REF2021

Institution: Loughborough University
Unit of Assessment: UoA C19 Politics and International Studies

1. Unit context and structure, research and impact strategy

This REF cycle has witnessed a transformation in Politics and International Studies at Loughborough. We have undergone a period of unprecedented investment and growth, enhanced the quality of our research and expanded our impact. Our achievements include a 50% increase in our staff base, the establishment of the Institute for Diplomacy and Governance (IDIG) on Loughborough's new London campus, and £1.1M investment in staff through the University's 'Excellence 100' initiative. This is our first return to C-19 and a significant milestone in our building of the subject area.

1.1. Unit context and Research Structure

Our submission comprises **30FTE** staff: 24 from the School of Social Sciences and Humanities (SSH) on the Midlands campus, and 6 from Loughborough University London (LUL). SSH and LUL are two of the nine Schools at Loughborough, each led by a Dean and (for research and impact) Associate Deans for Research (ADR) and Enterprise (ADE).

The former Department of Politics, History, and International Relations was renamed Politics and International Studies (POLIS) in 2017 to reflect a new start. SSH (in which POLIS sits) was established a year later incorporating colleagues from the Humanities. This regrouping aligned researchers from English and Visual Culture, Geography, Communications and Media, Social Policy, and Sociology with those in POLIS, precisely to promote interdisciplinary opportunities. IDIG (which was established in 2017) is one of seven Institutes in LUL. Its London location enables our researchers to engage with policy makers, enterprise partners, and political actors and provides a location for events such as our 2019 NATO workshops. POLIS and IDIG have distinct but complementary identities and share strategic research and impact ambitions.

Opening the **London campus** in 2015 represented the biggest single institutional investment since Loughborough became a University in 1966. LUL offers 9,000m^2 of collaborative learning space on the Queen Elizabeth Olympic Park, with a boardroom and facilities for international conferencing which are available to all Unit staff and students.

1.1.1 Research Themes
Our research is organised around three Themes.

Democracy and its Challenges contains our groupings in Political Thought, populism, ethics in public life, and anarchism. We analyse the empirical and philosophical challenges facing democratic states including the rise of popular movements, democratic fragility, climate crises, and poverty (we work in this theme alongside our SSH colleagues in Social and Policy Studies). The art of political communication and the role of elites in framing public perceptions of politics provides opportunities to work with SSH colleagues in Communication and Media. Our agenda explores new developments in both the theory and practice of democracy including the role of interest groups but particularly the rise in social and protest movements, such as Occupy, Black Lives Matter, and Extinction Rebellion.

Our approach is distinctive in incorporating conventional and radical theories of state authority and citizen rights. The study of anarchism remains a priority and we shape the study of anarchist theory and history through our leadership in the national and international research networks of BISA, the PSA, ISA and our own Anarchist Studies Network. Our more recently formed Populism Research Group has inspired and leads methodological innovation in the study of social movements.

Democracy and its Challenges comprises 11FTE: 1 Professor, 3 Readers, 2 Senior Lecturers and 5 Lecturers.

Security Studies. The Centre for Security Studies investigates contemporary challenges such as how states remain resilient in a context of political, military and economic change, how communities recover after conflict, and how to manage the rocky transition from war to peace. We advise government on a range of defence matters such as environmental change in the Arctic, and on national issues such as Covid-19 and migration security. We shape policy debates on the national and international stage with a growing expertise around issues such as human trafficking, modern slavery and the gendered politics of militarism in places such as Afghanistan and the wider Middle East.

Security Studies comprises 7FTE: 1 Professor, 1 Reader, and 5 Lecturers.

Diplomacy and Global Politics extends our established European Studies expertise into regional politics, including the theory and practice of future EU/UK relations, the economic impacts of Brexit and, with colleagues in Geography and within the Security Theme, the practical implications of migration. Staff recruitment has enabled us to research the landscape of post 1945 colonial politics and be productive in our area specialisms with colleagues working on the politics and history of Afghanistan, China, Colombia, France, Greece, India, Japan, Russia and the post-Soviet space, Spain, Sri Lanka, Turkey and the US.

Diplomacy and Global Politics comprises 12FTE: 1 Professor, 1 Reader, 2 Senior Lecturers,7 Lecturers and 1 Research Fellow.
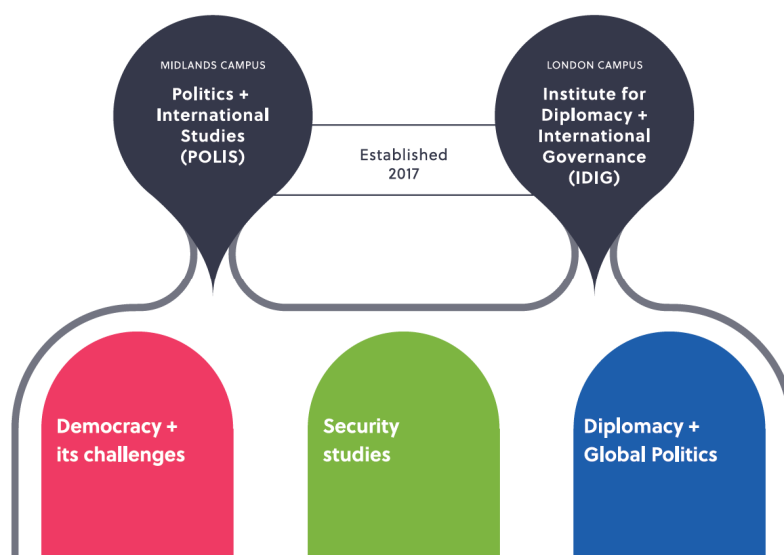
1.1.2 Interdisciplinarity
Decisions about staff recruitment, investment, and research strategy are shaped by a commitment to the expansion of interdisciplinary opportunities. Through regular School meetings, interdisciplinary away-days and workshops, and funding support, we have enriched research culture generating collaborative projects. These include research on nationalism with colleagues in Communication and Media and on transgender and BAME identities with colleagues from English and Visual Arts. IDIG links with the Midlands campus and also with the other LUL Institutes. One of our IDIG-based Newton International Fellows, Ozduzen, conducted research on digital media and the politics of protest with colleagues drawn from LUL's Institute for Media and Creative Industries.

Interdisciplinarity is embedded through the **Centre for Research in Communication and Culture** (CRCC), which explores topics of mutual interest through its reading group, international

seminar series, and outreach events. Our researchers in POLIS and IDIG are active across CRCC's six themes, interrogating issues such as the ethics of political lobbying, the complexion of social movements, the controversies evoked by migration, political rhetoric, elections, and how art is politicised. Prof Kinna leads CRCC's Social, Political, and Cultural Theory theme.

Interdisciplinary research is further stimulated by the institutional CALIBRE framework, which is the research component of the University's 'Building Excellence' strategy. CRCC links across Schools through CALIBRE's 'Communication and Culture' Beacon, one of Loughborough's five formally declared Research Beacons. CALIBRE also established the Institute of Advanced Studies (IAS) in 2017, which brings world-leading researchers to our campuses to participate in annual themed programmes. From 2020, Depledge has led on the 'Polar' theme, attracting five IAS Fellows from Canada, Hong Kong, and Denmark to work on the impact of Arctic melt on the politics of Northern Europe.

1.2. Review of Objectives and Research and Impact Plans described in REF 2014

Our research has changed gears since 2014. It is more visible, impactful, agenda-setting and wholly driven by a strategic focus on excellence. We are active in national and international networks, we provide visible disciplinary leadership through our Research Themes and we have developed areas of interrogation such as in populism and social movements. We contribute to the study of our subject through publishing and the wider dissemination of our research at workshops and conferences and to impact through our engagement with stakeholders and the enactment of public policy on the national and international stage.

Unit staff **have published 35 monographs, 254 peer-reviewed articles, 140 book chapters, and 24 edited books** since 2014. Our **theorists** published in highly ranked sub-disciplinary journals including Contemporary Political Theory, Ethnicities, History of Political Thought, Journal of the History of Ideas, Journal of Political Ideologies and Political Theory. **Our Global Politics and Security specialists** published in journals including Cooperation and Conflict, International Journal of Migration and Border Studies, International Journal of Human Rights, International Peacekeeping, Journal of Contemporary European Research, Millennium, and Security Dialogue. Our **regional expertise** enabled us to produce work in the Journal of the Royal Asiatic Society, Mediterranean Politics, Pacific Review, and Third World Quarterly. Our international **historical** research appeared in Global Intellectual History, Historical Research, International Journal of Regional and Cultural Studies, as well as the International Journal for History, Culture, and Modernity. Our **monographs** were produced by university presses such as Bristol, Cambridge, Edinburgh, Georgetown, Manchester, Oxford, as well as with Bloomsbury, Brill, I.B.Tauris, Palgrave Macmillan, Penguin, Routledge, Rowman & Littlefield, and Zed Books.

We have thus realised our aim to publish our work in peer reviewed journals and with highly respected presses while contributing to national and international scholarly debates. Furthermore, we achieved our three 2014 research objectives:

1.2.1 Consolidate areas of existing strength
We remain leaders in radical Political Thought and in European Studies. The latter area has been significantly strengthened by creation of IDIG and Drake's chairing of the University Association for Contemporary European Studies (2012-18), which helped shape academic debate over the Brexit process. Radical Political thought remains robust and Loughborough remains the leading UK centre for the study of anarchist theory, its practice and its evolution throughout the Twentieth Century. Our theorists and historians ran events and workshops, took the lead role in coordinating the global Anarchist Studies Network (including organising its bi-annual conference) and edited the peer-reviewed journal Anarchist Studies.

1.2.2 Broaden our research into new areas, building on our existing strengths to make a distinctive contribution

Our enduring strengths in political thought shape our distinctive, 'critical' approach to political challenges and underpin our newer focus on social movements, populism and protest. Investment has been considerable; we established the Populism Research Group, increased our focus on social movements and activist politics as challenges to conventional democratic theory and practice, and grew our expertise in migration and gender politics. We established the Centre for Security Studies to facilitate interdisciplinary research into diplomacy, international governance, and international histories, with particular emphasis on migration, post-conflict societies, foreign policy, and defence. We built strength in the study of India and Africa with the appointment of Ankit, Cullen and Piccolino. We did this because Loughborough is a practical institution given to policy relevant work. Whilst colleagues have long studied the post-colonial world, the Cold War and the practice of diplomacy, we moved on to also address real-life policy issues in our work on UK defence after Brexit, post-colonial legacies in Africa and Asia, and the lived experiences of migrants in the UK and Europe. We embraced and continue to develop our distinctive critical and practical approach.

1.2.3 Internationalisation

In 2014, we committed to increasing our international reach. Researchers were supported to disseminate research internationally, and to foster networks through school funding streams, seed corn funding, research allowances and leave. Accordingly, we gave **37 keynotes in 15 countries, and conference and workshop presentations in 38 countries**. We hosted international scholars, including Silva Peterson from University Santa Catorina, Brazil and Zhang Ruu, Hangzhou Normal University, China, to work in Political Theory.

Our research community now has a more cosmopolitan profile than in 2014. **International colleagues now comprise over half of our staffing base**. We attract increasing numbers of visiting scholars and postgraduate students from across the world, in addition to the Fellows working with the IAS and resident in IDIG. We increased our engagement with policy makers in Brussels and Washington as well as with a variety of NGOs. Under our IAS Arctic theme, we hosted visitors from international organisations, from Downing Street, as well as from the Foreign, Commonwealth and Development Office. Our interactions were designed to promote our analysis of what may happen in the Arctic and the implications for the UK, to be taken into the heart of policy making. Our research on Arctic affairs also saw us host the President of Iceland in January 2019, when public discussion took place over the role of soft power in shaping international affairs in an era of dramatic climate change.

Our work on post-Brexit politics benefitted from collaboration with Sciences-Po (France) and imagined the likely shape of Franco-Anglo relations after the UK's exit. Our research on migration and security took advantage of our partnerships with the Universities of Bilkent (Turkey) and Rotterdam (Netherlands) to highlight the human rights of those escaping from war zones such as Syria into Western states. Our Populism Research Group's evolving reputation was enhanced by its affiliation with Vrije Universiteit (Belgium).

1.3 Enabling and Facilitating Impact

Our research is a driver of social, political, and cultural transformation. We aim to make a difference to policy and debates beyond academia. A **REF2014 objective was to increase the impact of our research** and we have achieved this through a range of initiatives.

Enterprise, which includes impact, is the third pillar of University activity. The University's Research and Enterprise Office includes each School's Partnership Development Manager, tasked with helping researchers connect with external audiences. Impact activity is supported by each School's ADE in line with the University-wide strategy set by the PVCs for Research and Enterprise. School Research and Enterprise Committees, and specific School roles (Research Director in POLIS and Institute Directors in LUL) ensure a commitment to maximising impact.

The profile of knowledge exchange and research impact are evident in, for example, SSH's Annual Enterprise day and LUL's annual Knowledge Exchange and Collaborate events, which bring together community and industry partners to share learning and expand impact. The University's annual Enterprise Awards further raise the profile of impact activities.

Creation of IDIG has been crucial to facilitating impact, providing a base to enable researchers to engage with stakeholders in politics, business, and the media. Since its inception, IDIG staff have established our presence and cemented strong networks in the capital, for example through Drake's ESRC-funded Brexit work with Hackney Council and Depledge's work with the House of Commons.

A second significant initiative was the competitive appointment of an **Enterprise Fellow** in 2019. The Enterprise Fellow (with a designated budget) oversaw a series of events which welcomed policymakers and thought leaders to the University. In 2019, LUL hosted two expert workshops for the US-led NATO Allied Command Transformation (ACT). The first meeting discussed emerging issues for UK policy in a melting Arctic, and the second examined and developed the new NATO Arctic strategy for which Depledge and Kennedy-Pipe acted as advisors.

As an interdisciplinary Centre, CRCC also plays a central role in supporting research impact, for example funding a seminar on the 'Ethics of Political Participation' which brought together political theorists, sociologists, and historians to discuss democratic challenges. This meeting facilitated the development of the Parvin ICS.

To understand, plan, and deliver research impact, Unit staff are provided with **training, funding, and time**:

Training. Support from SSH impact workshops and one to one mentoring support the identification of areas for impact. Staff are encouraged to work with more experienced colleagues on impact plans, and University Partnership Development Managers are also available to help identify pathways to impact. The Loughborough Enterprise Network offers PGR students opportunities for enterprise training, networking and development.

Funding. Enterprise Projects Group (EPG) makes Higher Education Innovation Fund support available to Unit staff on a competitive basis to accelerate the translation of research outputs into social, economic and cultural impacts. EPG funds partnership building including secondments, feasibility studies, and public engagement, while Schools also award funding to support dissemination and stakeholders engagement. In total, the Unit received seven awards for impact projects.

Time. Researchers need time to plan and deliver impact. We allocate 34% of workload for research and impact. ICS authors received an additional 12-25% workload allocation to build their networks, gather evidence, and follow impact pathways. Researchers can apply for leave, and teaching duties are timetabled with a view to preserving blocks of time for research and impact activity.

This approach has delivered benefits for the development of **partnerships**. Our researchers work with a range of external stakeholders, explaining the political landscape and collaboratively shaping practice with McKinsey and Company, the Foreign Policy Institute, RUSI, Chatham House and the New Economics Foundation. Staff continue to work with grassroots associations and campaign groups including Occupy, as well as with international organisations including the International Red Cross and the Institute for Social Studies of the Erasmus University in Rotterdam.

We also engage directly with policy makers through the All-Party Parliamentary Groups (APPG) for the Polar Regions, for Brexit, and the UK Parliament's Covid-19 Horizon Scanning. Policy impact activities include Depledge's role in the production of a first UK Arctic Framework,

Kennedy-Pipe's recommendations to the Integrated Defence Review, Zebrowski's work with the Scottish government Strategic Research Programme on community resilience; Bilgic's training of Dutch and European diplomats in the Hague on migration and security in Europe; Bilgic's invited contributions to British foreign and security policy (Cabinet Office); McGarry's advice to OSCE (Warsaw) on Roma participation; and Drake's role as a member of the *conseil scientifique* (advisory board) 'Rails et Histoire - Twenty Years under the Channel and Beyond' project based in Paris.

Our monthly 'Geopolitics and International Affairs' seminar series and our IDIG workshop series attract leading figures such as Jamie Shea (NATO's former Deputy Assistant General Secretary for Emerging Security Challenges). We are the now preferred UK University partner of NATO on Arctic security, which is an indicator of our commitment to delivering impact.

1.3.1. How the selected Impact Case Studies relate to our approach to impact
Our Impact Case Studies demonstrate our engagement with partners and add to the achievements outlined in section 1.2, demonstrating our ambition to consolidate strength (1.2.1) and expand into novel areas of inquiry (1.2.2).

Two of our three ICSs are authored by political theorists, one working in anarchist/radical thought (Kinna), a pre-existing area of distinction, and the other in analytic philosophy (Parvin), Our research is designed to have practical outcomes as in Kinna's influence on community networks. The third (Depledge and Kennedy-Pipe) illustrates our commitment to internationalisation (1.2.3) and the ambition that our research shape, in a positive manner, aspects of national policy.

ICS authors benefited from the targeted *training*, *funding*, and *time*, as outlined above. This ensured that our impact was people-driven as in Kinna's work, impactful on the private sector as in Parvin's work and of use to government as in the ICS produced by Depledge and Kennedy-Pipe. Our impact is relevant and keenly aware of social disruptions, as in populism, or in global disruptions such as the melting of the Arctic on UK foreign and defence politics.

ICS authors received **training** (for example from Professor Mark Reed of *Fast Track Impact*), and from University Partnership Development Managers around how to best develop relations with external partners, and how to frame research for target audiences. University **funding** was made available to support evidence-gathering, events, and other initiatives, including Parvin's conference 'Participation in a Populist Age', which brought together around 60 academics, politicians, and political organisations in Westminster, and a NATO workshop held at LUL to support Depledge and Kennedy-Pipe's ICS.

1.4. Research and Impact Objectives 2021-2027

Our research and impact strategy in the period to 2027 is focused on strengthening the distinctive 'critical' approach to democratic challenges, growing our research into post-colonial politics, and deepening our study of national and international security concerns in post conflict communities. We will increase our engagement with policymakers and external partners. Our strategy is guided by three principles - **Interdisciplinarity, Internationalisation, and Impact** (the 'three Is') - and characterised by a proactive commitment to **advancing equality and diversity**.

1.4.1 Interdisciplinarity
We aim to extend our interdisciplinary research partnerships across our Research Themes, by developing new research collaborations with SSH colleagues in Humanities, Geography, and Communications and Media, and LUL colleagues in other Institutes.

A key initiative will be the **establishment of a major new interdisciplinary Centre in SSH with a remit to provide global, agenda-setting influence around energy and climate change**. In

the new Centre, we will explore some of the most profound practical and theoretical challenges facing contemporary communities in relation to climate change, including Polar geopolitics and the effects of environmental change on migration. We will work ever more closely with our geographers on the politics of the built environment, democratic space, human trafficking, and migration. Security Studies researchers will also strengthen links with Geography, and enrich our expertise in regional politics, by becoming the new European home for the **Mackinder Geopolitics Forum from 2021**. This is a global network of foreign and defence policy experts working at the intersection between geography, international relations, and history.

Collaboration with Communications and Media will include research on media framing of elections and changing political discourse in a 'post-truth' era. With Humanities, we will develop our work on transgender communities/identities and extend our contribution to postcolonial histories and legacies of empire. Beals' 'Oceanic Exchanges: Digging into the Data' ESRC award will provide a foundation for further work in the digital humanities. Researchers across our Themes will work with LUL's Institute for Digital Technologies on the challenges to democracy and individual privacy posed by new technologies.

1.4.2 Internationalisation
We will widen our international networks through collaborative research with partners drawn from a range of countries. This builds on current successes such as Oelgemoller's International Organisation for Migration project on migration in West Africa and Piccolino's ESRC projects on state-building in Colombia and Cote d'Ivoire, under the Security and Diplomacy and Global Politics Themes.

We will also build on our emerging reputation on polar politics with the establishment of a new **Arctic Research Group** in collaboration with Trent University in Canada, the Norwegian Defence Community, University of Iceland and University of Southern Denmark. Drake will continue her work on Franco-British bi-lateral relations in a post-Brexit era with Professor Pauline Schnapper of the University of Sorbonne Nouvelle Paris III.

In our Democracy and its Challenges Theme, the Populism Research Group will build on its association with Aristotle University of Thessaloniki and Vrije Universiteit to further grow its international network (c.50 researchers in seven countries) and operate as an open forum for exchange of research findings and ideas through its seminar series. Having built up a strong social media presence in almost 60 countries and its public seminar series, the Anarchism Research Group will grow its outreach, providing content in the form of video interviews and podcasts to (along with the PSA) enhance equality, diversity and inclusion in the field of anarchist studies.

1.4.3 Impact
We will increase the significance and reach of our impact by working more closely with current partners, and by building new relationships with policy makers and political actors in the UK such as the APPG on drones and the APPG for the Polar Regions. Impact will be augmented by the establishment of a **new university-wide Policy Unit based at LUL** dedicated to policy-relevant research on issues including foreign policy and governance

We have developed new postgraduate programmes in Security and have begun to build **bespoke packages for training mid-career professionals in Government particularly in Intelligence Studies** and new areas of contestation such as cyber security (building on the expertise of Maddrell, aided by our new School Enterprise Fellow). Researchers across our Research Themes will continue working with leading think tanks and organisations. Security Studies will strengthen its collaboration with Chatham House, RUSI, the Konrad Adenauer Stiftung and the APPG for the Polar Regions, driving public debate about leading issues in the field of Arctic Studies.

Democracy and its Challenges will strengthen networks among activist groups and grassroots movements, as well as national and international lobby groups in the public, private, and third sectors like McKinsey and Company and the newly formed Public Affairs Board to help organisational and policy change. Diplomacy and Global Politics will cultivate current project partners such as the US Agency for International Development (USAID) as future impact partners.

1.4.4 Equality and diversity
Over the next REF cycle, we are determined to ensure that **a new generation of scholars fulfil their potential,** completing the New Lecturers' Programme, assuming research leadership positions, and securing promotion. The **Athena Swan Bronze Award** (2019) has raised the profile of gender issues but currently only a small number of our staff are from BAME groups. We have embedded EDI principles in all processes and practices to ensure involvement of all colleagues in strategic initiatives across the 'three Is'. We are guided in this by a designated EDI lead (Armstrong).

1.5 Open Research Environment

The University has been a pioneer of the **'Open Agenda'**, actively supporting Repositories for text-based outputs (since 2005) and data (since 2015), working beyond funder (including REF2021) open access requirements. Our landmark **Open Research Position Statement** committed to depositing the full text of 100% of our primary research outputs in our now unified (2019) **Research Repository** from 2020. The unit has embraced this institutional commitment through our Repository and the UK Data Service. 100% of our submitted outputs (and 83% of all outputs) are openly available and we have met the target of 100% of 2020 journal articles to be deposited in the Repository.

1.6 Culture of Research Integrity

Our culture of research integrity is embedded in the institutional Ethical Policy Framework. The University Ethics Committee, whose membership includes a lay chair, senior officers, and several representatives from the academic and professional services staff, considers all ethical matters arising in the conduct of the University's business. The Code of Practice for Research is underpinned by the five principles of the UK's Concordat to Support Research Integrity and supports the mission and goals of the UK Research Integrity Office.

A designated staff member evaluates Ethical Clearance Checklists for every research project for staff and PGR students, and serves as the first port of call for projects requiring full ethical clearance, which is ultimately granted by the relevant Ethical Approvals Committee. In POLIS, an enhanced three-step framework is in place for ethical clearance for those conducting fieldwork in post conflict zones such as Afghanistan.

2. People

2.1 Staffing and Recruitment Policy

All academic staff contribute to teaching, research and enterprise activities. We expect collegiality and, as careers develop, we expect broader leadership contributions. Academic staff have open-ended contracts, while research staff are on fixed-term contracts related to projects in line with sector norms.

Since REF2014, our approach to recruiting staff has radically changed, driven by University Strategy. This originated with the 'Excellence 100' campaign which was initiated in 2017 to recruit 100 of the world's best academics at all career stages, from postdoctoral and early career researchers (ECRs) through mid-career and senior roles. Building on Excellence 100, recruitment is now conducted through biannual recruitment rounds, managed centrally but with significant School input, rather than individual replacement hires.

Renewal and growth in POLIS and start-up in IDIG (always with EDI issues to the fore) have been the main aims of our recruitment strategy. Of the 30 staff in this submission, almost 2/3 are new appointments. Given this unprecedented growth and generational change, employing outstanding people has been crucial but so too has been retaining and nurturing existing colleagues. In total, we have made seventeen new appointments: one Professor, two Readers and, fourteen Lecturers/Senior Lecturers. 'Excellence 100' appointments also included a Doctoral Prize Fellow (Baltag) and an innovative two-year Enterprise Fellow (Depledge).

Recruitment was aligned with our three Research Themes, while also advancing internationalisation and impact. New appointments had an established record of engagement with external stakeholders: Depledge (All Party Parliamentary Group for Polar Regions), Kennedy-Pipe (NATO), Kourtelis (European Commission) and Piccolino (USAID). To promote vitality, we recruited an impressive cohort of ECRs, bolstering existing strength and extending our intellectual reach. Democracy and its Challenges now comprises researchers in anarchist and radical thought, but also analytic philosophy, social movements, and populism. Diplomacy and Global Politics is home to experts in European Studies and Foreign Policy, as well as scholars in the politics of India and South East Asia, North and West Africa, the Mediterranean, Central and Eastern Europe, Russia, and the Middle East. Our Security Studies Theme now includes experts on local and national resilience, migration, intelligence, war, terrorism, and post-conflict transition.

We pay close attention to **succession planning** for research-related leadership roles, through an open management culture and on-site learning. All leadership posts are advertised internally and are competitive. Candidates are interviewed by senior staff and asked to set out their vision for and commitment to the role. Positions are fixed-term, subject to our EDI framework and approved by the Dean. To prepare colleagues for leadership roles, we direct them to targeted training and development opportunities and ensure on-the-job training through mentoring. We also encourage emerging leaders to apply for key positions, and to learn from incumbents to ensure best practice as we did, for example, when Oelgemoller took over from Bilgic as PGR Lead.

2.2 Staff Development Strategy

Loughborough's Organisational Development offers a wide spectrum of training opportunities and support for staff at all career stages. Courses range from induction (e.g. Welcome to Loughborough) through essential training (e.g. Information security training, Unconscious Bias) to training for more experienced staff (e.g. Coaching Conversations for Managers, Recruitment & Selection). We operate an encouraging, supportive culture, which takes seriously the competing demands placed on staff.

All academics are expected to obtain **Fellowship of the Higher Education Academy** (HEA). For new lecturers, this is integral to their dedicated development programme. More experienced colleagues are supported through our `Recognition of Experienced Practitioners' scheme.

Staff have a baseline **workload allocation for research and impact** of one-third of their time, with additional allocations for PGR supervision, management of research staff and responsibility for Impact Case Studies. Unit staff across all grades also receive an **annual personal research allowance**, minimum £750. In the start-up phase of LUL, IDIG staff received £1300 per year to facilitate research activities in and around the London campus in line with the ambition to make it a hub of international enterprise activity. Staff are also rewarded for bringing external funding with an addition to their allowance.

2.2.1 Support for Postdoctoral Researchers
Following the principles of the Concordat to Support the Career Development of Researchers, the University provides structured support to postdoctoral researchers for career progression and development, including preparation of applications for funding. This was recognised by the European Commission's HR Excellence in Research Award (since 2010, renewed after external review every 4 years). Postdoctoral researchers undertake a 6-month induction process that includes monthly mentoring meetings, tailored workplans to meet project and development objectives, and researcher training. Postdoctoral researchers attend relevant committees and can undertake modest teaching for career development after completing necessary training. All postdoctoral researchers receive a £300 annual research allowance and are eligible to apply for additional seed corn funding. Research staff are mentored and prepared for post project careers by academic staff. For example, Dr Emily Bell succeeded in gaining a position at Leeds University upon completion of a project with us in 2020, while Swann and Depledge were appointed to permanent lectureships in POLIS upon completion of their Fellowships.

2.2.2 New Lecturers' Programme (NLP)
All new lecturers are guided by an experienced and trained academic colleague who acts as a mentor. NLP (formerly academic probation) was revised in 2017 and includes a range of research and impact activity (publication, funding applications, collaboration, public engagement, non-academic partnerships). New lecturers have a reduced workload in teaching and administration (33, 50 and 67% of departmental norms over three consecutive years). This facilitates development of an academic profile in research, teaching and impact but at a calibrated pace. In addition to a training programme leading to FHEA, staff meet four times annually with their mentor though more informal meetings are the norm. New lecturers are allocated a University-funded PhD student within their first two years alongside an experienced colleague. Supervision is a requirement, as are research output production and submission of a substantial grant application. During the assessment period, one-third of our staff have undertaken and successfully completed NLP.

2.2.3 Performance and Development Review (PDR), reward and promotion
All post-probationary staff, including those on fixed-term contracts, have an annual **PDR**. A supportive one-to-one discussion between the reviewee and a trained reviewer reflects on achievements over the past year and agrees performance and developmental objectives across the full range of activities, including CALIBRE-aligned goals for research and impact activity. PDR is a transparent way to recognise performance exceeding expectations with additional financial **reward**, overseen by a Senior Review Group. The scheme has particularly benefitted postdoctoral researchers for whom a rigorous developmental discussion was previously sporadic and consideration for reward a rarity.

PDR also provides an effective means to identify candidates for promotion. In 2016, the University revised the criteria for **academic promotion** (Senior Lecturer and Reader / Professor), to ensure that the research components align with the University Strategy and CALIBRE. Evidence for cases can be based on research, teaching, enterprise (impact) or any combination to encourage balanced portfolios of work. Three staff have been promoted to

Reader (Armstrong, Bilgic, Parvin). Promotion panels consider statements from applicants describing how personal circumstances, such as caring responsibilities, may have affected their profile.

2.2.4 Research and impact leave
Leave is available in the form of School and University Fellowships, providing up to 12 months outside regular workload to pursue agreed research objectives. Since 2014, our staff attracted a total of 11 Fellowships, totalling almost 90 months of additional time dedicated to research and impact. Fellowships are vital to delivering our research and impact strategy. Several major outputs, especially monographs, (e.g. Zebrowski's 2016 Routledge book, 'The Value of Resilience') were produced under the Fellowship scheme and two of our ICS authors (Kinna and Parvin) held Fellowships.

2.3. Support for Postgraduate Research (PGR) students

A key objective during the assessment period was to create a thriving PGR community characterised by excellence and policy relevance, that could support us in our strategic objectives and align with our ambition to be critical and practical. Every PGR has desk space, access to shared social space, a computer and an annual allowance of £300. Our success in building the community is evident in the increase in 'overall satisfaction' from 82% to 91% between the 2017 and 2019 Postgraduate Research Experience Surveys.

We have grown our numbers by competing for **funding** and attracting high-quality self-funded students. Primary funding sources are University scholarships and the private sector. Self-funded students and part time doctoral candidates with support from the private sector have doubled in number.

Studentship **recruitment** begins with advertisement on our website and social media channels, and sites such as jobs.ac.uk and FindaPhD.com. Studentships are advertised early in the cycle to ensure high calibre candidates are attracted to fill the positions. Applicants work with potential supervisors to formulate their research proposals and submit formal applications. We arrange remote or in-person interviews of shortlisted candidates to ensure high quality students are recruited. Assessment by two members of staff is overseen and managed for consistency and transparency by the Schools' Directors of Doctoral Programmes (DDP) and local Doctoral Programme Lead (DPL), with offers being made to the strongest candidates based on excellent research potential. Applicants with self-funding or holding a personal scholarship are encouraged to develop proposals with potential supervisors. A minimum upper second-class first degree in a relevant field is required but many incoming students have Master's degrees.

The Doctoral College runs an **induction** event for new starters, complemented by School specific inductions. All students have at least two **supervisors**. They meet at least monthly and usually more frequently, with minutes recorded in the University's dedicated online Co-Tutor tool. Throughout the PhD, there are 6-monthly supportive reviews (lighter touch in months 18 and 30) and annual reviews, based on a report and viva with an independent assessor, determine student **progression**.

Quality assurance of research degree programmes is provided by the ADR. Schools also have a DDP and disciplinary units have DPLs, who work together to **monitor progression** and arrange subject specific training. Further specialist **support** is available from the Student Advice Centre, the Careers Network, and the Student Wellbeing and Inclusivity Service. Schools have elected PGR student representatives who are members of the Staff-Student Liaison Committee.

The Doctoral College (DC) offers over 200 **skills development** events annually. DC runs the Annual Conference, Summer Showcase, Three Minute Thesis competition and the 'Diversity in Research' workshops as well as funding to support travel for research and conferences via two schemes (Santander Travel Awards and International PGR exchanges).

Our students are integrated into our Research Themes and are active. Students in the Populism Research Group, the Centre for Security Studies, and the Anarchist Research Group attend all group events and seminars. Students are actively involved in running events, gaining crucial convening experience and extending their networks. They organise an annual conference at which all students present research and in 2019 they founded a lecture series to which they invite external speakers. After the onset of Covid-19, we moved activities online including a bespoke series of workshops on how to engage with stakeholders online. They have engaged in the POPULISMUS project and the postgraduate Populism Study Circle at the Aristotle University of Thessaloniki.

Our students have opportunities to gain teaching experience, after completing the University's Teaching Skills course, for example in taking first-year classes and providing guest lectures, usually alongside their supervisor.

Our students are ambitious and productive. They have won high-profile awards such as the European University Institute's Policy Leader Fellowship (Magara, 2020). We work with our students on professional development and research outputs, which has resulted in our students publishing 15 articles in academic journals, including Panayotu's co-authored paper on transnational populism in Political Studies (2019) and Volaric's in Journal of Croatian Studies (2017). We have had been successful in preparing students for academic careers: Donaghey to a research fellowship at University of Ulster and Stevens to a lectureship in Political Philosophy at Leicester De Montfort.

2.4. Equality, Diversity and Inclusion (EDI)

Alongside institutional engagement with nationally recognised schemes (Athena Swan, Race Equality Charter, Stonewall Diversity Champion), support for EDI is embedded in all of our policies and working practices. EDI training is mandatory for all staff, including unconscious bias training and recruitment and selection training for members of interview panels. In SSH, Armstrong is the School EDI lead. She attends all senior management meetings and sits on the School Research and Enterprise Committee where EDI data, for example on research funding, is reviewed and an Action Plan agreed on an annual basis.

All three Professors and two of four Readers in the Unit self-identify as women. The Professors hold key leadership positions: Research Director (Kinna), Head of Subject (Kennedy-Pipe), IDIG Director & former Jean Monnet Chair in European Integration (Drake).

Our public facing activities contribute to gender equality in practice. Bilgic succeeded Partis-Jennings in chairing the BISA Gender Working Group, Partis-Jennings has advised on the portrayal of women and rape at the Imperial War Museum, while Flesher-Fominaya was interviewed for a documentary on women in filmmaking and cinema by the Girls in Focus film academy in Los Angeles.

Formal **flexible working** requests are submitted and approved by HR with support from Deans. Academic staff can work flexibly or remotely. Teaching commitments are also grouped at certain days / times to protect time for research. Approximately one third of staff take advantage of flexible working conditions. For other circumstances, such as caring duties, staff can request compassionate leave for immediate issues or arrange longer-term flexible working. **Remote working** is facilitated via the VPN (with secure multifactor authentication) that provides access to all University online resources. This infrastructure has eased the transition to effective home working during the COVID-19 pandemic.

The **University supports staff returning from parental or other long-term leave** by providing phased workload reintroduction. More broadly, all staff are supported in work-related physical and mental health by the Occupational Health and Wellbeing Service.

Schools have trained **Mental Health First Aiders**, who provide immediate support to staff and research students. **Wellbeing Advisors** also support staff and research students. The **University Counselling Service** is available for emergency meetings and long-term treatment. The University also subscribes to the **Employee Assistance Programme** providing 24-hour telephone counselling and repeated sessions for staff with complex issues.

2.5 EDI in submission construction

Following the University's REF Code of Practice (CoP), we created a REF Submission Team (4F/2M) covering all Research Themes and staff from POLIS and IDIG. The submission team completed EDI and unconscious bias training. All colleagues were asked to nominate and self-assess potential outputs for inclusion. In line with our Responsible Metrics Policy, these were peer assessed for originality, significance and rigour by the REF Submission Team and an independent external advisor (male). Output and ICS selection was based solely on excellence. Throughout our REF preparations, equality impact assessments (EIAs) were carried out to assess both institutional processes and our draft return. EIAs confirmed no issues required attention. Attribution of selected outputs (31%F/69%M) is consistent with our staff profile (34%F/66%M).

3. Income, infrastructure and facilities

3.1 Research Income

We apply for income to enable us to maximise our collective ambition to produce research that is of benefit to the discipline and to society. We use grant income to enable our colleagues to think, write and enact policy. We generate world class research and use our funding to facilitate meetings, workshops and networks to grow knowledge and mobilise interest from a multiplicity of stakeholders in our subject. Head of Subject, Institute Director, Research Directors, ADRs and ADEs have worked with staff to identify funding opportunities. New measures were introduced such as regular clinics with Research and Enterprise Office (REO) colleagues and an internal peer-review process in which experienced colleagues give constructive feedback to grant applicants. Schools provided seed corn funding on a competitive basis to enable preparatory work leading to grant applications. Support for grant capture was also provided through the NLP and PDR. The overhaul of the support researchers receive for funding has been successful in winning 29 awards with a total income of £665k.

In Democracy and its Challenges, we attracted a Newton International Fellow, Ozduzen (BA, £82k, 2018-21), to work alongside McGarry, extending his AHRC-funded work on visual culture and political protest in Turkey, Leaman was awarded £63k for 'Rebuilding an Inclusive, Value Based Europe of Solidarity and Trust through Social Investment' (European Commission 2015-17), while Swann received a prestigious Leverhulme Trust Early Career Fellowship (£71k, 2017-20) for 'Participatory Constitutionalism: Intercultural Communications and Political Consensus'.

In Security, we won two ESRC awards: 'Territorial Planning for Peace and State-Building in the Alto Cauca Region of Colombia (Piccolino, £23k on a £360k award, 2018-20); and in July 2020 a collaborative UKRI award (with Loughborough Business School) on resilience and the UK's COVID-19 response (Zebrowski, £136k, 2020). This Theme also hosted a British Academy Visiting Fellow (Piccolino, £21k, 2019).

In Diplomacy, we were awarded £241k for '28+ Perspectives on Brexit: a guide to the multi-stakeholder negotiations' (Drake PI; Chelotti CI, ESRC, 2017-2019).

Our portfolio includes grants awarded as part of Research Consortia, Prestigious Grant Awards and funding delivering high quality research outputs. For example:
- **Consortia**: The MIGCHOICE project (International Organisation for Migration, £1.4M total, £66k to Loughborough, 2019-21), co-led by Oelgemoller with University of Birmingham, brings together an international consortium of researchers to investigate the interaction between development interventions and migration in West Africa.
- **Prestigious Award**: Kinna's ESRC award (£200k, 2016-18), 'Anarchy as a Constitutional Principle: Constituting in Anarchist Politics' sees Loughborough extend its expertise in anarchist political thought into a new and original areas. The grant has already enabled the publication of numerous outputs in peer reviewed journals, and a monograph with Penguin.
- Funding delivering **high quality outputs**: Lloyd's Leverhulme Major Research Fellowship for 'Who Counts? The Political Problem of the Human' (£132k, 2013-16) enabled her to publish several peer-reviewed articles including 'Naming the Dead and the Politics of the Human' which was judged to be the best article published in the Review of International Studies in 2018.

3.2 Organisational Infrastructure
The Research and Enterprise Office (REO) supports researchers at all stages of the funding process, from identifying potential funders and supporting the application process, through to managing research projects and dissemination. As the holder of information on expertise and networks across the university, the REO plays a vital role in putting academics, external partners and funders together for the purposes of funding bids and wider engagement.

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

4.1 Research collaborations, networks and partnerships.

Increasing emphasis on interdisciplinarity, internationalisation and impact, enabled by strategic investment in staff, has prompted a significant increase in our networks and partnerships. Staff have engaged in over 100 national and international research collaborations, with deliverables including **40 co-authored/edited outputs** (articles, books, and special editions), **with partners in 9 different countries**, and organisation of over **100 national and international conferences and workshops.**

Researchers collaborate in **national and international research projects** that contribute to our international research leadership and provide evidence and understanding that we use to drive scholarly debates and policy interventions. Notable are: Drake's research on contemporary French politics (with Sciences Po, Princeton, and Hong Kong Baptist University); Oelgemoller's ESRC MIGCHOICE award brings together researchers from the Universities of Bael, Birmingham, Bologna, Dakar, Essex, Guinea, Milan, and Royal Holloway to assess migration choice in West Africa; McGarry's three projects funded by the AHRC, the British Academy, and the European Commission Marie Curie fund work on art and media activism with Bilgi University, Istanbul.

Unit staff are encouraged to collaborate through **visiting positions and appointments**. Armstrong (2016) and Kennedy-Pipe (2018) both held Visiting Fellowships at the Rothermere Institute in Oxford, and Parvin held three visiting positions (2018) at the University of Oxford (Balliol College, Nuffield College and the Centre for the Study of Social Justice) researching the role of lobby groups in British democracy. Internationally, Bilgic was Prince Claus Chair in Development and Equity at the International Institute of Social Studies, Erasmus University in Rotterdam, a prestigious position afforded in recognition of his work on migration and human security; Flesher-Fominaya was Guest Faculty at the Harvard University Learning Innovation Laboratory; Kennedy-Pipe was Visiting Scholar at the University of Lille, building cooperation with the French Military academy; while McGarry held both a European Institutes for Advanced Studies Fellowship and a Marie Sklodowska Curie Fellowship at the Netherlands Institute for Advanced Study, Amsterdam. Drake has held numerous research positions including at Sciences-Po Lyon, and the European University Institute in Florence.

We also coordinate global research networks for the benefit of academics, students and policy makers across the world. Kinna, Christoyannopoulos and Swann run the Anarchist Studies Network, a global community of anarchist theorists and historians (340 members and nearly 6000 Facebook followers). Katsambekis, via the Populism Research Group, leads an international network of around 50 researchers in seven countries, supporting our growing international reputation in populism studies. Flesher-Fominaya is Founder and Co-Chair of the Council of European Studies Consortium Research Network on European Social Movements, which has 250 members in 23 countries. Fostering and coordinating these scholarly networks internationalises our research, encourages interdisciplinarity, and increases our impact.

4.1.1 Engaging with Professionals and Policymakers
In line with the REF2014 objective to increase the impact of our research, developing relationships with research users has been a key priority, particularly **international organisations and national governments.** Our growing reputation for research relevant to national and international policy debates has enabled us to strengthen and diversify our relationships with **public bodies**. By disseminating our research among politicians and political practitioners and building personal networks with institutional support, we have been able to build positive and enduring relations with, for example, the UK Arctic and Antarctic Partnership Steering Committee (Depledge), the APPG for the Polar Regions Advisory Council (Depledge), the APPG on Drones (Kennedy-Pipe), and the European Parliament (Drake, Oliver).

Our expertise has been used by the UK government to formulate the first Arctic Framework (Depledge and Kennedy-Pipe), by the Spanish Government on popular movements (Flesher-Fominaya), the Ministry of Foreign Affairs in Ukraine on democratisation (Chelotti), and the Ministry of Foreign Affairs in Moldova and the European Parliament on minority rights (Nitoiu). Bilgic, in association with the Clingendael Institute (Netherlands), has trained diplomats on the topic of migration, and has worked with the Cabinet Office to contribute to UK foreign and security policy (2019-2020). McGarry is an Advisory Board Member of VOLPOWER (Volunteer and Power) and has provided policy advice to OSCE Warsaw (Organisation for Security and Cooperation in Europe).

Linked to their work with the APPG for the Polar Regions, Depledge and Kennedy-Pipe's work came to the attention of the Ministry of Defence and thence the House of Commons Defence Committee. From there, NATO officials became aware of their work and approached them to contribute to strategic foresight planning events throughout 2019 and 2020. The relationship deepened through continued contacts and exchanges of ideas and papers. In February 2019, the Strategic Foresight Group from NATO HQ Virginia held a workshop to plan future Arctic strategy hosted by IDIG and in December 2019 the group returned to bring together stakeholders from Brussels, London and Washington.

4.1.2. Wider Contribution to Society
Because of our emphasis on anarchist practise we have sought to engage with grass roots politics and community groups. Kinna's Constitutionalising Anarchy project involves work with the Industrial Workers of the World (trade union), Radical Routes (co-operatives network), Seeds for Change (facilitation training co-operative) and Common Weal (think tank). Swann works with Women for Independence (campaign group) and the Scottish National Party. We engage with a wide range of stakeholders that build on the commitment to our locality but also to national and international bodies as in our work with Leicestershire churches (Bilgic), trade unions (Kinna, Parvin), NGOs (Oelgemoller), the USAID (Piccolino), and the Imperial War Museum (Partis-Jennings).

4.1.3 Engaging with Diverse Communities
Through our Trans Lives East Mids project with colleagues in English, we have made connections to important local stakeholders in the trans community to co-create an archive of trans oral history in the East Midlands, an archive which, according to our scoping survey, will enable trans people to develop personal and community resilience through the sharing of experiences. We have held events in trans-safe spaces foregrounding the voices of important trans-people as well as collaborative workshops investigating academic perspectives of trans-issues.

In collaboration with the Diocese of Leicester, Bilgic conducts research on inclusion and better integration of BAME Christians, with the objective of constructing intercultural worshipping communities in Leicestershire. IDIG's work with Hackney local authority, gathering views of local residents about Brexit and analysing its impact is but one example of IDIG's commitment to its position in local politics. The Anarchism Research Group's 'Essays' podcast is designed to reach diverse stakeholders in both the UK and beyond. Thus far it has 2,599 downloads and been in the top 50 in the 'society and culture' category on Apple Podcasts in Guatemala and Romania. It has an audience in almost 60 countries, with the largest share being in the US. The ARG reaches 3600 Twitter followers and 1000 YouTube, subscribers, who watch 3000-4000 minutes of content each month.

4.2 Contribution to the Sustainability of the Discipline

We contribute significantly to the discipline within professional organisations and as peer reviewers and external examiners.

Unit staff are **members of 33 professional and scholarly organisations**, including the Association for Social and Political Philosophy, BISA, the International Political Science Association, ISA, the European International Studies Association, the Political Studies Association, the European Union Studies Association. We have held **leadership positions in 9 professional organisations**:

- Britain and Ireland Association for Political Thought (Parvin, Elected Executive Committee member 2015–present).
- University Association for Contemporary European Studies (Drake, Chair 2012-18).
- Anarchism Research Network (Kinna, Christoyannopoulos).
- BISA specialist groups ('Gendering International Relations Working Group' (Bilgic, Section Chair and Partis-Jennings, Convenor, 2017-2019), and 'IR as a Social Science Working Group' (Tamaki, Vice-Chair 2016-2019).
- PSA Specialist Groups in Anarchism (Kinna) and Populism (Katsambekis).
- Drake was a Trustee Board Member of the James Madison Trust (2015-2019) and is a Board Member of the University of London Institute in Paris.

We contribute as **external examiners** of research degrees for national institutions such as Sandhurst Military Academy and the Defence Academy at Shrivenham (Kennedy-Pipe). We act as external examiners *beyond* the UK - European University Institute (Florence), Montreal, and the Basque Country (Flesher-Fominaya), University of Rotterdam (Bilgic), Macquarie, Australia (Kennedy-Pipe), and Guelph and Monash, Canada and Australia (Kinna) – and *within* the UK, at 12 different universities including Oxford, Kings College London, UCL, and Essex.

4.3 Indicators of Wider Influence

Unit staff have acted as **peer reviewers** for some of the world's leading publishers, including the University Presses of Michigan, California, Oxford, Cambridge, Edinburgh, and Manchester. Staff have also **supported funding bodies** such as AHRC, British Academy, ESRC, ERC, Horizon 2020, the Wellcome Trust, and others from Netherlands, Ireland, Flanders, Hong Kong, Germany, Austria, and Spain.

Unit staff have presented research on over **370 occasions in 38 countries, and given 37 keynote lectures** in 15 countries, including:

- Ali Bilgic, 'A Compass for the Perfect Storm', the Institute of Social Studies, Rotterdam. The Prince Claus Chair Inaugural, April 2018.
- Cristina Flesher Fominaya, 'From Classical Syndicalism to the 15 M movement' at the Invitation of the City Council of Fernan Nunez and the Department of the City of Cordoba on the Commemoration of the 100th Anniversary of the Bolshevik Triennium, November 2018.
- Helen Drake, 'The future of Franco-British relations: possible scenarios (or le Brexit dans tous ses états/states of Brexit)', Aix-Marseille Université, France, November 2018.
- Aidan McGarry, 'Challenging Stigma Through Roma Pride: between Culture and Politics', Harvard University, FXB Centre for Health and Human Rights, April 2017.

We **organised over 40 international conferences** and workshops, including:

- Bi-annual meetings of the Anarchist Studies network: the largest and most prestigious international gathering of anarchist theorists and historians (2014, 2016, and 2018), each with over 100 delegates.
- The annual conference of the PSA's Populism Specialist Group in 2019 and 2020.
- NERC funded National Scientific Conference on Arctic Affairs (2019), attracting 100 Arctic and social scientists.

Unit staff are:

- **Editors or Associate Editors of 14 peer reviewed journals**. Flesher Fominaya is Editor in Chief of the Social Movement Studies Journal, the highest ranked journal in the field. Kinna and Adams edit the journal Anarchist Studies, the highest ranked global outlet for articles on

anarchist theory. Others include: African Security, Anarchist Studies, Mediterranean Politics, Social Movement Studies, International Relations, Interface, Res Publica, European Research, Liberal History, Journal for the Study of Radicalism, and Journal of the William Morris Society.

- **Editors or Associate Editors of 9 book series**, including: the 'Gender, Sexuality, and Global Politics' series with Bristol University Press led by Bilgic; 'Protest & Social Movement Studies' series, Amsterdam University Press; 'Radical Subjects in International Politics' series, Rowman & Littlefield; Anthem Anarchist Studies, Anthem; 'Resilience: International Policies, Practices and Discourses' series, Taylor & Francis; 'Key Themes in History' series, Brill; 'Britain and the World' series, Agenda; and 'Collaborative Research Group on Africa, Africa Europe Group for Interdisciplinary Studies' series, Brill.

Our colleagues have also won **awards** for their research:
- Kevins won the 2019 Harrison Prize, for the best paper published in Political Studies.
- Lloyd's article 'Naming the Dead and the Politics of the Human' was judged best article published in Review of International Studies, 2018.
- Drake was awarded the Innovation in Academia Arts & Culture Award 2017, University of Kent.
- Oliver won the University Association for Contemporary European Studies Arena Prize 2015 for policy-relevant research in European Studies.

In this REF period and motivated by our realignment with C-19 Politics and International Studies, we have deepened our engagement with local, national and international communities through both our scholarship and our practical impact activities. Our role in writing and shaping the NATO Arctic Strategy and the UK Arctic Framework is a clear demonstration of the high level of influence that the Unit has attained since 2014.