

## Unit-level environment template (REF5b)

<b>Institution:</b> Queen's University Belfast		
<b>Unit of Assessment:</b> 19		
<b>1. Unit context and structure, research and impact strategy</b>		
<b>Summary</b>		
<p>Since its foundation in the 1950s, Queen's Department of Politics and International Relations has had as its mission the furtherance of those core aspects of the discipline for which it steadily gained particular renown. It has also had as its mission sustained engagement with pressing local, national, and international political questions, the Troubles, as well as other conflicts and peace processes, and, more recently, Brexit being two examples among many. To enhance this mission, the Dept. has pursued the following strategic goals over the current REF cycle:</p> <ul style="list-style-type: none"> <li>• augmenting the four research strengths for which it is known internationally and expanding these in areas targeted for growth by recruiting outstanding early-career and established researchers;</li> <li>• sustaining its recognized dynamic interdisciplinary research culture via its research groups, centres, and affiliated research institute;</li> <li>• advancing its reputation for excellence in research, publications, grant income capture, and research impact activity;</li> <li>• deepening and extending its presence within the discipline and profession globally.</li> </ul> <p>As evidenced below, the Dept. has had real success in implementing this research strategy over this cycle and will continue to pursue it during the coming REF period.</p>		
<b>Context and Structure</b>		
<p>Politics/IR in Queen's is by far the largest institutional centre for the study of politics and international relations on the island of Ireland and amongst the largest in the UK. It has 35 members of staff (32.9 FTE), being comprised of 29 full-time academics (teaching &amp; research), 1 part-time academic, 3 research fellows, and 2 'world leading researchers' with longstanding connections to the Dept., alongside 40 research students. Since REF2014 its academic profile has undergone change with retirements/departures and 12 new staff hired over the cycle, but with the Dept.'s mission remaining constant. In addition, the School that previously housed the Dept. (School of Politics, International Studies, and Philosophy) merged in 2016 into the new School of History, Anthropology, Philosophy, and Politics (HAPP). This merger enabled the Dept. to develop its disciplinary research strengths in strategically important directions, target resources at its research priorities, facilitate further formal and informal interdisciplinary links between HAPP's four disciplines, and augment its already dynamic PGR culture.</p>		
<p>The Dept.'s research is structured according to its <b>four key disciplinary research strengths and groups</b> across <b>three levels of activity</b> (in line with the Institution's research 'ecosystem'—Institutional Environment Statement (IES), section 2c.):</p>		
<b>Table 1</b>		
<b><u>Disciplinary Research Strengths and Groups</u></b>	<b><u>Politics/IR Research Centres</u></b>	<b><u>University Global Research Institute</u></b>
<ul style="list-style-type: none"> <li>*International Relations</li> <li>*Political Institutions and Behaviour</li> <li>*Nationalism and Ethnic Conflict Studies</li> <li>*Political Theory</li> </ul>	<ul style="list-style-type: none"> <li>*Study of Ethnic Conflict</li> <li>*Gender in Politics</li> <li>*Democracy Unit</li> <li>*Sustainability, Equality and Climate Action</li> </ul>	<ul style="list-style-type: none"> <li>*Mitchell Institute</li> </ul>
<p><b>1. Disciplinary Research Strengths and Groups.</b> The Dept.'s four research strengths are pursued by four research groups that together encompass all colleagues and provide the foundation for all research undertaken. These groups are:</p> <ul style="list-style-type: none"> <li>• International Relations (IR, 12 academics);</li> </ul>		

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- Political Institutions and Behaviour (PIB, 10 academics);
- Nationalism and Ethnic Conflict Studies (NECS, 6 academics);
- Political Theory (PT, 7 academics).

These groups are generally informal and porous, with, for example, a number of IR colleagues being also conflict studies specialists. Importantly, several colleagues across the groups are Irish politics and EU specialists, underpinning the Dept.'s recognized excellence in research on nationalism/unionism, the Northern Irish conflict, and Brexit and the Irish/UK border (see section 4 below).

**2. Dept.-based Research Centres.** Disciplinary and interdisciplinary research in the Dept. is facilitated by four research centres whose membership cuts across the Dept.'s research groups. These are:

- [Centre for the Study of Ethnic Conflict](#) (NECS, IR colleagues);
- [Centre for Gender in Politics](#) (NECS, IR, PT colleagues);
- [The Democracy Unit](#) (colleagues from all research groups);
- [Centre for Sustainability, Equality and Climate Action](#) (IR, PT colleagues).

As evidenced below, these centres have been important in consolidating expertise and facilitating research grant and engagement activities.

**3. University Global Research Institute.** [The Senator George J. Mitchell Institute for Global Peace, Security and Justice](#) acts as a hub for peace and security research and innovation at Queen's, with a critical mass of researchers and collaborative partnerships and postgraduate activity. 16 colleagues from across the Dept. are currently members. Participation in this institute, for example, enabled Dept. colleagues (Garry, O'Leary) to collaborate with other University and external researchers to successfully apply for a Joseph Roundtree grant on [referendums and Irish unity](#), the findings of which were subsequently co-launched by the [Democracy Unit](#).

Levels 1 and 2 of the Dept.'s research activities are underpinned by a **lean School research administrative structure** designed to reduce bureaucratic burdens. While the Dept.'s research groups and centres are purposely self-organizing, they are supported by a Politics/IR Research Lead (Breen). The Research Lead facilitates research group and centre activity by representing the Dept. on the School's Research Committee, chaired by the School's Director of Research. The Research Committee has oversight for all research matters in HAPP, including the development of research strategy, grant activity and impact plans, links with external academics and partners, and compliance with open access and research ethics policies. It is additionally responsible for allocating internal funding (£100,000 annually) for research activities (conference travel, research group and centre workshops/seminars series, fieldwork trips, impact support, collaborative bids preparation, etc). The Research Lead also represents the Dept. on the School's Senior Management Board, which has oversight for setting strategic priorities, resource allocation across HAPP's four disciplines, and new appointments. In addition to the School structure, there are regular Politics/IR research group meetings to discuss ideas for conferences, grants, etc., as well as four annual Dept. meetings to discuss Dept.-specific priorities, current direction, and opportunities that arise.

The three levels of research activity and the administrative structure effected through the School merger have directly enabled Politics/IR colleagues to meet their strategic objectives over this REF cycle and provide a solid basis for the Dept. in realizing its objectives over the coming REF period.

### **Research Strategy**

In REF2014, the research strategy pursued by Politics/IR colleagues was to:

- augment their key research strengths and maintain a critical mass of researchers;
- enhance their collaborative disciplinary and interdisciplinary research culture;
- facilitate world-leading publications, increased grant activity, and greater research impact (see also section 3.);

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- develop linkages, collaborative partnerships, and networks to further their national and international reach.

These strategic aims were formally reviewed following the 2016 merger that led to the Dept. becoming one discipline within a larger School. The resulting disciplinary strategy, agreed in 2018, re-confirmed their applicability during the current REF cycle and over the coming period.

Pursuing this disciplinary strategy led to **demonstrable achievements since REF2014**, specifically:

- publication of outstanding research in world-leading presses and journals across the Dept.'s four research groups (see outputs list and section 4) and deepening of its impact activities;
- growth in PGR cohort and strengthening of PGR research culture (see section 2. for robust completion rate, increased international PGRs, and marked PGR employment successes);
- increased Dept. strength and quality through recruiting outstanding ECR and established staff, as well as fellows (see research groups below and section 2.);
- marked growth in research income capture (143% increase—section 3.);
- enhancement of an established research centre and establishment of three new research centres (below);
- Politics/IR colleagues' immersion in collaborative international research networks and leadership positions within the discipline globally (section 4.).

These achievements have been made possible by concerted effort on all three levels of the Dept.'s research, with the **four research groups playing a vital role**:

**a) International Relations.** Identified as an area for strategic development, the IR group benefited from significant investment over the cycle, making it the largest group within the discipline and an internationally respected body for the study of all aspects of international relations and politics.

The group has three research pillars. The '*Foreign affairs and international politics*' pillar has 5 colleagues (**Andreasson, Lee, Miskimmon, O'Doherty, Rossone de Paula**) engaged in research on foreign policy analysis, international diplomacy, international political economy and development, international environmental politics, and critical perspectives on international relations. The pillar also has strong specialisms in African, East-Asian, EU, and US international politics. The second research pillar is '*Security and terrorism studies*', with 3 colleagues (**Bourne, Dietl, Thomson**). Brighton and Milton-Edwards are on leave of absence/secondment) conducting research on security studies, arms and border control, nuclear weapons and disarmament treaties, terrorism/counter-terrorism, paramilitaries, security technology, and critical security theory. The third pillar, '*Borders, migration, and gender*', includes 4 colleagues (**Hagen, Johnson, Lisle, Zhang**) researching migration and border security, citizenship regimes/policy, international political sociology and theory, feminist international relations, visual global politics, and gender, peace, & security studies.

The IR group has pursued three main seminar/discussion activities over the cycle:

- from 2012-17, IR academics were active in organizing the weekly, Dept.-wide 'Research-in-Progress Seminar' in which staff, PhD students, and external speakers presented papers;
- this was succeeded by two initiatives in 2018, an 'International Relations Discussion Group' that regularly brings staff and PGRs together to discuss work-in-progress, plus an 'International Relations and Political Science Seminar' series providing a bespoke vehicle for the dissemination of IR-staff/PGR and invited-speaker research;
- a 'Feminist Peace and Security Seminar' series initiated by the *Centre for Gender in Politics* in autumn 2019.

As regards the latter, the IR group was instrumental in the formation of the *Centre for Gender in Politics* (Hagen and Deiana, co-chairs) in 2019. In addition, IR colleagues have been active in the *Centre for Sustainability, Equality and Climate Action* (Andreasson) and especially the *Mitchell Institute*, which has 4 IR academics as fellows (Bourne, Johnson, Lisle, Thomson) who have played important roles (e.g., Bourne, Security Theme Lead, 2017-18).

**b) Political Institutions and Behaviour.** The PIB group has bolstered its profile since REF2014 by consolidating its research strengths around two pillars. The '*European politics*' pillar has 5 academics (**Gravey, Lacatus, McCall, McGowan, Phinnemore**) who research EU politics, European integration/treaty reform, EU environmental/agricultural policy, the European far-right, Brexit, European borders and cross-border cooperation/conflict transformation, European human rights governance, and EU anti-corruption policies. The second pillar, '*Electoral politics and political systems*', comprises 5 academics (**Fabre, Garry, MacCarthaigh, Pow, Raymond**) expert in party systems, electoral politics, political attitudes/behaviour, devolution and political innovations, deliberative democracy, parliamentary representation, public administration, comparative politics, and Irish/UK politics.

The PIB group has developed its research through various vehicles:

- participation from 2012-17 in Dept.-wide 'Research-in-Progress Seminar' series and subsequently, together with IR colleagues, in the 'International Relations and Political Science Seminar' series;
- membership and participation in the Queen's Law-based [Centre for European and Transnational Studies](#) (Gravey, McGowan, Phinnemore);
- presentation of work-in-progress in the Queen's-based 'Brexit Clinic' and 'Brexit Forum'.

In 2019, PIB colleagues (Garry, Raymond) initiated, together with academics from across Politics/IR and the University, *The Democracy Unit*, core to which is an annual programme of visiting speakers. In addition, the PIB group has a strong presence in the *Mitchell Institute*, with 6 colleagues currently members (Garry, MacCarthaigh, McCall, McGowan, Phinnemore, Raymond), two of whom were previously seconded as senior research fellows (Garry, McCall).

**c) Nationalism and Ethnic Conflict Studies.** The NECS group plays a vibrant role in conducting and disseminating cutting-edge research on core aspects of nationalism and ethnic conflict. The group has 6 colleagues (**Agarin, Coakley, Deiana, English, McLoughlin, O'Leary**) specialised in ethnic conflict studies, nationalism and Irish nationalism, unionism, Northern Ireland and the Republic of Ireland, comparative conflict and divided societies, European minorities and diasporas, and consociationalism/power-sharing. NECS colleagues work very closely with PIB (e.g., Garry, Pow) colleagues with Irish politics expertise, as well as with HAPP historians (O'Callaghan, G. Walker).

The group has advanced its strong research culture in various ways, including:

- participation in the Dept.-wide 'Research-in-Progress Seminar' series;
- organizing regular workshops and seminars via the *Centre for the Study of Ethnic Conflict* (Agarin, director). This Centre was established in 1998 and is a bulwark of the group's research and mission, providing a home for several [visiting research fellows](#) engaged in [various collaborations](#);
- participation in the *Institute of Irish Studies* seminar series organized by HAPP historians (English, McLoughlin being associate fellows of the IIS).

The NECS group is also active in the *Mitchell Institute*, with 5 colleagues currently members (Agarin, Coakley, English, McLoughlin, O'Leary), one as a Distinguished Professorial Fellow (English).

**d) Political Theory.** Political theory has long been a significant research field at Queen's, with colleagues drawing on both Anglo-American and Continental traditions. There are 7 political theorists in the Dept. (**Barry, Breen, Fischer, Kazmi, Kuyper, McBride, McManus**) who research republicanism, democratic theory, deliberative democracy, workplace democracy, recognition theory, feminism, poststructuralist theory, pragmatism, critical theory, green political economy and climate/environmental ethics, international political theory, and Islamic political thought. PT colleagues closely collaborate with other Politics/IR colleagues with theoretical

backgrounds and have cultivated strong links with HAPP philosophers (T. Walker, Watkins, S. Whitten).

Theory research is advanced by PT colleagues participating in various workshops and seminar series, in particular the *Political Theory and Philosophy Seminar* series. A partnership with the School's philosophers, this series meets weekly and hosts staff, PGR, and external speakers, as well as on average two large workshops annually. In collaboration with research centres throughout the Republic of Ireland, PT colleagues also set up an [All-Ireland Online Seminar Series in Political Theory](#), which meets monthly with an international audience.

In addition, political theorists helped initiate *The Democracy Unit* (Breen, McBride) and contribute to the work of the *Centre for Gender in Politics* (Fischer). PT also has a presence within the *Mitchell Institute*, with one colleague based there as senior research fellow (Kazmi).

Of further note is PT leadership (Barry) and membership (Breen) of the [Centre for Sustainability, Equality and Climate Action](#). Established through a 2017 Pioneer Research Programme fund (IES, section 2c.), this centre facilitates research on sustainability, inequality, and the environment across the University's Faculties and Schools through fostering internal and external collaborative networks that have been instrumental in PT's research grant successes (section 4.).

### **Impact Strategy**

The research strengths and the multilevel activities just described are also decisive for the Dept.'s impact strategy. Since REF2014, the Dept. has continued to **embed its impact agenda in its broader research culture**, from PGRs to senior academic staff, and to provide institutional support for impact capacity and relationships with external stakeholders. Politics/IR's location in a large School means it can draw on a wide range of expertise in developing and implementing its impact plans. The School has a dedicated Impact/Public Engagement Champion who contributes to a School-wide impact strategy as part of the Research Committee, disseminates information regarding support for impact across the Faculty (e.g., ESRC Impact Accelerator Account funds), and provides assistance on an individual basis when needed. The School also enjoys professional support from a full-time, Faculty-based Research Impact Officer in developing its impact activities. In addition, the Dept. has its own Impact Case Study Officer (Garry) whose goal is to identify early strong pathways to impact, guide case study authors on progressing their case studies, and manage impact assistants (School-based PGRs funded by the Research Committee and the University's Research Policy Office) in the collation of supporting data and evidence.

Politics/IR's **impact strategy has coalesced over the cycle around three areas**, reflecting important research strengths, especially within the PIB group. These are:

- female representation within political parties and parliaments;
- deliberative democracy and citizen assemblies in Ireland;
- influencing government and public policy in Brexit preparations.

Whilst the PIB group has shouldered the greatest responsibility for driving the Dept.'s impact strategy within this cycle, there are other productive examples of impact across Politics/IR that will be nurtured over the coming period (see section 4.). Indeed, all colleagues are encouraged to engage with external bodies at an early stage in the development of their research where this is appropriate. A suite of measures is in place to support this, including:

- training events organised by the Faculty Research Impact Officer to which all staff are invited (e.g., Developing Impact Case Studies seminars, Engaging with Parliaments workshops);
- individual support from the Faculty Research Impact Officer, the School Impact/Public Engagement Champion, and the Dept.'s Impact Case Study Officer;
- feedback on pathways to impact from other members of Politics/IR as part of ongoing provision for new projects and grant proposals as they develop.

**Open Access and Research Integrity**

The Dept. is fully compliant with the Queen's Open Access policy (IES, section 2f.). All new staff and PGRs receive training in OA requirements from a Library-based OA team who act as the point of contact for queries about OA and related issues. To advance **a deeper OA environment**, staff are encouraged to factor in publishing via 'gold' OA in grant applications. They are similarly encouraged to disseminate their findings through [Queen's Policy Engagement](#) (QPOL), a free platform supporting staff and PGRs in sharing research on the major social, political, and economic challenges facing society nationally and internationally. This is in addition to dissemination of research via contributions to Queen's showcase [Sharing a Better World](#) initiative, the *APPS Policy Forum*, *Agenda NI*, *The Conversation*, [Knowledge Exchange Seminars](#), PSA blog, *The Strategist*, *UK in a Changing Europe*, *Tedx* talks, etc. Colleagues also publicize their research via national/international print (Belfast Telegraph, Financial Times, Guardian, Irish Independent, Irish Times, Le Monde, Le Soir, Los Angeles Times, Sydney Morning Herald, Tagesspiegel, Telegraph, Washington Post, etc.), radio (BBC Radio 4, BBC World Service, RTE, Radio Halland, VRT, etc.), and TV media (ABC News, Al Jazeera, BBC News, France 24, NBC News, RTE, Sky News, etc.).

The Dept. is deeply cognizant of the importance of maintaining the **highest ethical standards** in research undertaken by staff and students, whether funded by the School or externally. All staff and student research involving human participants and their data is therefore reviewed by a School-based Research Ethics Committee, comprised of a Chair, a member from each of HAPP's four disciplines, and an external lay member. The School REC reviews research proposals in accordance to the ESRC's *Framework for Research Ethics* principles, and communicates Queen's own [research ethics governance policies](#) to staff and students. Training in research ethics for staff and PGRs is provided at a [University-wide level](#) and via HAPP research training and methods modules.

**2. People****Summary**

Recruiting and retaining excellent staff is crucial to the mission of Politics/IR at Queen's. Thus, in conjunction with HAPP's other disciplines, the Dept. has striven hard to provide a **consistent and supportive environment for all researchers**, from PGRs, through early-career researchers, to senior professors. In particular, the Dept. has:

- recruited a vibrant cohort of early-career researchers, as well as more established staff, so as to enhance its four research strengths;
- prioritized staff development and progression, with an emphasis on early-career colleagues;
- augmented its dynamic PGR research culture;
- cultivated a constructive workplace and ensured equality of opportunity for all staff and students.

**Staffing Profile and Recruitment**

The Dept. currently has 10 professors, 2 readers, 8 senior lecturers, 3 research fellows, and 12 lecturers. 28 (79%) staff are on permanent contracts and 7 (21%) on fixed-term contracts of varying lengths. 22 (63%) academics are male and 13 female (37%). The Dept.'s gender balance has been affected by senior female staff departing (Galligan) and on secondment (Milton-Edwards), but it is recognized as a strategic priority. Of the **12 staff hires over the cycle, 9 (75%) have been female**, which represents a distinct improvement on the circumstances of REF2014 and will address the gender imbalance over time.

All Politics/IR colleagues are **embedded in the School's management structure**, with established staff occupying key leadership positions—e.g., Head of School (Miskimmon), Director of Graduate Studies (Bourne)—and early-career staff less demanding roles. New and early-career staff are prepared for the later assumption of leadership roles through mentoring from established staff and membership of the School's committees (Research Committee, Education Committee, etc.).

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Throughout this cycle, the Dept.'s strategy has been to sustain a critical mass of Politics/IR academics at Queen's by **replacing departing staff in areas targeted for growth**. Staff numbers have thus remained stable, with staff turnover being moderate. Where members of staff have been absent for extended periods steps were taken to ensure that this does not undercut the research time available for other colleagues by, e.g., employing fixed-term staff to cover their responsibilities (Gravey, O'Doherty, and Rossone de Paula are replacements for permanent staff on secondments). Links with retired professorial staff are maintained via emeritus professorships (Bew, Galligan, Geoghegan, Guelke) that ensure their continued engagement with Dept.'s research culture.

The Dept. has held to its [established policy](#) of employing University-funded '**world leading researchers**' (WLRs) with outstanding expertise in its key research strengths. The Dept.'s 2 WLRs, Coakley (University College Dublin) and O'Leary (University of Pennsylvania), are embedded in the NECS group and work closely with academics from across the Dept., particularly the PIB group. Their purpose is to augment the Dept.'s research collaborations—leading, e.g., to increased grant capture (section 4. below)—offer guidance to colleagues and PGRs, and regularly conduct seminars. A priority for the WLRs is also to engage in output-oriented collaboration with early-career academics. For example, they have co-authored journal articles (in *Regional Studies*, *Government and Opposition*, *Irish Political Studies*) with PGRs (L. Whitten), post-docs (Mathews, McNicholl), and junior lecturers (Pow).

In addition, the Dept. has prioritized securing excellent **early-career researchers via prestigious fellowships**. For example, the PT research group was boosted by the award to Fischer of a 5-year [Illuminate Vice-Chancellor's Fellowship](#) in 2019 (IES, section 3b.). The Dept. also recruited Lacatus through the highly competitive [Hillary Rodham Clinton Early Career Fellowship](#) scheme.

### **Staff Development and Early-Career Progression**

All Dept. staff contribute to the School's research, teaching, and administrative activities in accordance with a Workload Allocation Model that apportions responsibilities in a transparent way.

To enable their incorporation into School activities, **new appointees on permanent contracts have an initial period of probation** that typically lasts three years for those at the start of their career, a period that can be reduced where performance merits it, as has often been the case. The Dept. has **very a healthy cohort of 11 early-career staff, representing 31% of its total**, of whom 7 have permanent contracts. During probation staff are **assigned a mentor** who provides regular guidance as regards publications, grant income, PGR supervision, training opportunities, and professional development. Fixed-term early-career staff are similarly mentored, with a particular focus—and working closely with the Faculty Research Development Officer—on fellowships and other funding opportunities that would further their careers.

New early-career staff also have a **reduced teaching and administration load** during their probation to facilitate their research throughout this period. In addition, they are provided with a £4,000 career-development 'starter pack' to enable ambitious research, network, and partnership activities. At least once a year the School Probation Committee (including the Head of School, Director of Research, and Director of Education) meets with each new member of staff to consider progress and provide feedback. While these formal mentoring arrangements cease with confirmation in post, informal mentoring at both School and Dept. level continues to be available for all members of staff.

Following completion of probation, all staff participate in annual 'academic progression' meetings with a senior Dept. colleague. As explained in the IES (section 3a.), these have been streamlined to ensure their focus is on supporting **colleagues' development and career progression**. Progression meetings include a detailed discussion of all aspects of research, from academic outputs and grant applications to impact and public engagement activities. They also provide an opportunity for individuals to reflect on their career stage and what is needed to move to the next stage in a supportive environment. There have been several promotions over the cycle period and all early-career staff who completed their probationary period have been confirmed in post.

Queen's supports the *Concordat to Support the Career Development of Researchers* and has developed a research development framework in line with it (IES, section 3b.). This includes a suite of training courses and workshops covering all aspects of research, with different courses being tailored to the needs of those at distinct career stages. The School encourages all staff, particularly post-doctoral research assistants (PDRAs) and early-career staff, to take advantage of these as part of their career-development plans. In addition to centrally provided training opportunities, workshops are regularly organised by both the School and Faculty that focus on the specific needs of researchers in their disciplines. These have comprised, among other things, workshops on impact tailored for researchers in the social sciences that include input from end-users of this type of research.

All full-time and part-time members of academic staff on teaching and research contracts are eligible to apply for one semester of **sabbatical leave** after every six semesters of qualifying service (time on probation is included in qualifying service). All permanent staff within the Dept. fall into this category. Those applying for sabbatical leave are required to develop, in discussion with the School's Director of Research, a plan for the period requested that includes outputs, grant applications, and impact and public engagement activities as appropriate.

As discussed above (section 1.), the School has a **dedicated Research Budget** to support conference participation, fieldwork research, pre-bid activities, and the organization of workshops/seminar series. All staff, including PDRAs and fixed-term academics, are eligible to apply to this as and when required. Applications are assessed by the Politics/IR Research Lead, with approval of applications and oversight of the research budget lying with the School Research Committee. Staff also have access to various centrally administered funds to support research-related activities, (e.g., the University Impact Support Fund, Academic Staff Conference Fund, Research Grant Enabler Fund, etc.).

As outlined in the IES (section 3a.), the University has measures in place to recognise researchers who have performed excellently. These measures include annual 'performance awards' and the Vice-Chancellor's Research Prizes, with, for example, Gravey being [shortlisted](#) for the Vice-Chancellor's Impact Prize in 2018.

### **PGR Students**

The Dept. has a **vibrant doctoral programme** and continues to draw sizeable numbers of high-quality students attracted by the depth and breadth of its research base. Between 1 August 2013 and 31 July 2020, 51 students successfully completed their PhDs and there are currently 40 registered PGR students, of whom 20 (50%) are male and 20 (50%) female, a heartening statistic. The majority of currently registered PGRs are from the UK (22, 55%), but with a substantial proportion of EU (7, 17.5%) and, in particular, international (11, 27.5%) students, the latter category **more than doubling since REF2014** (then 12.2% International PGRs).

The Dept. has benefitted from the School's wider **recruitment and internationalization strategies**. Just as decisive in recruiting quality doctoral students is the Dept.'s suite of MA programmes. Currently there are **7 MA programmes**, the content of which is regularly reviewed based on assessments of market conditions and the Dept.'s research strengths. Combined, they attract a large cohort of PGT students (e.g., 169 in 2019-20), a good number of whom go on to pursue doctoral research in the School.

Successful PhD applicants are funded by various sources. These include the **prestigious [Northern Bridge](#) (AHRC Doctoral Training Partnership)** and the **[NINE DTP](#) (Northern Ireland and North East ESRC Doctoral Training Partnership)** scholarship and training programmes, as well as the **[LINCS](#) (Leverhulme Interdisciplinary Network on Cybersecurity and Society) programme** managed through the *Mitchell Institute* (McCall, coordinator). Another vital source of funding is the **NI DfE (Department of Economy) studentship fund**. Over the cycle, PGRs have also been funded by the Queen's International Scholarship fund and the Commonwealth



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Scholarship fund, as well as by Mexican, Columbian, and UAE government scholarships and the Marshall Scholarship programme.

Enhancing the research culture and experience of PGR students is a major goal of both the Dept. and School. The key priorities are:

- engaging with and responding to the needs of postgraduate students;
- providing high-quality training and development opportunities for the PGR community;
- fostering an integrated research culture from postgraduates to professoriate.

As regards needs, each research student is allocated **two supervisors for the duration of their study whom they meet at least 10 times per year**. Progress is monitored via annual progress reviews carried out by an independent panel. At an initial 3-month review, supervisors and students undertake a training-needs assessment. Training needs are thereafter monitored through subsequent annual reviews. Full-time students registered for a PhD complete differentiation within the first year. Following that, each annual review has a different format, reflecting what is appropriate for that stage of study. These reviews provide an opportunity for students to discuss progress over the last year and their plans for the coming year.

Politics/IR PGRs are fully integrated into a School-wide doctoral training programme that, in line with the University's and Vitae's *Researcher Development Framework*, aims both to develop research skills and enhance employability. This programme is managed by the School's Director of Graduate Studies and the School Postgraduate Research Committee, which includes four student representatives. A PGR also sits on the School Research Committee to ensure PGRs' views are considered in matters relating to research and training.

Over recent years, HAPP has revised its postgraduate research skills training, culminating in the module HAP7001 that introduces PGT and year-1 PGR students to the principles of high-quality research and develops students' skills through a series of workshops on social-science methods. In addition, all PGR students are required to undertake the equivalent of 10 days developmental training annually. Students funded through the Northern Bridge and NINE DTP programmes undertake further training, including a range of research methods courses provided by the consortiums' partner Universities.

PGR students are encouraged to avail of training provided through **the Graduate School, a dedicated social and academic space** for postgraduate students at Queen's located across from the School (IES, section 3c.). Most notably it offers the [Postgraduate Research Development Framework](#), with a wide range of training courses and one-to-one support. Dept. colleagues have also utilized the Graduate School to deliver Politics/IR-specific training events, including Research Scholar Workshops (co-organized by English from 2017 onwards). **Further discipline-specific training** is provided within HAPP, including 'meet-the-editors' panel events on publishing, preparing for progress review workshops, and an annual School-funded, 4-day writing retreat in the Mourne mountains during which PGRs and staff discuss their research and exchange ideas.

The School also delivers training for **PGR student Teaching Assistants**, who are contracted to teach undergraduate seminars (levels 1, 2 UG modules). This affords PGRs the opportunity to gain teaching skills and experience. Teaching Assistants are mentored by a senior TA Tutor and by module convenors during teaching periods. PGR students are now also able to apply for Associate Fellow of the HEA status via the Queen's Merit Award scheme.

The School provides **offices, PCs, telephones, and printing equipment for 139 doctoral students** in all. Those in their first year are located in shared labs, with those in later years housed in two- or three-person offices. Two offices are set aside as teaching-assistant rooms to allow for one-to-one meetings with students. The School provides two common rooms (with kitchens) for its research students. They also have access to facilities, including group-study rooms and a silent-study area, in the Graduate School. A January 2019 PGR survey indicated high levels of satisfaction with their workspace and working culture.

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**PGR research activity** is supported in various ways. Students with Northern Bridge, Nine DTP, LINCS, and DfE scholarships have £900 annually for conference participation and other research activity. PGRs without a scholarship can apply to the School for up to £500 annually for the same. The School (as well as Graduate School) also funds PGR-led initiatives, such as workshops and conferences. These have included:

- the creation of a *Researching Brexit Group* by NINE DTP-funded PGRs, with its own [blog](#) and twitter account. This led to the organization of a NINE DTP-wide Queen's-based symposium in February 2019 and a '[Researching Brexit Conference](#)' held in Durham, October 2019;
- a cross-disciplinary conference, '[New Perspectives on Non-State Political Violence](#)', Queen's, November 2019;
- PT group PGR organization of the *Society for Women in Philosophy* annual conference, Queen's, February 2019, in conjunction with the Philosophy PGRs.
- an international workshop on '[Posthuman Politics and Security](#)', Queen's, June 2018.

The Dept. encourages and assists its **PGRs to publish their research**, with the result that several monographs and dozens of research articles have been published with leading publishers and journals by both completed and registered PGRs in the cycle. These include publications by Brennan (PSAI best thesis award 2018), Buckley, Fremaux, Frost, Glouftsiou, Hume, Knowles, Matthews, MacCormaic, McMorrow, McNicholl, McQueen, Meagher, Miller, Mills, Pow, Shuttleworth, Snyder, Tanczer, Ugur, Warren, and L. Whitten.

The quality of the School's doctoral programme and its research environment is attested to by Politics/IR students' **strong record of obtaining academic posts or non-academic posts in prominent organizations**. Recent graduates have secured posts at St Andrews, Swansea, Trento, Montreal, UCC, Durham, Edinburgh, Leuven, London South Bank, Monroe College (Illinois), Sligo IT, Istanbul University, Bristol, Portsmouth, Salford, UCL, and Rikkyo University. Non-academic destinations include the Consulate General of Ireland (Shanghai), Amnesty International, Joseph Rowntree Trust, Irish Department of Culture, Heritage & the Gaeltacht, US Institute of Peace, FairVote Washington D.C., Scottish Government Statistics Office, UN Anti-Corruption Unit (Columbia), etc.

### **Equality and Diversity**

A concern for equality and diversity lies at the heart of practices established across the Dept. and School. In constructing its REF submission, the Dept. closely followed the guidelines in the University's *REF Code of Practice*. The School, in turn, fully implements the University's equality and diversity policies as set out in the IES (section 3d.)—including training courses such as 'Think Difference, Act Differently', 'Unconscious Bias', etc.—and disseminates the work of Queen's [BAME/International](#), [LGBTQ+](#), and [gender](#) networks. Moreover, School staff played an active role in the lead up to the two former Schools (Politics, Philosophy, and International Studies; History and Anthropology) being both accorded **Athena SWAN Bronze Awards** prior to their merger. A single, School-wide SWAN application was submitted in November 2020.

Equality and diversity activity in the School is largely conducted under the rubric of the **SWAN agenda**, overseen by the School's SWAN Champion and the [SWAN Committee](#), which has representatives from all categories of staff and student. Activities directed by the SWAN Committee include: a gender culture survey; gender/racial bias reviews of modules; race, sexual orientation, and (trans)gender awareness training for academic staff, PGRs and support staff (via Queen's Diversity & Inclusion Unit in partnership with the Rainbow Project, HereNI, Stonewall, and TransgenderNI); unconscious gender/racial bias training for TAs; avoidance of all-male panels for female candidates' vivas/APRs; and the development of a *School Anti-Harassment and Bullying Support Guide* to supplement University policies. In addition, the Dept. has longstanding expertise (see impact case study on gender representation) in equality and diversity research, coalescing currently around the [Centre for Gender in Politics](#).

Alongside adhering to family-friendly 'core hours' (meetings held between 10 am and 4 pm) and facilitating part-time working for colleagues with dependants, the School has undertaken concrete

actions to **support early-career female academics** in developing their careers. These include establishing a *SWAN Grant Support Fund* to provide teaching support to staff at lecturer level preparing large grant applications and running in-house probation and promotions workshops. Further, HAPP follows the University's recommendation to facilitate a teaching-free semester for colleagues returning from maternity leave, giving them space to catch up on their research.

### 3. Income, infrastructure and facilities

#### Income

From August 2013 to July 2020, the Dept. **more than doubled its research income (143%)**, compared to August 2008 to July 2013, from £2,065,643 to £5,025,972. The biggest funders have been the UKRI Research Councils and British Academy (£2,124,935), followed by UK central government bodies and authorities (£1,602,860), EU government bodies (£709,235), UK-based charities (£359,040), EU industry and corporations (£73,681), Non-EU based charities (£105,308), other EU funders (£35,201), and Non-EU industry and corporations (£15,712). This translates into £152,765 per FTE.

This massive increase was facilitated by the University's ambitious corporate plan and driven by the Dept.'s research strategy (section 1. above). Decisive here was the objective of amplifying the Dept.'s four research strengths, whilst also promoting collaborative interdisciplinary research via its centres and the *Mitchell Institute*. This was accompanied by **a deepening of the Dept.'s research income culture**, the latter being viewed not as the preserve and responsibility of 'star researchers' but of all academic staff without distinction.

The Dept. encourages staff to apply to the full range of funders, but with an emphasis on Research Councils and other large funding bodies. In developing and executing its research-funding strategy, the Dept. has played to those of its strengths **reflecting funder and government priorities**, especially Brexit and the Irish border; security and technology; migration; power-sharing and post-conflict societies; and climate change and environmental policy. All four of the Dept.'s groups have been successful in securing research funding:

**a) International Relations.** IR colleagues have won several prestigious grants. For example, collaborating with colleagues in the *Mitchell Institute* and beyond, Bourne, Johnson, and Lisle secured two research council grants ('Trust: Tracing Risk and Uncertainty in Security Technology', ESRC/AHRC/DSTL, £235,568; 'Treating People as Objects? Ethics, Security, and the Governance of Mobility', AHRC, £191,543). There have also been notable individual awards, including Johnson's ESRC grant at early-career stage ('Boats, Borders and Asylum: Global Politics of Irregular Migration in Maritime Space', £139,302).

**b) Political Institutions and Behaviour.** Similar successes were achieved by PIB colleagues. Highlights here are early-career Gravey securing a large collaborative grant ('Divergence, Dismantling and Contestation: Brexit and the Repoliticisation of UK Environmental Governance?', ESRC Brexit Priority Grant, £246,881), McCall's spearheading, via the *Mitchell Institute*, of the LINC (Leverhulme Interdisciplinary Network on Cybersecurity and Society) Doctoral Scholarships Programme (£1,050,000), and McGowan's Jean Monnet Centre of Excellence Award (€75,000).

**c) Nationalism and Ethnic Conflict Studies.** NECS colleagues also secured prestigious grants. Via the [Centre for the Study of Ethnic Conflict](#), Agarín had various projects funded (e.g., 'Exclusion amid Inclusion: Power-Sharing and Non-Dominant Minorities', ESRC, £350,000; 'Role of Civil Society in Governance of Post-conflict Societies', DfE Global Challenge Research Fund, £60,000). Likewise notable is WLRs Coakley and O'Leary's contribution—with Garry and others—to grant capture ('Power-Sharing and Voting: Conflict, Accountability and Electoral Behaviour at the NI Assembly Election', ESRC, £500,000; 'Randomly Selected "Politicians"', ESRC, £169,065; 'The Post-Brexit UK/Ireland Border', ESRC Brexit Priority Grant, £223,462).

**d) Political Theory.** PT colleagues similarly contributed to the Dept.'s grant successes. Of especial note is Barry's involvement—with colleagues in the *Centre for Sustainability, Equality and Climate Action* and other University and external researchers—in several funded projects (e.g., 'Roadmaps to Zero Net Emissions in Urban Public Transport', Engineering & Physical Sciences Research Council, £2,335,875; 'The Place-based Climate Action Network', ESRC, £400,000; 'Multi-sectoral Approaches to Innovative Skills Training for Renewable Energy and Social Acceptance', EU-Horizon 2020, €4,210,438).

Politics/IR colleagues' securing of significant research income has enabled the Dept. to **employ several PDRAs over the cycle**, among them: Murtagh, Mikhael, and Zdeb (with Agarin); Stevin and Argyriou (with Barry); Madisson (with Miskimmon); Campbell (with Phinnemore).

### **Infrastructure and Facilities**

As explained in the IES (sections 4a.-4c.), the organizational infrastructure to support research and grant activity in Politics/IR at Queen's is extensive, being made up of an interlocking set of structures at University, Faculty, and School level.

Dedicated Faculty-facing staff in **the University's Research & Enterprise Directorate** are available to help researchers applying for external funding from both UK and International funders through all stages of the process. This includes circulating new calls, meeting with individuals to help them identify suitable funders, providing costings, and arranging internal feedback on draft applications. The Directorate also contains staff with expertise in impact and public engagement, including a Faculty-facing Impact Officer, who are available to assist individual researchers in composing their proposals, as well as organising events that bring together researchers and potential end-users of their research.

In addition to the internal feedback on grant proposals organised by Research & Enterprise, opportunities to **obtain feedback on research** are available within the Dept. via its four centres, as well as the *Mitchell Institute*. Critical yet supportive commentary at all stages in the development of a grant proposal, paper, or monograph—from initial idea to relatively polished draft—is facilitated by the Dept.'s various seminar series, ad-hoc meetings, and one-to-one discussions depending on what is most appropriate. Early-career researchers and PGRs are fully integrated into this process, both in terms of obtaining feedback on their draft papers and proposals and having the opportunity to provide feedback on others' work. In addition, successful grant applicants are encouraged to share their applications as examples of good practice.

As highlighted above (sections 1., 2.), all Dept. staff can avail of a School **research budget to support their research grant and impact activities**. This is in addition to support from Faculty and University research funds, such as the ERSC Impact Accelerator Account fund (£2,000) awarded the *Centre for Gender in Politics* in 2020 to develop a [Queen's on Gender](#) theme.

The Dept. has **excellent facilities**, being located in a terrace of Victorian houses in the University main campus and in short-walking distance of all teaching venues, University offices, and amenities. All staff have their own one-person office and up-to-date computing/printing facilities. The School provides a staff common room, with kitchen, and is also home to a suite of meeting rooms that staff can book for seminars, etc. Additional rooms in the School are occupied by postgraduate students (section 2.), post-doctoral fellows, visiting researchers, and emeritus professors. Staff and PGR IT equipment is regularly updated—the School's IT/network system being overhauled in 2019-20 to ensure full connectivity—and the School is provided with technical support by Queen's Information Services.

Situated close to the Dept., the University's recently built, circa-£40 million **McClay Library** is home to the main Arts/Humanities and Social Sciences collections. Queen's has built up a superb collection of books, manuscripts, and periodicals over the past 160 years. The Library contains an extensive collection of Politics/IR books and journals among its approximately 1.2 million volumes and 2,000 print and 20,000 e-journal titles. Facilities include IT training rooms, computing/media services, a Language Centre, support areas, and a cafe, as well as the University's Special

## Unit-level environment template (REF5b)

Collections, together providing the best features of a traditional library and the latest technology in open-access computing. Each School is supported by a Subject Librarian who provides guidance on information sources and scholarly communication issues. The School receives an annual budget (£54,000) for book purchases/journal subscriptions and has its own Library Liaison officer.

Research in HAPP is made possible by **20 professional support staff** (1 per 4 academic staff) who deal with the numerous administrative tasks associated with the effective running of a large multidisciplinary School. As regards research, 4 professional support staff are responsible for the organization and functioning of the Research Committee, all PGR-related matters, and processing internal academic staff requests for research support and funding.

The Dept.'s research centres and the School's supportive research structure together enable a vibrant, research-intensive culture, with numerous events and activities. Worth noting is the Dept.'s **playing host over the cycle to dozens of visiting speakers** from all aspects of the discipline who have presented in its [Frank Wright Memorial Lectures](#) and [Queen's Annual Politics Lecture](#) and its seminar series. Visiting speakers include: David Armitage (Harvard), Jean-Philippe Deranty (Macquarie), Diarmaid Ferriter (UCD), Stasis Kalyvas (Oxford), Michael Kenny (Cambridge), Brigid Laffan (EUI, Florence), Catherine Lu (McGill), Margaret Moore (Queen's, Kingston), Pdraig O'Malley (Massachusetts), Baroness O'Neill (Cambridge), Philip Pettit (Princeton), Louise Richardson (Oxford), James Robinson (Chicago), Saskia Sassen (Colombia), and Jonathan Wolff (UCL).

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

##### Summary

To further its research strategy, the Dept. prioritizes collaboration with academic and non-academic partners and its contribution to the discipline and society more broadly through pursuing five objectives:

- staff immersion in national and international academic partnerships and collaborative research networks so as to enrich the Dept.'s research culture, as well as PGR recruitment;
- encouraging high-profile service within leading professional associations;
- extensive staff engagement with non-academic stakeholders—governments, parliaments, public bodies, NGOs, community advocacy groups—on issues of local, national, and international priority, including Brexit and the Irish border;
- organization of international conferences/events and leadership of top-quality journals;
- securing recognition for excellence in research, impact, and professional service.

##### Research Collaborations, Networks and Partnerships

The Dept. places significant weight on research partnerships, seeing them as core to its success. It therefore has **formal academic partnerships** with several universities. Through the [AHRC Northern Bridge](#) and the [ESRC NINE](#) doctoral programmes it is partnered with the Universities of Durham, Newcastle, Northumbria, Sunderland, Teesside, and Ulster. It also has had a joint PhD agreement with the University of Orleans. This is alongside staff and student exchange partnerships with Vanderbilt University, American University, George Washington University, University of Texas (Austin), and Ca Foscari University, Venice (via the [Centre for the Study of Ethnic Conflict](#)). These partnerships have significantly bolstered PGR recruitment (e.g., Ancinapura progressing from *Centre for the Study of Ethnic Conflict* intern to funded PGR) and subsequent employment, as well research collaborations with [NGOs and government bodies](#) linked to specific partnerships.

Politics/IR staff frequently co-author with colleagues from across and outside the UK (see outputs list) and are embedded in national and international **collaborative relationships and research networks**. These include: Brexit & Environment network (Gravey); Canberra Centre for Deliberative Democracy and Global Governance (Kuyper); Canadian Association for Refugee/Forced Migration Studies (Johnson); Center for LGBTQ Studies, CUNY (Hagen); Conflict Research Society (Thomson); Democratic Innovations and Legitimacy Group, KU Leuven (Pow);

## Unit-level environment template (REF5b)

Geary Institute for Public Policy (Coakley, MacCarthaigh); Gendering EU Studies UACES network (Deiana); Global Prohibition Regimes Project, Prague (Bourne); Place-Based Climate Action Network (Barry); PUC-IRI, Rio (Lisle); Queen's/University of Chicago academic partnership (English); etc.

Dept. staff are members of the **main professional associations**, as well as specialist associations, including: American Political Science Association (APSA), Association for Social & Political Philosophy, British International Studies Association (BISA), Canadian Political Science Association (CPSA), European Consortium for Political Research (ECPR), European Group for Public Administration (EGPA), European International Studies Association, European Political Science Association (EPSA), International Political Science Association (IPSA), International Studies Association (ISA), Political Studies Association (PSA), Political Studies Association of Ireland (PSAI), University Association for Contemporary European Studies (UACES), etc.

All Dept. research groups **contribute significantly to the running of these organisations.**

Roles occupied include:

- BISA (Deiana: co-convenor, South-East Europe group);
- ECPR (Fabre: co-convenor, Federalism and Regionalism group; Raymond: Religion and Politics group);
- IPSA (Agarin: chair of RC14 Politics and Ethnicity Research Committee; Coakley: member of several committees);
- ISA (Deiana: Feminist Theory and Gender Studies group; Johnson: member of the Committee on the James N. Rosenau Post-Doctoral Fellowship; Lisle: International Political Sociology group);
- PSA (Raymond: Religion and Politics, German Politics groups);
- PSAI (Gravey: co-chair of Environmental Politics group; Deiana: co-chair, Gender & Politics group; MacCarthaigh: executive committee member, president 2016-19; McLoughlin, executive committee member);
- UACES (Agarin: co-chair Romani and Traveller Minorities network; Gravey: executive committee member; Phinnemore: executive committee member, 2015-18).

Colleagues' extensive commitment to these organizations led to **several conferences being organized across Europe and beyond** over the cycle (UACES Romani Studies conferences in Uppsala, Wroclaw, Ankara, Graz; IPSA World Congress panels/colloquia in Brisbane, Nicosia, Poznań, Sarajevo; etc.). Dept. staff have also been **active in other learned societies/bodies**, including:

- American Conference for Irish Studies (McLoughlin);
- College of Europe (Phinnemore: UK Selection Committee, Academic Council);
- National Council for Scientific and Technological Development, Brazil (Rossone de Paula);
- Royal Irish Academy (Coakley, MacCarthaigh: Ethical, Political, Legal & Philosophical Studies Committee).

During the cycle period, Dept. **staff held visiting positions** at Boston College (McLoughlin), Canberra (Pow), Chicago (English), China Foreign Affairs University (Lee), College of Europe (Phinnemore), EUI, Florence (Coakley), Geary Institute for Public Policy (MacCarthaigh), Graz (Agarin), LSE (Hagen), Nelson Mandela University (Andreasson), Renmin (McBride), Stanford (English), UFSCar, Brazil (Fabre), St Andrews (English), TCD (Fischer), Tecnológico de Monterrey (Raymond), Uppsala (Agarin), and Wissenschaftskolleg zu Berlin (Breen).

In turn, the Dept. **hosted several visiting research fellows**, among them Breen (Melbourne), Chung (Hong Kong Baptist University), De Wispelaere (Toronto), Fleischer (Bergen), Hirvonen (Jyväskylä), John (UCL), Madisson (Tartu), McCulloch (Brandon University), Murtagh (Villanova), Ó'Brolcháin (DCU), Osipov (Flensburg), Ribeiro (UFSCar, Brazil), Smith (Macquarie), Tautter (Brighton), Vasilevich (Prague), and Wilson (Binghamton University).

### **Wider Contributions to Economy and Society beyond Impact Case Studies**

As explained (section 1.), the Dept.'s impact strategy has centred on a) female representation within political parties/parliaments, b) deliberative democracy/citizens assemblies in Ireland, and c) influencing government policy in Brexit preparations. However, there are other areas in which colleagues' research is having palpable impact. Among them are:

- **Design and preparation of public museum exhibitions.** McLoughlin acted as consultant in 2018 to Hillsborough Castle on the [history of NI Secretaries of State](#) as part of a £20 million refurbishment project. Similarly, Lisle provided expertise on conflict representations for the Ulster Museum in the design of its [Troubles Exhibit and Gallery](#), and is currently advisor to the [Museum of the Troubles and Peace](#).
- **Deliberative democracy/citizen assemblies beyond the Republic of Ireland.** Kuyper aided [the PALO project](#) in a Finnish participatory mini-public that provided information to 4000+ households in a municipal referendum. More locally, Pow and Garry worked with the Building Change Trust and Involve NGOs to organize Northern Ireland's first citizen assembly. This assembly produced a series of [30 recommendations on social care](#), which were subsequently noted positively by the UK House of Commons [Northern Ireland Affairs Committee](#).
- **Environment and climate change.** Colleague's work in this area is being taken up by various end-users. For instance, Barry is a member of the [Place-Based Climate Action Network](#) (P-CAN) and was appointed onto [Climate Assembly UK Academic Panel](#) in 2020, while Gravey's work via the Brexit & Environment network has received a number of awards (below).
- **Government reform.** Colleagues have been recruited by public organizations to share their expertise on this issue. For example, MacCarthaigh gave expert evidence to: the Committee of the Irish Parliament on Creation of an Electoral Commission in Ireland (June 2015); the NI Department of Finance on shared government services (May 2015); and the OECD as part of its 'Public Governance Review of Northern Ireland' (February 2015). His extensive public-organization work led to his inclusion in the £2 million ESRC-funded [International Public Policy Observatory](#) initiative in 2020.
- **Security and technology.** Dept. research on this theme has been utilized by several bodies. For example, Bourne, Johnson, and Lisle's research on risk and uncertainty in security technology concluded in the publication of the [TRUST Report](#) issued to the MOD/DSTL, Home Office Science Advisory Council, and UK Border Force. Bourne also provided confidential evidence to the NGO Coalition for EU COARM on risk in arms transfer regulation (May 2016) and the Oireachtas Justice and Equality Committee (July 2015). In addition, one further IR colleague (Milton-Edwards) has been on secondment (2018-present) as senior security policy advisor to the Government of Qatar.

As to be expected, Dept. staff **intensively engaged with governments, parliaments, politicians, and diplomats on Brexit, its consequences for Ireland and the UK, and the complex policy options that arose.** This involved deepening already strong connections with Brussels, Dublin, Stormont, and Westminster, as well as advising multiple other institutions. To summarize their wide-ranging work, colleagues gave evidence to and held briefings with the British Embassy, Dublin (McCall), British-Irish Parliamentary Assembly (Coakley), Chinese Consulate, Belfast (Phinnemore), Danish Parliament (Phinnemore), European Parliament Constitutional Affairs Committee (Phinnemore), Foreign and Commonwealth Office (Garry, Phinnemore); House of Commons committees (several colleagues), House of Lords committees (several colleagues), Interparliamentary Forum on Brexit (Gravey, Phinnemore), Irish Department of Foreign Affairs and Trade (several colleagues), Northern Ireland Assembly (several colleagues), Scottish Parliament (Gravey, Phinnemore), US Consulate, Belfast (Phinnemore), and Welsh Assembly (McGowan, selected by the WA as an EU expert).

Colleagues also **shared their Ireland/UK and Brexit expertise with quasi- and non-governmental organizations**, including: Agenda NI, Agriculture Law Association, Belfast City Council Brexit Working Group, British Academy, Brookings Institution (Washington, DC), Chatham House, College of Europe, Confederation of British Industry, Consumer Council (NI), DAERA Stakeholder Group, Equality Commission (NI), Equality and Human Rights Commission (RoI),

## Unit-level environment template (REF5b)

European Economic and Social Committee, Foraus (Switzerland), Friends of the Earth, Institute of International and European Affairs (Dublin), Institute of Directors (NI), NI Civil Service, Police Service of NI, NI Council for Voluntary Action, and the Royal Institute for International Affairs (Brussels). This extensive engagement has been facilitated by staff directing the Queen's-based Brexit Clinic and Brexit Forum, organizing events through EU Debate NI, and participating in Stormont's [Knowledge Exchange Seminar Series](#).

Via its centres, the Dept. also offered **underrepresented and vulnerable communities** opportunities to benefit from and contribute to its research. For instance, the *Centre for the Study of Ethnic Conflict's* ['Exclusion Amid Inclusion Project'](#) presented key findings to community stakeholders from several post-conflict societies on advancing minority representation. Relatedly, colleagues in the *Centre for Gender in Politics* work closely with [community advocacy groups on women's reproductive rights](#) in Northern Ireland and on [poverty/equality budgeting campaigning](#) in the Republic of Ireland (Fischer).

### **Indicators of Wider Influence and Contribution to Research Base**

Dept. staff make a very considerable wider contribution to all aspects of the discipline and profession in several ways. One is the **hosting of international conferences at Queen's**. Since REF2014, colleagues have organized five major conferences:

- EPSA [Annual Conference](#), 2019;
- EGPA [Annual Conference](#), 2019;
- ['Global Conflict: The Human Impact' Conference](#), 2018 (co-organized via the *Mitchell Institute* with the University of Chicago);
- ['GFA at 20' Conference](#), 2018 (organized via the *Mitchell Institute*, speakers including Bill Clinton, Tony Blair, George Mitchell, Bertie Ahern, David Trimble, Gerry Adams);
- PSAI [Annual Conference](#), 2016.

In 2019, the Dept. was also selected to organize the [2021 PSA Annual Conference](#). This is alongside numerous smaller conferences and events organized within Queen's, as well as the seminar series run by the Dept.'s four groups and centres (sections 1., 2.).

Unfortunately, the COVID-19 crisis necessitated two major conferences being postponed:

- UACES Annual Conference, initially 2020, now 2023;
- Conflict Research Society Annual Conference, initially 2020, now 2021.

Politics/IR staff have **delivered scores of invited lectures** in a wide range of universities and organizations. These include:

- *UK and Ireland*: All-Island Civic Forum (Dublin), Birmingham, Bristol, Cambridge, Durham, Edinburgh, Kent, Leeds, Newcastle, Oxford, Queen Margaret, Royal Irish Academy, Royal Society, Sandhurst, SOAS, St Andrews, Strathclyde, Surrey, UCC, UCD, York;
- *Europe*: Aarhus, Amsterdam, Antwerp, Barcelona, Bolzano, Diplomatic Academy (Vienna), EUI (Florence), German Foreign Ministry, Heinrich-Böll-Stiftung, Helsinki, Maison de l'Europe, Luxembourg, Minho, OECD (Paris), Oslo, Poznań, Toulouse, UN CEDAW (Geneva), Zurich;
- *Americas*: Boston College, Chicago, Columbia (NY), Georgetown, George Washington, Montreal, Ottawa, Pennsylvania, Princeton, PUC Rio, Stanford, Tufts University, UC Santa Barbara, UFSCar (Brazil), UABJO (Mexico), Universidad de Cordoba (Colombia), Yale;
- *Africa, Asia, and Australasia*: Brisbane, British Council (Ankara), Canterbury Christchurch (NZ), China Foreign Affairs University (Beijing), East London (SA), Melbourne, Otago (NZ), Pusan (SK), Queensland, Stellenbosch (SA), Victoria (Australia).

All Dept. staff referee articles and book proposals for several leading journals and publishers. In addition, they **referee grant proposals, and are members of peer review colleges, for a range of funders**, including the AHRC (Lisle, McGowan), British Academy (several colleagues), ESRC (several colleagues), Estonian Research Council (MacCarthaigh), European Council (Johnson), Flemish Research Council (Breen, Fabre), Flemish/South Africa Research Programme (Andreasson), Irish Research Council (several colleagues), National Research Foundation South



## Unit-level environment template (REF5b)

Africa (Andreasson), National University of Ireland (Bourne), and Social Sciences/Humanities Research Council of Canada (Bourne, Johnson).

The Dept. continues to make major contributions to the **publication of world-leading peer-reviewed journals**. Noteworthy are:

- Lisle's editorship of [International Political Sociology](#);
- McLoughlin's co-editorship of [Irish Political Studies](#);
- Andreasson, Breen, and Fabre's associate co-editorship, until 2015, of the *British Journal of Politics and International Relations*.

Colleagues have also been editors of *Administration* (MacCarthaigh), *Citizenship Studies* (Johnson), *Hypatia* (Fischer), *International Feminist Journal of Politics* (Hagen), *Nationalism and Ethnic Politics* (Agarin, Coakley), *Political Research Exchange* (Raymond), *Regional and Federal Studies* (Fabre), and *Terrorism and Political Violence* (English). This is in addition to staff **editorship of monograph series**, including the Routledge [Rethinking Political and International Theory](#) (Breen, McManus) and Emerald *Critical Perspectives on International Public Sector Management* (MacCarthaigh) series.

In recognition of their excellence, several Dept. staff received prestigious awards and prizes over the cycle period. Among them are:

**Recognition of service and distinction:**

- Coakley: made life member of IPSA (as former Secretary General); elected member, Royal Irish Academy;
- English: Royal Irish Academy [Gold Medal in the Social Sciences](#); CBE for services to the understanding of modern-day terrorism; honorary professorship, St Andrews; elected Fellow of the Royal Society of Edinburgh;
- Lisle: International Political Sociology, ISA, Distinguished Scholar Award, 2020;
- Phinnemore: elected [fellow of the Academy of Social Sciences](#).

**Recognition of outstanding research and impact:**

- English: *Does Terrorism Work? A History* (OUP) long-listed for the Airey Neave Book Prize, 2017;
- Gravey: 2018 [UEA Outstanding Impact in Policy and Practice](#) award (with UEA colleagues); 2017 [ENDS Insight of the Year](#) award; 2016 ECPR [Rudolf Wildenmann Prize](#) for best paper;
- Johnson: *Borders, Asylum and Global Non-Citizenship* (CUP) honourable mention in 2016 Distinguished Book Award, Ethnicity, Nationalism & Migration Studies, ISA; short-listed for 2015 CPSA Prize in International Relations;
- Lisle: *Holidays in the Danger Zone* (University of Minnesota Press) International Political Sociology, ISA, Best Book Award, 2017;
- Miskimmon: co-authored book *Strategic Narratives: Communication Power and the New World Order* (Routledge) International Communication, ISA, best book award, 2016;
- O'Leary: *Northern Ireland: A Treatise* (OUP) [James S. Donnelly prize](#), American Conference for Irish Studies, 2020; *Irish Times* Book of the Year, 2019.

**Conclusion**

The above evidences the vitality of Politics/IR in Queen's. The Dept.'s activities have reconfirmed its place as the strongest institutional centre for the discipline in Ireland and one amongst the best in the UK. The Dept. has augmented the excellence of its research and impact, while making real advances in research income capture. Just as important has been the safeguarding of a supportive workplace pivotal to the cultivation of a growing cohort of early-career staff and PGRs. The Dept. has also sought to enhance its reputation across the discipline internationally via various collaborations and networks. The research strategy it pursued has ensured its dynamism over the cycle and will sustain it over the coming period.