Nehring);
- Book series editing, including founding co-editorships: *Archipelagic Studies*; *Records of Social and Economic History*; *The City as Place: emotions, experiences, and meanings*; *Moving the Social*; *Palgrave Studies in the History of Social Movements*; *Studies in Civil Society*; *Environmental Histories of the North Atlantic World* (Cathcart, Jones, Nehring, Oram).

Colleagues have edited landmark special issues or sections of academic journals, or have published key edited collections based on their research, including:

- *Joseph Chamberlain: Imperial Statesman, National Leader, Local Icon and Print, politics and the Provincial Press in Modern Britain* (Cawood, with Upton and Peters respectively);
- 'Maritime Communities of the North Atlantic Arc in the Early Modern Period' in the *Journal of the North Atlantic* (Cathcart);
- *Belgian Refugees in First World War Britain* and a themed issue on British responses to Belgian refugees for the journal *Immigrants and Minorities* (Jenkinson);
- *Political Trials in an Age of Revolutions: Britain and the North Atlantic 1793-1848* (Macleod with Pentland and Davis);
- *Political Representation: Communities, Ideas and Institutions in Europe* (Mann with Damen and Haemers);
- The Pugwash conferences in the Cold War in the *Journal of Cold War Studies* (Nehring with Kraft and Sachse);
- *Absentee Authority Across Medieval Europe* (Penman with Lachaud).

Colleagues are members of the **AHRC peer review college** and special COVID research call rapid response panel (Cathcart, Jones) and peer review panels for the **Carnegie Trust** (Cathcart and Nehring). Foster is a member of **REF sub-panel C15** (Archaeology).

Elected executive roles include for the Association for Critical Heritage Studies, the Secretaryship of the European Association of Archaeologists, and the Presidency of the Scottish Society for Northern Studies (Bonnachi, Foster, Oram).

Since 2014, we have given more than 30 **keynote lectures** at leading universities worldwide, including at Cambridge, Bochum, Shanghai, Stanford, Harvard, St Louis, Florence, Paris, Oxford, Oslo, Stockholm and Dublin, providing us with further research connections and collaborations. We have externally examined 32 PhD students including at Oxford, Cambridge, Dublin, Oslo, Trondheim, Wyoming and Zurich, forging connections with new scholars and their supervisors for future collaborative, interdisciplinary research partnerships. We have also acted as external referees for promotions and appointments in the UK, Ireland, Spain, Australia, and the US, as well as for international research councils such as the US National Science Foundation, the Dutch Research Agency, the Flemish Research Agency, the European Commission, the Irish Research Council for the Humanities and Social Sciences, the Volkswagen Foundation, the German Research Foundation, the Polish Research Council, and the Serra Hunter Foundation.

We contribute to cross-institutional regional and national research postgraduate training programmes. Two colleagues sit on SGSAH disciplinary panels and one colleague is pathway rep for Economic and Social History in SGSSS (Nicolson, Foster, Cathcart). Nehring sits on the SGSAH executive (as Associate Dean for Postgraduate Studies) and Oram on its Management Board (as Dean of Arts and Humanities). Since 2019, we have also co-directed the new SGSAH Heritage Hub (Jones), one of three national knowledge exchange and research impact training hubs.

### **Contribution to economy and society**

We make systematic, sustained contributions to promote critical reflection on the uses and interpretation of the past in and for society, nationally and internationally. Research on the authenticity and value of replicas has led to the publication and international reception of co-produced *New Futures for Replicas: Principles and Guidance for Museums and Heritage*, which has been endorsed and adopted across the heritage sector (Foster, Jones). Similarly, our app on the landscape legacies of coal has made a tangible impact on transforming the quality of tourism facilities in Clackmannanshire (Mills). Two local groups in Fife and in Leicestershire use the model pioneered at Stirling to develop their own projects.

Colleagues have contributed to national and international TV and radio programmes and to film. This includes several episodes of the BBC 1 'Rise of Clans' and 'Blood of the Clans' (November-December 2018/August 2020); BBC 4 'Castles' (2014-15); 'Secret Scotland with Susan Calman' (broadcast by Channel 5 in February 2019); Smithsonian Channel documentaries 'Sacred Sites: The Templars', 'Last Secrets of the Templars', 'Tribes in Britain' 2016/2019/2020); BBC Radio 4 History 'When Greeks Flew Kites' (3 June 2019); BBC 1 'Who do you think you are?' (2017); BBC Radio 4 series 'British Socialism: The Grand Tour' on Keir Hardie and Ramsay Macdonald (February 2018); the award-winning documentary 'The Atom – a Love Affair' (2019). The Isle of Staffa multi-institutional research project featured on a dedicated BBC Radio 3 Between the Ears episode titled 'The Virtually Melodious Cave' (June 2019) (Cathcart, Oram, Mann, Slavin, Smyth, Nehring, Foster, Jones).

A highlight of our more direct impact on culture includes our lead role, together with local, national and international stakeholders, in organising and launching the official Scottish commemorations for the battle of Gallipoli, on behalf of the Scottish Government. The events culminated in a creative writing competition for secondary school children (organised by Nehring), which attracted over 150 entries across Scotland. An award ceremony at the Scottish Parliament was hosted by the Culture Secretary.