

<b>Institution: University of East Anglia</b>
<b>Unit of Assessment: Politics and International Studies</b>
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p><b>Overview:</b> Political, Social and International Studies (PSI) is a medium-sized Department (23.1 FTE) in a large interdisciplinary School alongside Philosophy and Language-Based Area Studies. Located in the Arts and Humanities Faculty, we undertake research across Political Science and International Relations. We are recognised for our subfield-defining interdisciplinary research on Electoral Institutions, the European Union, Critical Security Studies, Media, the Politics of Language, Political Theory, and Environmental Policy, and for significant interventions through a range of engagement and impact activities.</p> <p>Our research addresses, in interdisciplinary ways, questions of fundamental intellectual, ethical and practical political significance. For example:</p> <ul style="list-style-type: none"> <li>• What makes an election free and fair? How can local and national elections be managed effectively? What is electoral integrity, and how can it be measured and improved? (e.g. Baris Ari, Toby James)</li> <li>• How do EU institutions function and interact? Who are the people who work for the EU civil service? What do they believe and why? What drives innovation in EU administration, policy and regulation? (e.g. Pierre Bocquillon, Sally Broughton-Micova, Hussein Kassim, Kate Mattocks)</li> <li>• How are terrorism, migration, and religion constructed and 'sold' as security threats? What are the social and political implications of such framings for citizens, migrants, and socio-political institutions? How can these dynamics be understood and researched in ways that centre the experiences of those subject to security politics? (e.g. Suzanne Doyle, Lee Jarvis, Lee Marsden)</li> <li>• How are new forces and phenomena (such as global cities, mass migration, transnational terrorism and state responses to it) transforming international politics and institutions? What theoretical and methodological innovations can best help understand these processes? (e.g. Simon Curtis, Lee Jarvis, Lee Marsden, Ra Mason, Adriana Sinclair)</li> <li>• How are visual media and commercial systems of popular culture and celebrity affecting the dynamics of political power (e.g. Delia Dumitrescu, Ben Little, John Street, Helen Warner), and how are digital technologies transforming political economy, political culture and political conflict? (e.g. Alan Finlayson, Lee Jarvis, Ben Little, John Street, Alex Williams)</li> <li>• How should interpretive and quantitative methods be developed, deployed, and combined? (e.g. Baris Ari, Delia Dumitrescu, Alan Finlayson, Michael Frazer, Susan Hodgett, Ben Little, Eitan Tzelgov)</li> <li>• What are the political and ethical aspects of language-use and how should we evaluate or regulate hate speech or rhetoric? (e.g. Alexander Brown, Alan Finlayson, Lee Jarvis, Adriana Sinclair)</li> <li>• What drives or obstructs climate and environmental policies and how can they be better formulated and implemented? (e.g. Meghan Alexander, Pierre Bocquillon, John Turnpenny).</li> </ul> <p>Our expertise in these and related areas is sought by practitioners whose policy and practice we have helped reshape, and by the media to which we regularly contribute analysis and opinion. We play a key role in promoting the understanding of Politics and International Studies within our region and nationally, whilst also collaborating and holding leadership positions in international research networks and associations. In our day-to-day work, we strive to support each other in all these areas, ensuring equity, and recognising the distinct and changing needs of a diverse range of colleagues across their careers.</p> <p><b>Research Organisation:</b> Research in PSI is resourced and supported within the framework of three broad groups: <i>Politics, Institutions and Theory; Cultural Politics, Communication and Media;</i></p>

*Critical Global Politics*. They represent a refinement of plans specified in the REF2014 submission, developed to intensify critical mass in IR and to put Media-related research into clearer conversation with subfields in Political Studies and other social sciences. Open to all staff (including Research Contract Staff, Research Fellows, PhD students and teaching only (ATS) colleagues), as well as colleagues in Area Studies, Philosophy and other disciplinary fields, the groups are forums for discussing work-in-progress (articles, books, grant proposals), debating general intellectual developments, and identifying areas where innovation is needed and collaboration possible. They are also important venues for the mentoring of ECRs by experienced researchers. Many staff participate in more than one group.

In addition, at a well-attended all-Department seminar (term-time weekly for most of the census period), work is presented by PhD students, UEA staff and external speakers. Importantly, colleagues also take part in seminars in Philosophy, Area Studies (including the Centre for Japanese Studies), the Centre for Competition Policy (CCP), Film, Television and Media, and Environmental Sciences, and lead campus-wide research forums including the Ethics Forum and policy@UEA.

Aided by this supportive environment and close-knit collective mentoring, staff working in the unit have published 16 monographs, 201 peer-reviewed articles, 21 edited books and 96 book chapters in the census period – 334 publications in all compared to 180 reported in REF2014, which marks a significant increase in our research power.

### **Research Strategy 2014-2020 and from 2021**

Since the last REF, we have expanded our research community, strengthened our research culture and research management systems, and developed clear plans for sustainable development beyond 2021. We have focused efforts on meeting four key challenges.

#### **1. Strengthening Areas of Specialisation**

Because the unit was small in 2014, a key goal was to increase our numbers, while strengthening and securing specialist interdisciplinary research areas. Accordingly, we have invested in recruiting highly talented staff able to complement and deepen our specialisms whilst enhancing methodological sophistication and international partnerships. Whereas in 2014, the unit submitted 12 full-time staff, 18.6 FTE are returned to UoA19 in 2021 – an increase of more than 50 per cent. In addition, and indicative of our interdisciplinary research ethos, 1 colleague is included in UoA30 (Philosophy), 2.5 in UoA25 (Area Studies) and 1 in UoA34 (Media Studies). Since 2014, strategic appointments were made to strengthen:

- **Methods** including the quantitative analysis the study of Parliamentary rhetoric (Eitan Tzelgov), conflict (Baris Ari) and media (Delia Dumitrescu), and interpretative analysis of narratives, governance and public policy (Michael Frazer, Susan Hodgett, submitted to UoA25);
- **EU Studies** including institutions and climate change policy (Pierre Bocquillon), media regulation (Sally Broughton-Micova) and cultural policy (Kate Mattocks);
- **Security Studies** including nuclear policy (Suzanne Doyle), illicit migration (Alexandria Innes, left 2020), terrorism (Lee Jarvis) and Japanese foreign policy (Ra Mason, submitted to UoA25);
- **Social and Political Theory** where we have strengthened contemporary ethics (Michael Frazer, submitted to UoA30) and theories of hegemony and power (Alex Williams);
- **Media and Politics** including critical theories of celebrity power (Ben Little) and digital platform politics (Alex Williams), and gender and the creative industries (Helen Warner, submitted to UoA34).

This growth has strengthened key areas by:

- retaining while revitalising and modernising our **specialism in Media Politics**;
- creating a new cluster of **expertise in Critical Security Studies**;
- enhancing our capacity to integrate **quantitative and interpretive methodologies**;
- extending the range of our well-established research in **social and political theory**.

From 2021 we will further strengthen these areas by:

- building our capacity in research around electoral integrity, and digital politics and policy;
- growing our research concentration in critical IR;
- further investing in researchers combining or innovating quantitative and qualitative research methodologies.

## 2. Increase and Diversify Research Funding Income

In 2014 our research spend was £1.2M. Since 2014 we have been awarded 33 new grants with a total in-unit award of £2.3M (£3.4M by UEA), marking a significant improvement in grant capture. This has been achieved by strengthening our research infrastructure: intensified mentoring within research groups and one-to-one, training away-days, and 'seed funding' for project development (details in Section 3).

As well as sustaining similar levels of research income, key strategic aims after 2021 are:

- attracting further funded postdoctoral researchers;
- further diversifying research funding sources;
- building on our successes at network creation by working with local, national and international partnerships;
- playing a leading role in large-scale collaborative research and impact projects;
- extending our range of international partners.

Work already underway that will come to fruition after 2021 includes Street's leadership of an AHRC project on protest music (with colleagues at Reading and Warwick), James's ESRC project on electoral integrity (with a colleague at Newcastle), and Kassim's programme of activities as Senior Fellow under the ESRC's award-winning 'UK in a Changing Europe'.

## 3. Make Impact 4\* and Support Enhanced Engagement

In REF2014, our impact was judged 90% at 3\*. Since then we have focused our work on:

- the impactful provision of analysis, information and insight that can ***improve professional practice in political and governmental organisations***;
- engagement work: ***recognising UEA's status as a key anchor institution in our region***, we encourage and support the dissemination of research findings as HESA-designated 'Business and Community Interaction' and as contributions to regional, national and international media.

With this focus, the unit has successfully integrated impact and engagement in routine research planning. We have done so through:

- appointment of a School 'Impact Champion' to support and advise all colleagues on planning, funding, implementing and managing impact and engagement work;
- targeted and extensive use of funds from the UEA ESRC Impact Accelerator Account and from UEA's allocation from the Higher Education Innovation Fund (HEIF) (see Section 3);
- supporting consultancy/enterprise work such as Toby James' Electoral Management Network;
- making the most of the University's participation in the National Co-ordinating Centre for Public Engagement, and University prizes for impact and engagement;
- collating and sharing information and experiences of how to work with government, media and third sector organisations;
- establishing regular and popular public lecture series on key contemporary issues such as 'The Too Difficult Box', 'Charles Clarke in Conversation', 'Brexit Means Brexit: But What Does That Mean?', 'Britain in the World' and 'Big Data, Big Questions'.

Our two Impact Case Studies typify the success of our focused support for research which enhances and improves professional practice:

- Toby James was runner-up for the ESRC Impact Prize for Outstanding Contribution to Public Policy in 2018, recognition of his extensive contributions to the management of

elections, the training of poll workers locally and nationally, in the UK and elsewhere, and his co-founding and co-managing of the APPG on Democratic Participation.

- Research on the EU administration led by Hussein Kassim inspired change in the internal organisation of the European Commission and informed the modernisation programme implemented by the Council Secretariat.

In addition, we supported: Alexander Brown's work improving practice at the European Commission Against Racism and Intolerance (submitted to UoA30); Chris Hanretty's work with pollsters (since moved to another institution); Alan Finlayson's work with political speechwriters and the European Speechwriter Network; Alexandria Innes' work on supporting asylum-seekers with Citizens UK (moved to another institution in 2020); Lee Jarvis' work with police officers, Prevent coordinators, community organisations, and faith groups; and John Turnpenny's work with the Environmental Audit Committee.

Impact, engagement and research are fully integrated. We have robust systems for the financial and personal support of colleagues in this area, as well as wide collective experience. This will remain a central focus from 2021. With colleagues across the campus, we are exploring opportunities for collaboration and knowledge exchange with local and regional government, and developing plans for the delivery of training programmes and research-driven CPD. Reflecting our leadership in this area, Ben Little now leads activities at Faculty level as the Associate Dean for Engagement and Innovation. We will continue to invest in impact on election integrity including election management during the pandemic, the EU, the UK post-Brexit, ECRI, the Prevent Programme, speechwriting, and post-Covid work on neighbourliness.

#### **4. Increase PhD Numbers and Develop Training Provision**

Key goals following REF2014 were to increase the number of PhD students, improve training provision for them and secure RCUK funding. As a result of sustained focus on this area and careful resource allocation:

- the number of PhDs awarded has tripled between REF cycles from 8 to 24;
- we have become a key part of the ESRC SeNSS DTP (with City, Essex, Goldsmiths, Kent, the Reading, Roehampton, Royal Holloway, Surrey, and Sussex), providing opportunities for research, training, and collaboration;
- we were awarded an ESRC Advanced Training Grant to deliver a residential course in discursive and ideational methods of policy analysis, attracting students from across the country;
- we renewed and enhanced our participation in the AHRC CHASE DTP (with Birkbeck, the Courtauld, Goldsmiths, Essex, SOAS, Kent, and Sussex), which offers training in the arts, humanities and creative practices, with an emphasis on work with the creative industries;
- we are leading on developing policies to support the mental health and wellbeing of PhD students as part of the ESRC and OfS-supported COURAGE project.

Supported by unit research groups, research students are encouraged to publish their own work (detailed in Section 2). With a strong postgraduate research environment in place, future strategy is centred on developing our methodological training provision within the SeNSS and building on our success in attracting ESRC-supported students, while diversifying the range of international students funded by their home governments.

#### **Interdisciplinarity**

PSI and UEA are intrinsically interdisciplinary. Our collaborations across fields have been central to our success in attracting research funding and to our published research. Staff have held research grants and/or co-authored with colleagues in departments of Business, Economics, Criminology, Digital Humanities, Environment, History, Law, Linguistics Media Studies, and Music, routinely take part in research seminars in those subject areas and convene cross-disciplinary research groups on, for example, Ethics, on Migration, and on Policy. They also play a full role in UEA's Centre for Competition Policy, Tyndall Centre for Climate Change and the 3S Group (Science, Society and Sustainability).

**Open Research**

All of our research outputs since before 2016 have been compliant with HEFCE Open Access policy with pre-prints available through the UEA PURE system when copyright permits. We also make use of an Open Access agreement between the university and major publishers including Springer, Taylor & Francis, and SAGE. Funds from the UKRI Open Access Block Grant have been used to purchase Open Access rights for publications in locations not covered by these agreements. Papers that do not qualify for UKRI support are eligible for Arts and Humanities Faculty (HUM) support through a dedicated Publications Fund to which applications may be made. As a result, 24 publications are available via Open Access.

**Research Integrity and Ethics**

The University has implemented the UUK Concordat to Support Research Integrity. Any research project involving human subjects must receive advice from, and be approved by the Faculty of Arts and Humanities Research Ethics Subcommittee, and then by the University's Research Ethics Committee. This also applies to PhD research projects, Masters and Undergraduate research.

**2. Staffing strategy and staff development**

The Department is strongly committed to the Concordat to Support the Career Development of Researchers, whether full-time or part-time, short-term or permanent contract, PGR or senior researcher. We understand that sustaining our research community requires recognising and responding to different circumstances and needs. One of the first non-STEM departments in the country to secure an Athena SWAN Bronze award, we will shortly submit an application for Silver. With the University we are accredited for the use of the 'Two Ticks' disability symbol, and signatories to the Stonewall Diversity Champions Programme and the Advance HE Race Equality Charter, and are enacting action plans in both areas.

**To support research careers**, all colleagues develop an annual Research Activity Plan, which is discussed with the Research Director and Impact Champion who advise the Head of School to ensure that teaching and administration workloads allow time to be committed to research. This process is in addition to an annual appraisal with the Head of School and supplements the collegial support provided by the research groupings. Specific mentoring is provided for early career researchers. Mentoring is also offered to colleagues working on funding applications or impact projects, as well as others on request or through the ECR Forum. These processes help us learn how best to recognise the diverse needs of colleagues.

**To support career development** training is available to all from UEA's Centre for Staff and Educational Development. Provision includes training on applying for research funding, developing impact strategies and research methods, tools and technologies. Specific funds are available for externally provided research training (for example in languages, programming, methods) and equipment (such as software for data analytics).

**Early career researchers (ECRs)** meet with a mentor regularly to reflect on achievements, plans and work-life balance. Teaching and administrative workload is reduced in the first year to protect research time. The Faculty organises a regular lunchtime interdisciplinary ECR Forum to facilitate networking and to deliver training/advice on publication strategies, applying for funding, engagement, impact and promotions etc. A Faculty funded scheme, 'Annual Adventures in Research', awards up to £2.5k (on top of School funds) for the development of career-building research programmes devised by ECRs.

**Research Contract Staff (RCS) and Post-Doctoral Fellows** are supported and integrated into our research community. An RCS co-ordinator ensures their interests are represented at Faculty level, and that they can access advice and support. They are appraised annually by a senior colleague, and invited to take part in all research events and training. The focus is on assisting RCS to become career ready, and staff often co-publish with RCS: Street co-authored academic articles with Dave Laing, Tom Phillips and Simone Schroff; Kassim co-wrote reports for the Council Secretariat with Francesca Vantaggiato. Within the census period, Sophia Hatzisavvidou (Leverhulme ECF) took up a full-time post at Bath. Of six Post-Doctoral Lecturing Fellows all have taken up permanent posts: Red Chidgey at Kings College London; Suzanne Doyle at UEA; David

Hughes at Royal Holloway; Mariana Poberezhskaya at Nottingham Trent; Robert Topinka at Birkbeck; Nick Wright at UCL. RCUK project Research Associates have also gone onto academic careers: Schroff at Plymouth, Tom Phillips at UEA, Katja Swider at VU Amsterdam, Cassian Osborne-Carey at Warwick.

**Research time** is ring-fenced in the workload model. Academic Teaching and Research (ATR) staff, including part-time and fixed-term research staff, have 0.4 FTE of their contracted hours dedicated to research. Further time is allocated to impact work; those developing priority case studies were allocated 0.2 FTE. Externally funded research time is honoured in full. Colleagues are eligible to apply for a semester of study leave after every six semesters of service. Applications for study leave outline clear research outcomes that are demonstrably in line with personal and unit level strategy, whether focused on publication, funding or impact. Over the census period, 21 colleagues took such leave. For E&D purposes, we monitor this success. Of these 15 were men, six women.

**Celebrating research** is a central element of our culture. Achievements are reported in School and Faculty newsletters, by email and social media. An annual Faculty Research Showcase involving talks and poster displays promotes work across the Faculty and stimulates interdisciplinary thinking. The University awards annual prizes for research engagement, and impact.

**Recruitment and Retention:** In the REF2014 submission, staff turnover was a concern. Since 2014, turnover has markedly declined. Of 23.5 research staff in post today, eight were in post at the last census and 13.5 are new appointments, one is on a short-term contract funded out of research income and one is a PDRA. Since 2014, four staff with permanent posts have moved to positions at other institutions. Six staff have been employed as Research Associates and six as Post-Doctoral Lecturing Fellows undertaking research.

In 2014, gender balance in the unit was poor: only one woman featured in a 12-strong submission. In the present submission, six of 19 are women an increase from 8.3% to 31.5% - a positive but still partial improvement. Women professors in the School and Faculty are providing mentorship for women colleagues in PSI encouraging promotion applications for example, as we aim for increased diversity in senior positions beyond REF2021.

Our current staff complement comprises five professors, one reader, two senior lecturers and eleven lecturers. Of current staff, we anticipate only one retirement in the next five years. In the current funding context, we anticipate that, beyond replacement appointments, expansion will primarily come from research funding to employ research contract staff or to replace those seconded to research, and from the attraction of funded independent post-doctoral researchers.

**Appointments Process:** When recruiting, we work within the framework of the University's equality and diversity policies. All staff involved are required to undertake equality and diversity training, including for unconscious bias. The School specifically encourages applications from groups currently under-represented at UEA, and appointments panels must demonstrate gender balance. We seek to recruit to full-time and indefinite posts whenever possible. Fixed-term and part-time appointments are made only when a post arises because of leave or research council funding.

**Promotions:** Staff are actively encouraged to apply for promotions, increments, and one-off pay awards, and to take up Faculty leadership positions. Within the census period our unit has provided faculty Associate Deans for Postgraduate Research as well as Engagement and Innovation, and leave cover for the Associate Dean for Research.

Internal panels recommending promotion are made up of staff from all levels, and tasked with advising colleagues on how best to present their case to the Faculty and University. Annual Faculty 'Demystifying Promotions' events ensure colleagues of all backgrounds and career stages are encouraged and empowered to apply. Extensive revision of promotions policy since 2014 has recognized the diversity of potential achievements in publishing, funding, impact and engagement. Within the period two staff have been promoted to Chairs (James, Jarvis), two to Readerships (Brown, Hanretty), and three to Senior Lectureships (Curtis, Frazer, Innes). Leadership roles in the School are filled through an open recruitment process, and recognised in the workload model.

### Equality and Diversity

Athena SWAN has transformed our collective reflection on matters of equality and diversity. We hold a Bronze Award and are making progress towards Silver. An Athena SWAN coordinator oversees the monitoring of the gender balance (and other protected characteristics) in research grant applications, promotion applications, key role-holders, invited speakers and in attendance at events. Findings are shared at meetings of all staff and with the management team, which enables us to review means of ensuring breadth of representation and participation. We schedule non-public research events to take place during core hours enabling participation by colleagues with caring responsibilities, and have changed membership of the promotions committee to include junior and mid-level as well as senior staff. Staff can access dedicated Faculty funds for childcare during conferences, parental leave is not counted against the time needed for study leave, and those returning to work are given funding, personal support and mentoring. When the pandemic led to colleagues working from home a Faculty Care Support Fund was instituted to assist all staff with caring or home-schooling responsibilities so that they can continue career development.

Staff are required to complete successfully unconscious bias training every three years. If they fail to do so, they cannot take part in panels appointing staff, awarding funds or allocating studentships. This is now being followed up by Allyship training.

### Research students

Improvement of recruitment, retention and completion of PhD students was a key priority in 2014. Twenty-four students completed PhDs during the current cycle compared to eight in the previous census period. We have focused intently on developing our PGR student experience. This culminated in the appointment of John Turnpenny as Associate Dean for Postgraduate Research and his development of the innovative UEA COURAGE project to support PGR mental health and wellbeing, one of 17 projects supported nationally by the HEFCE Catalyst Fund.

PhDs and research-based professional doctorates		2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total
PhDs	Number	3	4	3	3	6	2	3	24
Research-based professional doctorates	Number	0	0	0	0	0	0	0	0

Recruitment of research students is by open competition with students and potential supervisors collaborating on the development of applications. We encourage students seeking professional development and wanting to study part-time, and provide bespoke block training programmes for those unable to attend regularly during term. A fifth of training programmes produced by the Graduate School are now available online. The proportion increases each year. We also support interdisciplinary PhD research students. Since 2014, we have co-supervised projects with colleagues in American Studies, Education, Environmental Science, Law, and Philosophy.

We have developed a high-quality training offer for PhD students. 1+3 students complete an MRes in Social Science Research Methods. Plus 3 students are required, in consultation with supervisors, to develop a training programme and to attain sufficient 'credits' to meet the Vitae competencies. Where appropriate or necessary, PGRs may complete single modules from the MRes in order to ensure their methods training is at the right level. All our students regardless of funding have access to training delivered as part of our role in two RCUK postgraduate consortia: CHASE (AHRC) and SeNSS (ESRC). The UEA Doctoral College also offers training programmes, seminars and workshops for students at different stages, and supports a student-run interdisciplinary symposium. It awards funding of up to £500 per year to any student regardless of funder for external training, conferences, and research visits. We were recipients of an ESRC Advanced Training Award to deliver training in quantitative and qualitative methods for ideational and discourse analysis (delivered in partnership with Linguistics researchers in Area Studies),

which UEA students could attend for free. Our students also benefit from institutional membership of ECPR and Chatham House and from funding for membership of PSA, BISA, or MeCCSA. In addition, the School runs bespoke sessions on topics including 'getting published'.

**Studentship funding** is available from both the AHRC (CHASE) and the ESRC (SeNSS). In the period, we have had three ESRC-funded students. Other external funders include The King Abdullah Scholarship Fund, and the Turkish Government. PGRs have also been supported by the UEA Centre for Competition Policy and University funding, both by open competition. Students are assessed and ranked by Department and Faculty Committees constituted in accordance with principles for ensuring Equality and Diversity.

Quality of supervision is monitored and carefully maintained. To be eligible as PhD Supervisors, all colleagues must attend and complete training every three years. Supervisory teams are created to enable mentoring and career development of ECRs new to supervision. Supervisory meetings must take place at least once a month with a minimum of three formal meetings, involving the full team where progress and goals are formally recorded per year. Students submit a full plan and draft chapter within the first nine months of candidacy, which is reviewed by an internal panel not including the primary supervisor.

PGRs are fully integrated into the research culture. They take part in the weekly seminar series and in research groups where they are mentored in the same way as any colleague. Success is indicated by the number of PGR students publishing in journals including: *Political Studies Review*; *The British Journal of Education Policy*; *Journal of Common Market Studies*; *The Journal of European Public Policy*. Staff also collaborate with PGRs on research: one PGR was co-applicant in a successful grant bid to the ESRC and three became paid RAs on funded research projects within the unit. Alumni have taken up academic positions at, for example, King's College London, Westminster, SOAS, UCL, and Warwick. One of our students won an ERC Fellowship placement. Others are Vice President of the Liberian Studies Association, PhD Convenor of the BISA Poststructural Politics Working Group, and Vice President of UK-China Media and Cultural Studies Association.

### **Equality & Diversity and the REF**

The unit has ensured that all staff are fully apprised of both the REF in general and of UEA and unit procedures, and that decision-making processes are maximally transparent while respecting confidentiality. In particular, it is emphasised in line with the UEA Code of Practice that promotion and appraisal processes are entirely distinct from the REF. The Research Director and REF co-ordinator report on HEFCE policy developments at all-staff meetings, while research groups collectively read examples of research outputs and discussed what makes work 1\*, 2\*, 3\* or 4\*.

Colleagues were asked to assess and rank their own research outputs. Internal and external assessments were fed back to colleagues, and formed part of discussions about which outputs to submit. In 2020, all colleagues regardless of career stage were involved in reading others' work. In-progress versions of this REF document were circulated to all colleagues, who were invited to comment, respond and suggest amendments. Submitted work has been authored by staff on part-time, full-time and fixed-term contracts. While the bulk of submitted work is by colleagues still in post, it includes work of former colleagues we supported when they were at UEA.

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

### **Research income**

From 2014 to 2020, colleagues have been involved in project grants worth over £8.9M, £2.3M of which was awarded to this unit. As explained in Section 1, increased grant capture has been achieved through intensified mentoring and improved training. Colleagues are expected actively to pursue individual or collaborative research income generation, outlining strategy in their annual Research Action Plan where advice is given, and resource planning begins. Study leave may be granted for time specifically spent on developing such applications. We do not set a target for number or value of applications, since we have found this practice counter-productive, and contrary to our equality and diversity goals. Staff are supported in applying for the type and scale of funding most suited to their research, career-stage and personal situation. We particularly

encourage collaborative team-based applications where senior and junior colleagues can support and advise each other.

We have sought to diversify our research income streams by, for example, targeting international funding bodies. Our success is evidenced by grants from: the Australian Research Council, the US-based Centre for Ethics and Education, Boston University's Questrom School of Business, Alfred P. Sloan Foundation, Russell Sage Foundation, University of Sydney, Spencer Foundation, Swedish Foundation for Humanities and the Social Sciences.

Support for grant bids includes dissemination of information on opportunities by the Research Director, who encourages staff to apply to appropriate schemes, School and Faculty-level training workshops, and extensive mentoring and peer review. AHRC proposals are sent to HUM faculty for peer-review, ESRC proposals to a review college of staff from Social Sciences Faculty (SSF) and HUM that advise on submission. Other applications are peer reviewed by staff across UEA with cognate research interests and/or scheme-specific experience.

Another aspect of this strategy was to support colleagues to increase participation in regional and national research networks, and funding projects. Since 2014, the Unit has strengthened structures and processes that encourage and assist colleagues with developing collaborative work with other researchers and with research users. For example, within UEA, colleagues founded and lead the Migration Research Network and policy@UEA; they are co-investigators in the ESRC Centre for Well Being, and collaborate with ClimateUEA and the Centre for Competition Policy. Beyond UEA, we have been co-investigators in the AHRC UK Copyright and Creative Economy Centre (CREATE), the Open Research Area consortium project 'Climate adaptation policy lock-ins' and the EU Horizon 2020-funded project, 'EMU Choices'. We have led three major projects on EU administration, and work with other Senior Fellows in the ESRC's 'The UK in a Changing Europe'.

Through an internal 'seed fund' we actively promote colleagues' initiation of workshops, conferences and other activities which support interdisciplinary and inter-institutional research activity. A dedicated Faculty Events Management Team has professionalised the organisation of conferences and workshops. In the census period we have hosted the European Communication Research and Education Association joint workshop, the Rhetoric Society of Europe Biannual Conference, the UK Copyright and Creative Economy Centre (CREATE) conference with the Centre for Competition Policy, and the PSA American Politics Group annual conference. We have held AHRC network events on Politics and Subcultures, and Rhetoric and the Media, as well as research workshops on borders, the refugee crisis, and activism and comedy, and a policy summit on misogynist and disablist hate speech.

PhD students took part in these events, delivering papers, chairing panels and networking. CHASE-funded students record their conference presentations, which they discuss with their supervisors and on which they receive feedback.

Major collaborative grants held by staff in the unit include some which are carried over into the current period: ESRC centre funding for the Centre for Competition Policy (£4.5m; Kassim Co-I), EU Seventh Framework (£462k; Turnpenny Co-I), and AHRC CREATE (£353,805; Street PI).

The following is an **indicative rather than exhaustive list of examples** of grants awarded which reflect our strategy of inter and intra institutional collaboration across sub-fields and disciplines and involving staff at all career stages:

Funder	Project	Total Value	Applicants/Partners
Centre on Regulation in Europe	The Playing Field for Audio-Visual Advertising	€45,000	Sally Broughton-Micova (Lecturer), PI with Co-I in UEA Norwich Law School.
AHRC	Political Ideology, Rhetoric and Aesthetics in the Twenty-First Century: The Case of the 'Alt-Right',	£397,430	Alan Finlayson (Prof) PI; the Co-I was a UEA Post-Doctoral Fellow and is now Lecturer in Digital Media at Birkbeck.

RCUK Partnership for Conflict, Crime and Security Research	Transnational Organised Crime and Translation of Languages	£85,000	Alexandria Innes (Senior Lecturer) Co-I with a UEA colleague in UoA25.
RCUK Partnership for Conflict, Crime and Security Research	British [Muslim] Values	£77,972	Lee Jarvis (Prof) PI with UEA colleagues in UoA25 and UoA34.
ESRC	Senior Fellowship, The UK in a Changing Europe' for 'Negotiating the Future. The UK's repositioning in Europe'	£487,424	Hussein Kassim (Prof), PI
Private Donation	The European Commission: Facing the Future	US\$100,000	Hussein Kassim (Prof), PI with Co-I in UEA Norwich Business School.
The Open Research Area	Climate Adaptation Policy Lock-Ins	£483,431	John Turnpenny (Senior Lecturer); Co-Is at University of Oldenburg and the Open University of The Netherlands

### General Support for Research

All research colleagues are automatically allocated an annual amount by the School to spend in support of research activities. Over the period this has varied year-on-year from £400.00 to £600.00 with a total spend of around £37,000. Top-up funds are available for participation in international events linked to the development of collaborative research partnerships, and 'seed funding' is available for workshops to develop collaborative projects. These funds involve an application process, but the purpose is to support high-quality research, mindful of equality or diversity; unsuccessful applicants receive advice and are invited to resubmit so that the process contributes to mentoring. Faculty funding for research is also available and has been awarded as follows:

Funding scheme	Maximum award (per person, per year)	Number of grants awarded to UoA	Total amount
Faculty Small Awards scheme	£500	13	£5,390
Faculty Annual Adventures in Research (ECR only)	£2,500	1	£2,300
Faculty Publications Fund	£1,000	2	£1,750
Research Training Fund	£1,000	2	£1,500
Conference support fund (childcare)	£500	2	£529

### Impact and Engagement

As noted in Section 1, we have been successful in intensifying impact since 2014. All colleagues are supported in developing engagement activities and in building relationships with non-HEI partners. Those pursuing major impact projects were allocated time in their workload on top of that for research. Extensive mentoring was made available drawing on School, Faculty and University expertise. Workshops were organised in collaboration with the National Centre for

Coordinating Public Engagement. At School level, workshops and plenaries for all those working on impact projects were organised termly, and at University-level advice, information and networks were made available by a dedicated Impact Officer funded by an ESRC Impact Accelerator Account. Funding was made available as follows:

Funding scheme	Maximum award per project, per year	Unit success: number of grants awarded	Unit income per fund
Faculty Engagement Fund	£500	4	£1,235
Faculty Innovation Fund	<£2,000	3	£9,033
Pro-Vice Chancellor's Impact Fund	<£20,000	13	£102,996
ESRC Impact Accelerator	<£25,000	11	£42,733

All colleagues were invited to propose projects in 2015 (and at any time subsequently). Seven cases were initially developed (with one added later), each with a focus on improving professional practice in politics/policy. Of these, two have been submitted to UoA19 and one, based on interdisciplinary research, to UoA30. Others may go forward for REF2027.

Consultancy work is incentivised and supported by a University consultancy service, which advised Toby James on his Electoral Management Network, and Finlayson on delivering speechwriting training. Media engagement is promoted and supported by, for instance, a dedicated Media Office, regular training events and University support for *The Conversation*. Colleagues have contributed as experts to flagship BBC news programmes, such as *Newsnight* (Hanretty in 2015), appeared on national and international radio, and published analyses in national newspapers and the international press.

#### Other Research Infrastructure

The UEA Media Suite, a state-of-the-art production facility including edit labs, digitisation lab, radio and television studios, with two dedicated technicians, supports impact and engagement work. Examples include the department's podcast series *Politics at the Edge*, recording public lectures, film production for disseminating research and direct connections to broadcast media. All resources are fully accessible.

All staff have their own computing facilities and access to site licenses for key applications such as MatLab, NVivo, SPSS and Stata. Where site licenses are insufficient or unavailable the unit or Faculty funds individual licenses.

The Library identifies resources that support the unit research community with a dedicated subject librarian responsible for acquisitions, who also assists with research queries and PGR training.

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

The development and support of collaborations with colleagues at other institutions and interaction with research users have been two central and successful parts of our strategy. Cross-institutional collaboration is encouraged by School and Faculty funding schemes for organising research workshops and hosting events, supported by study leave, and enhanced by the success of colleagues in securing external funding and visiting fellowships.

Key cross-institutional research collaborations include:

- The international Electoral Management Network led by Toby James with partners including the Carter Center, the MIT Election Lab, the Center for Social Studies, Portugal, and the Electoral Integrity Project, University of Harvard, which moves to UEA in 2021 with James as co-director. James held a visiting positions at Sydney University and at International IDEA, strengthening collaborations with researchers and research users on electoral management;

- The Cyberterrorism Project co-founded and co-convened by Lee Jarvis with a legal scholar at Swansea and an engineer at City, and funded by NATO, the US Office of Naval Research, the EPSRC and the ESRC; Jarvis also leads, with a colleague at Adelaide, an Australian Research Council Discovery Project on 'The Proscription of Terrorist Organisations in Illiberal States';
- The Nuclear Proliferation International History Project at the Wilson Center in Washington DC, where Suzanne Doyle has collaborated with other specialists in nuclear policy;
- Global Cities a programme of the Chicago Council on Global Affairs, where Simon Curtis is Senior Fellow, and involved in an ongoing programme of collaboration;
- Three major projects on the EU administration led by Hussein Kassim with partners at Sciences Po Paris, the European University Institute, the German University of Administrative Science, Edinburgh. Kassim has held visiting positions at the Robert Schuman Centre, EUI, and Science Po Paris, strengthening collaborations focused on EU institutions and administration. Kassim was also PI of the ESRC-funded project, 'Negotiating Brexit', where he led an observatory involving colleagues from 15 Universities, and co-I in 'EMU Choices', an EU Horizon 2020-funded project on responses to the Eurozone crisis, involving nine European universities;
- The UK Copyright and Creative Economy Centre (CREATE), investigating Intellectual Property, Business Models, Access to Finance and Content Regulation, and funded first as an RCUK Centre, then by an AHRC grant, where John Street is co-investigator.
- Climate Change Policy Lock-Ins, led by John Turnpenny, with Meghan Alexander, in collaboration with Open University of the Netherlands and University of Oldenburg.

In addition, colleagues have used visiting positions to create new or strengthen existing research collaborations. For example, Sally Broughton-Micova has been a visiting fellow at the Centre on Regulation in Europe (CERRE), Alexander Brown at the University of Queensland, Kate Mattocks at the University of Ottawa, Adriana Sinclair at the University of Queensland, John Street at the University of Melbourne, and Eitan Tzelgov at the Varieties of Democracy Institute in Gothenburg.

### **Engagement with research users**

In line with our research and impact strategy, we are strongly committed to engagement with research users. Faculty and Department funding and workload allocation for engagement has helped to develop relationships with the public, private and voluntary sectors. Indicative but not exhaustive examples of expert-engagement include:

- Sally Broughton-Micova's support for minority languages broadcasting policy, working with the OSCE High Commissioner for National Minorities, with the European Experts Network on Culture and Audiovisual, and her expert advisory role on the Council of Europe's Promotion of European standards in the Ukrainian Media Environment;
- Alan Finlayson's research on rhetoric and speechwriting and work with the European Speechwriters Network and with the Government Communication Service;
- Alexandria Innes' work on the resettlement of refugees with Citizens UK, Norfolk County Council, Norwich City Council, and other regional organisations;
- Toby James' work on Electoral Management including engagement with local council officials, the All-Party Parliamentary Group on Democratic Participation (which he helped to found), the Scottish Parliament, the Welsh Parliament, The Joseph Rowntree Trust, the Venice Commission, UNDP, International IDEA and the International Foundation for Electoral Systems;
- Lee Jarvis' work on the effects of the Prevent programme has involved engagement with the Kent, Hampshire, Surrey, Sussex, and Thames Valley Police Forces and with Muslim communities in Norfolk and Suffolk;
- Hussein Kassim's research into the EU has involved engagement with the European Commission, the Council Secretariat, and the European Personnel and Selection Office;
- John Turnpenny's research into 'natural capital' and eco-system services has led to engagement with Natural England, the Environment Agency, Scottish Natural Heritage, Natural Capital Committee, the English National Park Authorities Association, the RSPB, and Wildlife Trusts;

- Alex Williams' work on the digital platform economy has led to consultation with the office of the UK Leader of the Opposition, the IPPR, Common Wealth think-tank, the ENA Institute for Alternative Policies and Autonomy.

Colleagues in the unit have delivered invited talks at think-tanks, including: Chatham House; the Chicago Forum on Global Cities; Ditchley Foundation; the German Association for American Studies; the European Policy Centre; the Norwegian Institute of International Affairs; and the Center for Strategic and International Studies.

### **Public Engagement and Research Dissemination**

In addition to expert engagement, we disseminate research findings to the public, recognising our anchor role in our region and our civic responsibility, while also addressing national and international audiences. A book based on our popular public lecture series 'The Too Difficult Box' won the Paddy Power Practical Politics Book of the Year prize in 2015. A series of 'In Conversation' events brought Nathalie Bennett, Harriet Harman, Caroline Lucas, John Bercow, Ed Balls, and Yannis Varoufakis to UEA, and Baroness Warsi and Baroness Sal Brinton spoke at our series on religion and British politics. A series on 'Big Data, Big Questions', funded in partnership with the ESRC Data Research Centre for Smart Analytics, brought speakers from local and central government, the private sector, Estonia and the European Commission to Norwich. As 'UK in a Changing Europe' Senior Fellow, Kassim organised townhall, 'ask-the-expert' and community events in Norfolk and Suffolk, convened international conferences in London, and arranged panels in Brussels. These are significant events presenting and promoting politics, and politics research in East Anglia and beyond.

Colleagues also give frequent public lectures, often making use of RCUK engagement activities including the AHRC Being Human and the ESRC Festival of Social Science, where Mattocks, Brown, and Jarvis all made interventions. Williams gave addresses on his research on the changing nature of work and 'Inventing the Future' at the Labour Party Conference Fringe, the People's History Museum, the Trade Union Congress, the Bristol Festival of Ideas, Tate Britain, the Haus Der Kunst der Welt, and the Thyssen-Bornemisza Art Contemporary.

We run a well-used blog site, *Eastminster*, and produce a departmental podcast, 'Politics at the Edge', with colleagues in the unit from journalism and practical media. Staff contributions to broadcast media include Anglia Television, Bloomberg TV, BBC TV and radio, Al Jazeera and South Korean Radio. Staff have been interviewed by the *New Statesman*, *The Guardian*, *Wired.co.uk*, *Prospect Magazine*, *Die Welt*, *Le Monde*, the *Daily Mail*, *Independent*, the *Daily Telegraph*, *Libération*, *Der Tag der Frankfurter Allgemeinen Zeitung*, *Vice Magazine*, and *The Face Magazine*. They have also written for *The Conversation* and published articles in *The Guardian*, *The London Review of Books*, *The Daily Telegraph*, the *Shanghai Daily* and *The Times*.

### **Contribution to the Discipline**

Supporting and encouraging a key role in the life of our discipline and subfields through international research associations has also been a key part of our post-2014 commitment. Broughton-Micova is Vice-Chair of the Communications Law and Policy Section of the European Communications Research and Education Association; Finlayson was Treasurer of the PSA's Rhetoric, Discourse and Politics Group until 2020, is a member of the steering committee of the Rhetoric Society of Europe and organised the first PSA Political Speech Competition; Kassim served on the executive committee of the ECPR's Standing Group on the European Union and the ECPR's Standing Group on Regulation; and Mattocks is a Trustee of the PSA.

### **Journals**

We are editors of a range of journals. James is editor-in-chief of *Policy Studies*, which is based at UEA, while Dumitrescu is editor of *Politics and the Life Sciences*, Jarvis of *Critical Studies on Terrorism*, Little of *Soundings*, and Mattocks the *British Journal of Canadian Studies*. We serve on the editorial board of over 20 more journals, and have guest-edited 13 journal special issues since 2014.

### **Support for Funding Councils**

Colleagues in the unit have served on the AHRC Peer Review College, the ESRC Peer Review College, the GCRF College, and the ESRC GAC for the Early Leaders Programme. We review applications for all the main UKRI and charitable funders, and also assess for the Commonwealth

Scholarship Commission, Fulbright Scholarship, the European Research Council, the Centre for Research and Evidence on Security Threats, the German-Israeli Foundation for Scientific Research, and national research councils in Australia, Belgium Canada, France, Ireland, Israel, Norway, the Netherlands.

**Further Indicators of Esteem**

Members of the unit have delivered over fifty major addresses in the census period. They include keynotes by Brown on hate speech in Florida and in Hong Kong, Jarvis at the Universidad Complutense de Madrid, and Little at the annual Digital Cultures Conference at King's College, as well as interventions by Finlayson inaugurating the Centre for British Political Life at Birkbeck and at the PSA World Speech Day event, Innes on 'Freedom From Fear in a Diverse Society' at the Central European University, Kassim's delivery of the Tarn lecture in Oslo, Street at the German Association for American Studies in Hamburg, Curtis at the Post Habitat III International Congress in Barcelona, and Williams at the Great Transition Conference in Montreal.

Colleagues have also given invited talks at the Universities of Cambridge, Durham, Goldsmiths, Sheffield, Ankara, California at Santa Barbara, Johns Hopkins, the Vrije Universiteit Brussels, Maastricht, Melbourne, Montreal, Newcastle NSW, Princeton, Do Sul De Santa Catarina, Sydney, and Vienna, as well as UCD, École Normale Supérieure, ENA, the Fondation Maison des Sciences de l'Homme, the College of Europe at Bruges, the Freie Universität Berlin, the IHS Vienna, the Sorbonne, and Sciences Po Paris.

Finally, our work has been recognised through prizes:

- Curtis was awarded the Hedley Bull Prize for Substantial and Original Contribution to Theory in International Relations by the ECPR in 2017;
- Finlayson won the prize for the best article in *Political Quarterly* in 2014.

**Closing statement:** Since 2014, we have developed critical mass in key subfields to which we contribute influential research. We have supported staff in realising their career development goals by learning to understand and adapt to individual circumstance rather than impose uniform processes, and we have upscaled our postgraduate research culture and community. Through increased research grant capture, we have made ourselves financially sustainable while significantly extending our reach. Recognising our social and civic duties, we have made engagement and impact a central part of our culture, and a rewarded part of a research career leading to transformations in political practice.