

<b>Institution:</b> University of Stirling
<b>Unit of Assessment:</b> C19 Politics and International Studies
<p><b>Section 1. Unit context and structure, research and impact strategy</b></p> <p><b>1.1 Context</b></p> <p>Politics at Stirling is a division of History, Heritage and Politics in the Faculty of Arts and Humanities. We conduct research in global politics and policy problems, specialising in human rights and global justice, climate change, energy and resource conflict, and public health. As a previously small unit, no independent Politics submission was made to REF2014, but since 2014 Politics has experienced sustained and transformative growth through strategic institutional investment. Our REF2021 submission is the fruit of that investment, and has been achieved through:</p> <ul style="list-style-type: none"> <li>• three senior appointments with specialisms in public policy, gendered politics and policymaking, and Middle Eastern politics whose research aligned with and provided impetus in our key areas and who have brought dynamic research leadership and given substance, direction and a clear strategic research vision to the unit,</li> <li>• a doubling of our permanent full-time research-active numbers to 10 FTE, to deepen and consolidate our research strengths in international politics and public policy;</li> <li>• collaborative national and international partnerships with intergovernmental and state actors, NGOs, and policymakers to deliver impactful research.</li> </ul> <p>This programme of investment has strengthened and broadened our research specialisms, helped us achieve a profound change to our gender balance, and invigorated a collegiate research culture. It has brought the capacity to deliver substantial input to governmental, public and Third Sector policy and practice, nationally and internationally, and the expertise to contribute to policymaking directed at attainment of the UN Global Goals for Sustainable Development.</p> <p>Highlights of our achievements include:</p> <ul style="list-style-type: none"> <li>• Impact through partnership with public health agencies in the devolved jurisdictions, improving public health policy and practice across the UK;</li> <li>• Impact through optimizing the use of evidence in European Union policymaking;</li> <li>• Collaborative research to advise on Human Rights and Climate Change at the United Nations Framework Convention on Climate Change Conferences of the Parties;</li> <li>• Collaborative research to inform the strategy and agenda of the EU Non-Proliferation and Disarmament Consortium;</li> <li>• Securing over £800,000 in external competitive grant funding since 2015.</li> </ul> <p><b>1.2 Research Structure</b></p> <p>Research in the University is organised through three interdisciplinary, mission-oriented themes: <i>Cultures, Communities and Society</i>; <i>Global Security and Resilience</i>; and <i>Living Well</i>. All Politics research aligns with these University research themes and in particular with nine of the programmes that sit beneath them: Being Connected; Cultural Heritage; Home, Housing and Security; Digital Society and Culture; Environmental Change; Extremes in Science and Society; Global Food Security; Human Security, Conflict and Co-operation; and Health and Behaviour. To optimise and maximise the effectiveness of our research contribution to these programmes, and to operate as a cohesive unit, we co-created a sustainable intellectual vision that</p>

encompasses our collective identity: *to be at the heart of international and interdisciplinary political research*. We have implemented a research strategy that is focused on specific global policy problems in which Politics as a discipline has a pivotal role. Our research strategy has four objectives:

- to strengthen key sustainable areas of research
- to deliver strong public policy impact;
- to be an open, equal, and respectful research community;
- to have a world-class graduate programme.

Our strategy provides a framework for the research specialisms of Politics colleagues, which include human rights and global justice, climate change and resource conflict, and a changing global order that has prompted diverse responses, from transnational cooperation to new demands for constitutional and political change.

Our research activity is organised into two overarching groups:

- *International Politics*, including *Human Security & Human Rights* and *Critical International Relations*;
- *Public Policy*.

*International Politics* (Baumeister, Dee, Haastrup, Hoffmann, Kasbarian, Lynch, Saade, Schapper) Our analyses of the role and influence of international organisations, networks, ideas, and policy frameworks helps set the international research agendas in these areas. We focus particularly on human rights and human security and are at the forefront of critical academic and policymaker debates on the global governance of human rights. Our research includes the analysis of the gendered *institutions*, networks, and practices that influence foreign policy, peace, and security, the *actors* and organisations fostering conflict and cooperation in Middle East politics, and the normative foundations and limits of a human right to freedom of religion.

*Public Policy* (Cairney, Dee, Hoffmann, Kippin, Lynch, Munro, Schapper, Stephan, St Denny). As a group, we are at the centre of international research networks which are delivering insights on the relationship between research evidence, policymaking, and policy. Our research focus has delivered critical analysis of the effectiveness of evidence-informed policy learning between governments (and government agencies) and encouraged its adoption as practice across political systems, focussing particularly on the extent to which government policies prevent policy problems and reduce inequalities. Our research has contributed new insights on the past, present, and future of energy and environmental policy, housing and homelessness policy, gender equality policy, and public health (including tobacco, alcohol and food) policy.

Both groups have contributed to intersecting issues such as gendered politics and policymaking. Other thematic foci are encouraged and facilitated through these groups. For example, area studies experts in the *International Politics* group have generated insights on key aspects of Middle East politics, including the study of diaspora, genocide, resource competition, and religion, foreign policy, and disarmament diplomacy. Collaborating with colleagues in the Stirling Law School, we also research human rights in Bangladesh and India, and key issues of energy and environment in UK and devolved politics.

### 1.3 Research and Impact Strategy

Institutional investment in Politics since 2014 has given leadership, direction, and capacity to our research endeavour. New leadership appointments have brought focus and impetus to our research, adopted with distributed leadership within our research groups. The reach and impact of our new research – in international human rights and human security, the politics of energy and environment, evidence-informed policy-making, and international governance – is growing as the Politics unit continues to expand and strengthen its expertise in these fields

Our research strategy is to identify, understand and address complex domestic and international policy issues and societal challenges through cutting-edge research approached from theoretical, empirical, doctrinal and interdisciplinary perspectives. This is a core, over-arching aim of our research groups and is met by assembling teams of researchers within and across the groups to advance solutions to, for example, challenges of transnational cooperation, new demands for constitutional and political change, policy change and governance, accountability, human rights and global justice, or climate change and resource conflict. Solutions typically combine research and co-production methods to integrate academic and practitioner knowledge. The results are developed and deployed in close collaboration with specialists in academic disciplines in the humanities, social, environmental and computational sciences, stakeholders, including policymakers at national and supra-national levels, intergovernmental organisations, non-government organisations and third sector organisations. To realise this strategy, we pursue two primary aims:

**i. Develop new approaches to tackling complex issues and societal challenges**

Both research groups support the sharing of ideas and collaborative working internally, with each other and beyond Politics, and with external stakeholders. This has led to collaboration on research and writing projects and grant applications. Examples of the synergies we exploit include:

- Participation in the *ESRC Centre on Constitutional Change 2013-15*, an interdisciplinary project including political scientists, lawyers, economists, and social policy specialists from five research institutions, looking initially at constitutional change in Scotland. We analysed the implications of Scottish independence and other constitutional options. Outputs included working papers and blog entries designed to inform policymaker thinking and public knowledge in the lead up to the 2014 Scottish independence referendum, and partnership-working with civil servants from the UK and Scottish governments aided production of their analysis papers. Evidence-giving to the Scottish Parliament, Welsh Assembly, Northern Ireland Assembly, and the UK inquiry on the West Lothian question, facilitated the development of networks across all devolved legislatures and provided the foundation for further collaborative work in other policy areas.
- These networks were mobilised for our contribution to the *ERC Horizon 2020 IMAJINE (Integrative Mechanisms for Addressing Spatial Justice and Territorial Inequalities in Europe) project 2017-21*. IMAJINE includes political scientists, geographers, statisticians, and economists from 12 European research institutions analysing social justice and equality, focusing on the extent to which governments could learn from each other's success. Case studies of innovation by some governments were researched, with best practice from those communicated through training or feedback sessions with other governments (supplemented by reports and blog posts). The Stirling-led work-package encouraged policy learning by convening workshops with UK and devolved government Public Health agencies and formed the basis for one of our REF impact case studies.
- *UK Energy Research Centre 'The impact of multi-level policymaking on the UK energy system' 2018-19*. This project drew on political science, law, and economics in three Scottish Universities to combine research with workshops and policy briefings to inform policymaker and practitioner planning for the effects of Brexit.

- *Royal Society of Edinburgh 'Connecting with a low-carbon Scotland'* 2016-18 This network brings together scholars across the humanities – including literature and theatre, politics, law, visual arts and media – to facilitate the creation of a low-carbon society in Scotland through the development of shared understandings of the challenges posed for Scotland by climate change, energy use and the process of transition. The objective is to share culturally powerful narratives from the different disciplines to develop fresh thinking on how these complex issues can be approached and made accessible for decision makers and citizens.

## ii. Facilitate collaborative, interdisciplinary research

Our collegiate atmosphere stimulates research within Politics and supports collaborations with academics and stakeholders beyond our research groups, especially through the faculty Centre for Human Security, Conflict and Co-operation research. We work with our partners to identify and understand complex challenges that can benefit from our disciplinary input and methods to deliver interdisciplinary solutions. Since 2014, incoming colleagues have added new personal external contacts to our networks and, as they familiarise with Stirling's internal research landscape, they have broadened our connections within and across that research community, activating and realising the range of opportunities this affords

Stirling's institutional ethos and academic profile encourages close collaborative links across disciplines. Politics leverages institutional strengths in history, philosophy, religion, law, public policy, media studies (especially digital), health and sports sciences, social sciences, psychology, and environmental science to deepen and broaden our research, strengthening our contributions to multiple institutional research programmes. Collaborative, interdisciplinary research projects have been stimulated through explicit cross-disciplinary "away days", presentations at Faculty research showcases, and the annual Stirling Festival of Research, and through providing leadership in the university-wide research programmes and projects.

Through these partnering mechanisms, we have leveraged research collaborations that have exposed previously under-exploited synergies between disciplines. This is most evident in our work with colleagues in environmental sciences and human rights law, where we have contributed to five programmes under the Global Security and Resilience theme, on topics ranging from food security to environmental activism, and demonstrated the added value of our distinct empirical, theoretical and comparative research perspective in interdisciplinary projects. This has led to the submission of larger, multidisciplinary grant applications that maximise colleagues' domestic and international research links in projects that bridge between disciplines.

### 1.3.1 Activating Research

An integral part of our annual staff development and appraisal process – referred to as Achieving Success – is the production and review of a Personal Research Plan (PRP). Guided by the Research Director and agreed with the Politics lead, alongside identification of person-specific support and/or development and training needs, the PRP details colleagues' research funding applications, impact activities and output plans.

Our strategy encourages involvement and ambition by all colleagues in grant applications. Research funding plans are central to colleagues' PRPs - they will normally have at least one research grant project 'in play' (whether as PI or CI) – and are discussed and formalised through the Achieving Success process. Small grants are viewed as a basis for high-quality publications, as impact triggers, and in laying the groundwork for large bids. Escalation from 'seed-corn' awards to larger funding applications is a planned element of our research strategy, designed to grow our research community and capacity through recruitment of research assistants (RA) and open-ended early career researcher (ECR) posts. Such opportunities are exemplified by Cairney's IMAJINE grant, where a 1 FTE fixed-term RA progressed to an open-ended ECR contract to expand capacity within the Public Policy research group. Each research group's strategic growth plans are agreed with the Head of History, Heritage and Politics and the Faculty Dean and are

embedded in colleagues' PRPs and through annual review, to support planned and sustainable expansion. Grant planning, therefore, forms a central plank in our staff development strategies.

Extensive institutional support is available for development of larger funding applications (>£100,000) while informal support is offered within the Faculty for smaller ones. Grant-writing and other skills development workshops are provided through the Institute for Advanced Studies by Research and Innovation Services, with colleagues' specific needs identified through Achieving Success meetings. Support to enable enhanced participation within GCRF projects is available through the University's competitive Connect, Connect+, Spark and Escalator research funding schemes. ECRs are prioritised for support in attending conferences at which they present work-in-progress, to help them build networks of potential collaborators and mentors and to provide opportunities for research dissemination and feedback on draft outputs and impact activities. Conference attendance is, thus, an integral component of PRP discussions for its place in the development of planned project outcomes.

Outputs are aligned to Politics' strategy, which aims to increase the visibility, reach and impact of the research our two groups through publication in the top-rated peer-reviewed journals for each specialist field and agenda-setting monographs. While the written quality of colleagues' work has been honed and enhanced through writing, research promotion, editing skills and research ethics workshops offered by the University's Institute for Advanced Studies (IAS), the intellectual tightness and rigour of publications have been achieved through formal and informal peer-review processes. Drafts go through multiple iterations before submission, via mentorship and peer-review by senior colleagues, conference panels, presentations at internal research seminars and invited seminars of external networks, including the Scottish Middle East research network (MENET) and the Centre for Feminist Foreign Policy (UK).

### 1.3.2 Achieving Impact

Impact permeates our research and we have intensified impact within our research culture through the Faculty Impact Strategy, which encompasses all researchers and research students in the Faculty of Arts and Humanities. This Strategy has three objectives:

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

To achieve these objectives, Politics is supported by History, Heritage and Politics' Impact Champion, who coordinates with the Faculty's Deputy Associate Dean of Research (Impact) and the Faculty Impact Committee. Impact is a key dimension of our research planning and development of impact pathways and tracking of achieved impact is embedded into colleagues PRPs. Impactful research is recognised and rewarded within Achieving Success and its planned pursuit is a criterion for research leave. Within Politics, our current and future case study authors are the 'impact ambassadors', who share knowledge, skills, connections and insights gained during their journeys to impact creation. They are the catalyst for enhancement of impact across our research groups, identifying new opportunities, advising on planned impact activities to support new projects, sharing best practice on optimising and maximising impact in mature cases. The University-wide network of Impact Champions, supported through the institutional Impact Working Group, makes it easy for us to share our best practice and learn from others across every Faculty and Division within Stirling. Our Faculty Communications Officer supports colleagues routinely to write for, and present to, non-academic audiences, through blogs, webinars and public events. The effect of this approach is evidenced in the high volume and wide range of our impact activity, exemplified by the University of Stirling Policy Blog (which averages 250k hits per year) and contributions to media outlets, including *The Conversation*.



The success of this integrated approach to impact awareness and generation is exemplified by one of our impact case-studies, *Optimizing the use of evidence in European Union policymaking*. It originated in 2015 in a collaboration between Cairney and the European Commission Joint Research Centre (JRC) which set the agenda for the European Commission's approach to evidence-informed policymaking. This led in 2018 to the co-production of further research with the JRC and policymakers, delivering an evidence review and report, whose findings – disseminated through formal publications and promoted through our blogs - have been taken up by policymakers within the European Commission. The outputs of the original partnership have also stimulated new impactful research collaborations, most notably from 2017 with the Scottish Parliament's *Commission on Parliamentary Reform*, whose agenda included the incorporation of evidence and long-term planning in parliamentary scrutiny, informed by expert advice from *Public Policy* colleagues.

#### **1.4 Open Access**

Stirling is a pioneer in open access to research. Since its inception in 2008, all Politics staff upload publications to the institutional repository STORRE, which provides green open access to research outputs and PhD theses. The University operates an Article Processing Charge Fund which supports the costs of publishing research papers stemming from Research Council supported grants and open access publishing via the gold route, available to all research-active staff. All STORRE-held publications are listed automatically on colleagues' externally visible web profiles and can also be found through the University's searchable Research Hub web interface via the institutional organisational unit, research programme and research group headings, and tags. Outputs are then made available automatically or, if currently under publisher embargo, by an automated request function which is directed to the author. This enables colleagues to communicate directly with the requesting individual as appropriate and to give access to the requested output. Research data is stored in dataSTORRE, and accessible in compliance with GDPR regulations.

#### **1.5 Research Integrity**

All Politics staff and PGR activity involving primary research complies with The Concordat to Support Research Integrity and must receive approval from the General University Ethics Panel before research is conducted. Ethics applications are managed through the secure online Ethics Research Manager System and supported by the institutional Research Integrity and Governance Manager. Given the focus of our research groups and the nature of some of our external partnerships, we are alert to both the challenges and advantages of embedded and participant research, with ECRs and PGRs receiving dedicated training, including Peer Review, Ethical Approval, Plagiarism, Authorship and Collaborative Research issues, through University Researcher Development workshops, Institute for Advanced Studies workshops, and shared best practice within Politics.

#### **1.6 Future strategic aims and goals for research and impact**

As a dynamically evolving field, the recurrent themes already evident across our research groups will continue to offer rich opportunity for impactful research. Coherence and cohesion will continue to be afforded by the group structure, which has the flexibility to adapt to new interdisciplinary opportunities, the emergent specialisms of ECRs and more recently appointed senior colleagues, and to changing political and policy agendas nationally and internationally. Research output continues to be managed through our PRP and Achieving Success processes, underpinned by the research group discussion and peer-review mechanisms and aligned with the over-arching institutional research themes and programmes. While our current Impact Case Studies revolve primarily around the endeavours of single project leads, they arise from a strategy where research group impact pathways are identified collectively by group members and confirmed through PRPs to build multiple avenues to deliver impact. Pathways and impacts will consequently develop at different pace, delivering a continuous flow through the work of the research groups.

Our research and staffing strategy has allowed us to establish coherent areas of research strength. Our next goal is to increase the intensity of engagement through the further development of multi-disciplinary approaches within Stirling and beyond. Our work crosses notional research group boundaries and carries the potential to strengthen the collaborative nature of our research, and for colleagues working in different areas of Politics to offer insights from their own particular specialisms. The influence of established colleagues and that of new arrivals is readily apparent in both groups, and it will allow the research of future appointees and early career researchers in particular to flourish, thus ensuring their progression and encouraging staff retention.

## 2. People

Our people give the substance to our research aims. They form the collegial body that conceives research, including supervising research students, as its central rationale, an understanding that informs colleagues' attitudes to one another, their availability for discussion, their readiness to read draft work and to offer criticism. These attitudes are underpinned by supportive staffing policies and made effective through our research support structures.

We are an open, equal, and respectful research community, who use a distributed leadership model to ensure that all voices inform the design of our overall vision and contribute to the development of new research directions. We recognise, respect, and encourage individuals' differences, not simply with reference to our legal but also to a wider political agenda on academic equality led by professional organisations such as the Political Studies Association and British International Studies Association. Our practices have contributed to the transformation of the social background and cohesiveness of our group as it changed considerably from 2014.

### 2.1 Staffing Strategy and Staff Development Strategy

Since 2014, Politics has benefited from significant investment in staffing, through replacement of retired colleagues and those who have moved elsewhere, and with newly created posts. We have grown from 5 FTE research active staff in 2014 to 10 FTE in 2021. This turnover provided the opportunity for a strategic review which strengthened the alignment of staffing and research priorities and was incorporated and prioritised in Faculty planning. This commitment means that with the appointment of 2 associate professors to form an expanded senior cohort, we have gained momentum to realise our research strategy. In addition to these senior colleagues, 5 new lectureship appointments – 4 open-ended and 1 fixed-term – since 2015 have increased research capacity and broadened our range of research specialisms.

Recruitment has helped transform the social background of our unit, which is increasingly representative of a multicultural Scotland and an international university. In 2014, 6 of 7 (86%) full-time Politics staff were men. At present, 5 of 10 (50%) permanent staff are men, which compares to a sector wide figure for the discipline of 69%. External recruitment and internal promotion mean that women now hold 4 of 6 senior positions, and we have maximised our chances of producing a gender balanced Professorial staff via internal promotion:

Position at census point 2020	Women	Men
Lecturer	1	3
Senior Lecturer/ Associate Professor	4	1
Professor	0	1
Total	5	5

These actions have a major impact on the informal culture and power dynamics within the unit, in which we have moved from a single Professor model to a distributed model in which over half of the unit have responsibility for leadership actions.

### 2.1.1 Staff Development

Support for colleagues begins before appointment. Our University's innovative recruitment model, piloted by Politics, is lauded as best practice by the Political Studies Association. It promotes equality by anticipating the well-documented biases of traditional recruitment processes, using blog communication to share detailed information with all candidates, and supplementing formal advertisements with well-worded 'further particulars', thus ensuring all short-listed candidates are fully informed about our recruitment processes and the posts for which they are applying.

Stirling was amongst the first signatories of the 2009 RCUK Researchers Concordat. Its implementation earned us EU HR Excellence in Research awards in 2011 and 2020. We signed the revised Concordat to Support the Career Development of Researchers in 2019. Evidence of the Concordat's positive influence within Politics includes research induction programmes upon employment, peer to peer mentoring arrangements for all staff and faculty-organised senior colleague mentoring of early career colleagues.

For ECRs, introductions to interdisciplinary research are made through the Stirling Crucible programme, which brokers cross-institutional relationships and with potential external collaborators. Its intensive residential 'skills labs' offer models and practical experience for interdisciplinary practice. For all colleagues, Crucible-style connection-building is central to Stirling's annual Festival of Research, with work showcased in pecha-kucha presentations and collaborations forged through follow-up initiatives. Politics leadership and input to the University research programmes in Human Security, Conflict and Co-operation and Health and Behaviour originated in these showcases.

History, Heritage and Politics' budget supports all staff (permanent and temporary) with an annual research budget for conference travel and related costs: currently £1000pa per head, with additional funds available on application through the Head of HHP.

**2.1.2 Early Career Researcher (ECR) Development:** is supported through an annually-reviewed plan approved by the Faculty Dean, which is reset as appropriate during any probationary period. Policies and opportunities from which all of our ECRs in the assessment period have benefited include:

- Stirling's 3-year probation scheme with reduced teaching loads (initially 50% reduction, reducing to 25% in year 3) and no major administrative roles.
- assigning a Senior Colleague to every ECR, to advise on PRPs required by the probationary scheme and provide mentoring. Senior Colleagues work closely with probationers, reading drafts, suggesting directions for research focus, advising on outlets for presentation/publication and research grants.
- active involvement in research groups, exposing ECRs to and involving them in the development and delivery of large research projects led by established colleagues, to provide the experience needed to realise their personal research ambitions.

External project funding for permanent staff means we typically employ at least one non-permanent lecturer, and more than one postdoctoral researcher (PDRA), at any one time. For example, Cairney's IMAJINE award and associated project funding currently supports a 1 FTE temporary appointment in Public Policy and 1 FTE PDRA. Temporary staff are treated as full members of the unit, benefitting from the same supportive provisions as new permanent lecturer ECRs. ECRs seeking their first funding, and lecturing staff seeking major grants, are inducted into funded research projects by working with senior researchers. Through our distributed leadership model, ECRs can contribute to strategy and outputs regardless of status. Early career and senior researchers engage in collaborative projects and discussions of future research directions for their research groups. For example, one multi-partner UKPRP/MRC application included an ECR with a professorial staff member, while a UKRI (ESRC/NERC) application saw an ECR/senior



colleague collaboration on UK shale oil and gas policy, and another with colleagues from Aquaculture and Biological and Environmental Sciences on food security.

**2.1.3 University and Faculty schemes** support all staff and allow the opportunity to review circumstances:

- Achieving Success is an annual cycle through which non-probationary colleagues plan research and teaching, review progress against previous plans, and discuss opportunities and difficulties. Reviews are conducted by the Politics lead and reviewed by the Head of History, Heritage and Politics, who supports colleagues to identify ways to realise research goals, e.g. through planning teaching load, workshop support, time for impact and interdisciplinary work, reviewing drafts and proposals.

Career progression is a topic for every Achieving Success meeting, and advancement is a key element in our reward and recognition arrangements. The Politics lead works closely with colleagues in constructing advancement cases and one post-2014 ECR appointee has already secured promotion to senior lecturer.

- Targeted mentoring by senior colleagues from other Arts and Humanities units is organised at Faculty level. It addresses the following areas: Promotion, Applying for Grants & Managing Awards, Taking & Returning from Parental Leave, Women Working at Stirling University, Working on Casualised and Temporary Contracts, Taking on and Shaping Administrative Work.
- Funding-supported access to Institute of Leadership and Management and other externally accredited leadership development programmes and women-specific personal and professional development programmes including Aurora (provided by Advance HE) and Stepping Stones (an internal programme), researcher development programmes and a full suite of health and safety courses (including personal travel safety). Politics colleagues are mentors and role models on Aurora and Change Management Programmes.

Through our equality and inclusivity commitments, Politics strongly supports the University's maternity, paternity and parental leave schemes, alongside possibilities for fractional contracts and flexible working. We work with individuals to find the best approach for them, and since 2014 have supported 3 colleagues with parental leave. In particular, we encourage colleagues returning from maternity leave to take one semester of research leave at the most appropriate point for them, (in addition to the institutional research leave scheme), and offer reduced teaching loads for those returning from parental leave. Two colleagues have benefited from post-maternity research leave since 2018. We are committed to embedding parental leave and fractional working for caring or other reasons.

**2.1.4 Institutional Research Leave** operates at Faculty level and is employed by Politics to provide colleagues with additional time to bring substantial research plans or projects to fruition. Our institutional workload allocation model provides research, teaching, and administration ratios of 40:40:20, to embed research within the academic routine, with periods of research leave intended to give extended blocks of focused time for activities that require sustained effort, including impact activities. Colleagues can apply for one semester's leave each after six semesters teaching (or two semesters' leave after twelve). Time spent on temporary contract or on parental, caring or compassionate leave contributes to research leave entitlement.

Leave plans are developed and shaped through PRPs and Achieving Success meetings: to coordinate plans for institutional leave with external research applications; to frame the aims of the leave; and agree the outputs to be delivered at its completion. The University formally monitors research leave effectiveness.

## **2.2 Research Students [PGR]**

Politics has benefitted greatly from the expertise of the Faculty Associate Dean of Graduate Studies, who is an Executive Committee Member of the Scottish Graduate School for Arts and Humanities (SGSAH), the AHRC and Scottish Funding Council-funded Scottish Doctoral Training

Programme. Our participation in SGSAH and the ESRC Scottish Graduate School for Social Sciences (SGSSS), reinforced internally through the Institute for Advanced Studies (IAS), has embedded best practice to deliver supervision and skills training to staff and PGRs and stimulated a research environment that focuses on interdisciplinary partnerships and collaboration from which Politics PGRs are beneficiaries. All staff undergo regular training (online and in-person via IAS, and externally by the Scottish Graduate School) in PhD supervision. We pair senior and less experienced staff to learn from each other through co-supervision. This combination of training and support helps ensure that all Politics staff are highly skilled in postgraduate research supervision.

Colleagues across the Faculty are SGSAH studentship award panel members and 'catalyst' members (who, for example, deliver discipline-specific training sessions on Data Protection and Ethics in the Field to SGSAH-funded PGRs), while Politics colleagues contribute training workshops to the SGSSS. Shared best-practice between these colleagues, reinforced by advanced supervisor training programmes in IAS, has helped potential Politics supervisors to work closely with doctoral programme applicants to enhance the quality of PGR applications and projects, and increase studentship application success rates for UKRI and non-UKRI-funded projects.

Since 2014, we have striven to grow our PGR numbers to give us the critical mass to join the SGSSS as a specialist unit. Successful Master's programmes in International Conflict and Cooperation, Public Policy, and Human Rights and Diplomacy have established progression routes into our doctoral programmes, including the innovative Doctorate in Diplomacy (DDipl), designed for working professionals in international affairs. This growth strategy has, since 2014, seen 4 doctoral students graduate and 10 Stirling PGRs have been supervised by Politics staff: 4 as first supervisor and 6 as co-supervisor.

All Politics PGRs are based in offices with personal workstations in the same building as the Politics staff, to maximise interaction, stimulate a collegial atmosphere, and encourage full participation in the intellectual life of our community. All have two supervisors, allocated according to staff expertise. Politics colleagues also supervise interdisciplinary PhD projects with colleagues in other Faculties, forming one of a supervisory team of up to three staff in such circumstances. We also facilitate DDipl supervision off-campus, such as when students are working for international organisations while studying part-time (e.g. one DDipl student works currently for the UN Mission in South Sudan).

Every PGR has an annual review with two staff members not involved in their supervision. All students submit chapters and plans for this annual review, supported by supervisors' assessments and student assessment of supervision. The review focuses on supervisory arrangements, with students invited to raise issues and reflect. Reviewers act on students' feedback, making recommendations for interim reviews or supervisory development where needed, identifying strengths for dissemination. Students are offered a mock viva on submission of their thesis.

Skills-mapping and identifying development needs for students is formalised across the Faculty, with courses on data protection, research methods, supervisor training (for example on how to work with international research students) and viva skills. Politics PGRs participate in Faculty-wide doctoral writing retreats, in skills workshops, and 'shut up and write sessions' organised by IAS. Membership of SGSAH has broadened and enriched research training opportunities across the Scottish sector, our PGRs benefitting especially from its summer school on impact.

Research presentation skills are developed throughout the doctoral programme, from induction to pre-viva presentations to staff and fellow students. PGRs participate in research group seminar programmes, the Faculty PG Research Showcase, and are included in the University Festival of Research. All are strongly encouraged to take external opportunities to present their research, aided by an annual individual research support award of £200 from the History, Heritage and Politics budget. Additional funds of up to £750 for conference attendance are available on

application, with the expectation that recipients present papers that will be refined and submitted for peer-reviewed publication.

Our PGR development includes assisting graduating doctoral students into the profession. We offer professional development workshops for graduate students to advise on publications, job applications, and interview advice. Of our PGRs supervised since 2014, three have secured academic posts and one has moved into a Scottish Government policy role. We provide similar support for PDRAs to find permanent work, one securing an open-ended academic appointment and another a position with Scottish Government.

### 2.3 Equality and Diversity

One of our core objectives is to build an open, diverse and inclusive research community and we have developed iterative policies to achieve this that are central to our strategic direction and collective self-conception. These are mapped directly with the University's Equality, Diversity and Inclusion (EDI) policies and practices, and are realised through the Faculty EDI Action Plan, instituted in 2018 and initially headed by the Politics lead. Politics colleagues are panellists on the Faculty's Athena SWAN committee. Advancing gender equality has been the main focus to date but from 2020 the University has adopted more intersectional activity to ensure a supportive and inclusive research environment for all.

Our key EDI actions, pursued across the University:

- address structural barriers to promotion and advancement from doctoral students through to Chairs;
- support continuing professional development for fixed-term research staff (mainly women at grades 6-8);
- widen accessibility of training materials to doctoral students studying part time;
- and embed equality discussions into all committees with decision-making power.

Within the Faculty EDI Action Plan, our mentoring scheme ensures equality and inclusion. Our researcher cadre is evenly split on gender but all benefit from policies that recognise and support caring responsibilities and other protected characteristics. Structured career development support for women, principally Aurora and Stepping Stones, has benefitted colleagues, and others are mentors and role models on Aurora and Change Management Programmes. To support all to attend development events, none are organised outside a 10.00-16.00 window.

This embedded approach to EDI is reflected in our output selection, which underscores Politics' strategy for *all* staff to be supported to develop excellent research and the finest outputs of their work submitted to REF. Through induction events and subsequent mentoring, all ECRs are made aware of expectations in terms of research quality and resourced to achieve these. Within the framework set by the University and through transparent processes, we have ensured that outputs ranked highly by internal and external assessors are submitted. Regular communication on process and rapid notification of outcomes has occurred throughout. The process was Equality Impact Assessed.

### 3. Income, infrastructure and facilities

Our Research Strategy encourages a sustainable model for income generation. We have substantially increased our external funding since 2014. Our new income includes successful applications to ESRC, UK Energy Research Centre, ERC Horizon 2020, Social Sciences and Human Research Council of Canada, Newton Fund, Carnegie Trust, and the Royal Society of Edinburgh.

Two strategies have proved successful and sustainable. The first is to provide an essential disciplinary contribution to large multi-disciplinary consortia. Examples, on projects with colleagues as PI or CI, include awards of £410,000 from ERC Horizon2020, as part of the IMAJINE project; £66,000 via the UK Energy Research Centre *The impact of multi-level policymaking on the UK energy system*; and £200,000 through the £2.4m ESRC Scottish Centre on Constitutional Change.

Secondly, we focus on nascent funding to nurture larger long-term projects. For example, support to enable enhanced participation within GCRF projects is available through the University's competitive Connect, Connect+, Spark and Escalator research funding schemes, with up to £10,000 seed funding and administrative support available when we lead multi-University and multi-disciplinary research applications. Cairney and St Denny, for example, were awarded £10,000 in 2018 to support a £7m multi-partner funding bid on health promotion. Institutional funds to develop nascent research projects saw Schapper and Hoffmann receive £26,500 for the Human Security, Conflict and Cooperation Group, for workshops, equipment, and travel. External funding used to develop larger project funding applications include: Hoffmann's £10,000 British Academy award for a Newton Katip Celebi Mobility fund, to research Turkey's Geo-Political Economy with colleagues at Istanbul Bilgi University, delivering a research monograph and a large grant proposal; and Stephan's £4,500 from a Royal Society of Edinburgh (RSE) £20,000 network award for interdisciplinary work on low-carbon transition policy, which led to an AHRC funding application.

When possible, we connect such funding to externally and internally funded PhD studentships. For example, a University of Stirling-funded studentship on shale oil and gas policy in Scotland connects to a UKERC project and the RSE network on low-carbon transitions.

Worktribe, the University's research management system, is used to manage and develop research funding applications from the earliest stages. Applicants are assigned a dedicated Research Support team member from Research and Innovation Services (RIS) and receive early input from History, Heritage and Politics' Director of Research and the Politics lead. The Faculty Research Development Officer offers advice on the formal details of funding schemes, administrative and financial support staff in RIS provide outstanding support in negotiating the specific requirements of funding regimes, including costings, proof-reading, fact-checking, nominating internal peer reviewers and advising on ethics and GDPR compliance.

All colleagues are supported for impact development by our Impact Champion, Deputy Associate Dean of Research (Impact), and our Research Impact Officer in RIS. This academic/professional services linkage optimises the coordination of internal and external impact training through the Researcher Development Programme and IAS. Faculty Impact Development Funding, to provide additional financial support for workshops, stakeholder networking events and evidence gathering, is distributed on application to the Faculty Impact Committee. External communication of our impact is supported by the Faculty Communications Officer.

The University's online repository STORRE receives all published work and assists the dissemination of our research to the wider community. The University Library/Information Services subscribes to a wide range of hard-copy Politics journals and extensive online subscriptions to journals and to databases. The Politics Subject Librarian in Information Services manages the acquisition of new resources, especially to support our research group specialisms, utilising a significant annual budget.

The Scottish Political Archive (SPA) is a unique Stirling resource which collects political material and archives from Scottish politicians and political organisations to chronicle the political history of Scotland in the twentieth and twenty first centuries. Its collections on the devolution referendums of 1979 and 1997, the 2014 Independence Referendum and material relating to further devolution for Scotland and the prospect of a second referendum on independence, informed the work of the ESRC Scottish Centre on Constitutional Change and provide core research materials and research methods training opportunities for our PGR students. SPA is a key medium for

dissemination of Politics' research through its knowledge exchange events. In 2020, SPA launched a new online catalogue alongside the University archives and Art Collection, designed to increase its accessibility and useability by internal and external researchers.

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

In addition to our immediate context in Scotland and the UK, Politics colleagues play a full role in the development of our discipline globally.

##### 1. Publication and presentation:

- Three colleagues edit major journals (Haastrup, Kasbarian, Cairney): the *Journal of Common Market Studies*; *Diaspora – a Journal of Transnational Studies*; *Evidence & Policy*.
- Many members of staff edit special issues or sections of academic journals: e.g. Cairney on the 'politics of evidence based policymaking' for *Palgrave Communications*; Kasbarian on 'Armenians, Turks and Kurds Beyond Denial', in a co-edited special issue of *Patterns of Prejudice*; Haastrup on 'EU in International Mediation', in a co-edited special issue of *International Negotiation*; Schapper on 'The Material Politics of Damming Water: Conflict and Contestation in Hydroelectric Energy Projects', in a co-edited special issue of *Sustainable Development*; Hoffmann on 'War, revolt and rupture: The historical sociology of the current crisis in the Middle East', in a co-edited special issue of *Journal of Historical Sociology*; and Cairney on '*Practical Lessons from Policy Theories*', a co-edited special issue of *Policy and Politics*, where the introductory article won the journal's Best Paper prize.

Co-editorships have forged new collaborations with the Alliance for Useful Evidence - Nesta, the Cabinet Office Open Innovation Team, and the UK Government's Policy Profession.

- Since 2014, colleagues have reviewed over 150 articles for approximately 100 journals, and sit on the editorial boards of *Politics and Gender*, *European Journal of Politics & Gender*, *African Security*, *Policy Studies Journal*, *Policy Sciences*, *Regional and Federal Studies*, *Scottish Affairs*, *Globalizations*, *Partecipazione e Conflitto*, *Security Dialogue*, and *Global Studies Quarterly*.
- We have presented papers at over 100 UK and international academic conferences or academic-practitioner workshops.

##### 2. Service

Politics staff contribute widely across the profession. Cairney was on the Political Studies Association Executive Council (2016-17), and working group on impact (2017), initiated its new A-level politics teaching resources, and chaired its Mackenzie book prize panel in 2020. Baumeister is on the Executive of International Political Science Association (IPSA) RC31 Research Committee on Political Theory. Stephan was Co-convenor of the European Consortium for Political Research (ECPR) Environmental Politics Standing Group (until 2019). Schapper was co-chair (2012-18) of the Human Rights Section of the German Political Science Association (DVPW). Hoffmann is the elected co-convenor of the Historical Sociology working group of the British International Studies Association (from 2019). Haastrup was on the British International Studies Association (BISA) Board of Trustees (2016 – 2019), and African Studies Association UK Council (2017- 2020). She is also a member of the Committee on the Status of Women of the International Studies Association (ISA). Saade is a member of the Beirut Critical Security School (BCSS) funded by the Arab Council for the Social Sciences.



Politics staff contribute to peer reviewing for funding bodies eg ESRC, MRC, Leverhulme, for funding Bodies in Hong Kong and the Netherlands, and for NGOs. r the British Council, ESRC, Leverhulme, and for funding bodies in Belgium and the United States. Kasbarian is the external assessor on grants for the Council of British Research in the Levant (CBRL). Stephan has reviewed energy/ climate change proposals for the Dutch Research Council. Schapper has reviewed for the Swiss National Science Foundation.

In addition to these contributions to the discipline, staff members have made notable contributions to discussions in government and wider society, supplementing the impact activities we described with events at: UK and Scottish Governments, the OECD (Paris), Alliance for Useful Evidence (London), Nuffield Trust (London), Geneva Macro Labs, Pew Institute, Economist group (Washington DC), Royal Society (London), World Wildlife Federation (Washington DC), Oxfam (London), Michael Hill Foundation (Vancouver), Royal College of Surgeons (Dublin), UK Cabinet Office, Open Society Foundations (NY), Japan Institute (London), COPOLAD (The Hague), European External Action Service (Brussels), Government of Ireland (Dublin), African Union (Addis Ababa); RUSI (London), UNFCCC, Direct Democracy Festival (Greece), Bradford Literary Festival, Edinburgh World Justice Festival, and the ATL National Women's Conference.

Our work has contributed to articles in online and print media, and radio and TV. In addition to the referendum work we describe – in which our staff gave over 100 interviews on this topic, to print, social media, radio and TV journalists in over 15 countries – we contribute regularly to debates on constitutional change in the UK, gender equality, energy justice, geo-politics and religion in the Middle East, and human rights.

Politics staff also lead key aspects of internationalisation including:

- Fostering international research networks with the United Nations in Geneva (as part of CPCCR research and PGT/PGR trips);
- Collaborating with partner Universities (including UC Denver (US), Istanbul Bilgi University and Bogacizi University (Turkey), KTH Stockholm and University of Gothenburg (Sweden), Technical University of Darmstadt and Humboldt University (Germany), Addis Ababa University (Ethiopia), Hokkaido University (Japan));
- co-leading a project on legitimation in international negotiation with colleagues at the University of Duisburg-Essen (Germany) and consulted by the United Nations Special Rapporteur on Human Rights and the Environment;
- co-convening and leading the EU International Mediator research network with colleagues at the University of Mainz and the German Development Institute; and Gendering EU Studies network with colleagues at the University of Amsterdam, University of Christchurch, New Zealand and in collaboration with Quaker Council for European Affairs in Belgium;
- consulting for the Government of Ireland and the European External Action Service on developing Action Plans on the Women, Peace and Security agenda;
- collaborating with the Energy Center at Bilkent University in Turkey;
- membership of the international advisory board of Armenian Diaspora Survey, a global research project funded by the Calouste Gulbenkian Foundation.