

**Institution: Keele University**

**Unit of Assessment: UoA19 Politics and International Studies**

### **1. Unit context and structure, research and impact strategy**

Politics and International Studies at Keele is a close-knit, supportive unit, in which colleagues are enabled to produce high-quality research. Since 2014, members have published excellent empirical, conceptual and theoretical work on a range of topics, including war, global economic power, state-building, nationalism and radicalism, protest and resistance, climate change, political leadership, deliberative democracy, and human rights and recognition. Much of this research is highly original and has had a significant influence on the field. It has also had an impact beyond the discipline, including through meaningful engagement activities with a variety of audiences. This reflects the unit's continuing commitment to making a significant contribution in the public sphere.

#### **Unit context and structure**

Keele's overall research strategy is delivered by the PVC Research & Enterprise and the Directorate of Research, Innovation and Engagement (DRIE) and overseen by the University Research Committee. Research strategy and performance at the local level are the responsibilities of Heads of School, supported by the Faculty Dean of Research and the Faculty Executive Dean, and are coordinated through the Faculty's Research Committee. At School level, research is managed by the Head of School and the School Research Director, supported by the School's Research Committee, which includes UoA Leads, the postgraduate research (PGR) student Lead, and the School Manager. Support for funding, impact, and public engagement, and expertise in research integrity and financial matters are provided by DRIE (see Section 3).

Researchers in Politics and International Studies are located within the School of Social, Political and Global Studies. The School was formed in 2019 through the merger of the School of Politics, Philosophy, International Relations and Environment, and the School of Social Science and Public Policy, which housed researchers in sociology, criminology and education. A key motivation for this merger was to extend cross- and interdisciplinary collaboration in research, PGR supervision and teaching.

Research in Politics and International Relations is embedded in four research centres or clusters:

- The Centre for Research on Environmental Action and Thought (CREATE)
- The Centre for Comparative Politics and Policy
- The Centre for Global Studies
- The Centre for Political Theory and Political Philosophy

These clusters bring like-minded scholars together to share ideas, support individual and collective research agendas, and offer informal mentoring, especially for early career colleagues and PGR students. This is achieved through workshops, work-in-progress seminars, and peer-review of draft publications and grant applications. The clusters also cultivate cross-cutting and interdisciplinary research because many colleagues are members of multiple clusters, and because researchers from other disciplines (including History, Sociology, Geography, Media, and Philosophy) join us in collaborative work.

#### **Achieving our REF 2014 aims**

In 2014 we outlined four aims: to i) build on our areas of research strength; ii) facilitate further cross-cutting and interdisciplinary research; iii) increase PGR numbers; and iv) sustain relationships with partner groups and continue to contribute to public knowledge.

*i) Building on our areas of strength*

Our research clusters have operated continuously since RAE 2008. They reflect our commitment to sustaining our areas of expertise and allow us to expand our focus in new directions.

- **CREATE** brings together researchers of environmental politics. Previous work on activism, actions of governments, and green political thought has been extended with new research into climate change (Bailey, Ladrech, Vogler), transnational and Chinese environmentalism (Doherty, Wang-Kaeding), urban regeneration policy (Catney), environmental organizations (Catney, Doherty), direct action protest (Doherty), and ecological democracy (Hammond).
- The **Centre for Comparative Politics and Policy's** established strengths in party research have been maintained and enhanced, with new work into radical and extremist ideology (Carter), parties and climate change (Ladrech), and parties and trade unions (Luther). Research has continued on the US Presidency (Herbert) and on Europeanization (Ladrech). This is complemented by more work on policy, including policy entrepreneurship (Catney), environmental policy (Bailey), law and order policies (Herbert), and planning policy (Catney).
- The **Centre for Global Studies** (the renamed 'Emerging Securities Unit') retains its strong focus on critical security studies. Recent work has explored the biopolitics of security (Ryan), security and nationalisms (Mandelbaum), state military violence (Parr), violence and gender relations (Åhäll), and controls of maritime space (Ryan). New research includes innovative approaches to diplomacy, both practical (Richards, Vogler) and theoretical (Wang-Kaeding), and studies into state-building and development (Richards), and geopolitical economic power (Gökay, Wang-Kaeding).
- The **Centre for Political Theory and Political Philosophy** provides a platform for theoretical, analytical and normative research on political questions. Work has continued in theories of multiculturalism, recognition and global justice (Mookherjee, O'Neill, as well as Baiasu, submitted to Philosophy), and feminist political theory (Mookherjee). New research focuses on normative democratic theory and deliberative democracy (Hammond), national identity (Mandelbaum), and protest and resistance (Ryan).

Key achievements since 2014, in and across clusters, include: Vogler's influential monograph *Climate Change in World Politics*; Bailey's ground-breaking book *US Climate Change Policy*; the important impact of Ladrech's research on climate change policy (see Sections 3 and 4; cf. REF3); Herbert's well-received volume on the Trump presidency; Parr's outstanding account of the Falklands War, *Our Boys*, which attracted widespread plaudits and made significant impact (see Section 4; cf. REF3); and Mandelbaum's highly original monograph *The Nation/State Fantasy*. There have been collective achievements too. Our critical mass in environmental politics research saw CREATE colleagues join the £5.9 million ESRC-funded 'Centre for the Understanding of Sustainable Prosperity' (see Section 3), while expertise in the Centre for Global Studies has brought significant PGR recruitment.

#### ii) *Facilitating cross-cutting and interdisciplinary research*

Sub-disciplinary and disciplinary boundaries are bridged through our research clusters, wider institutional innovations, and collaborations beyond Keele. Cross-fertilization between clusters includes links between the environmental and comparative politics clusters through Bailey's US climate change policy research, Ladrech's study of parties and climate change, and Catney's work on urban regeneration policy. Hammond's research on ecological democracy connects CREATE and the political theory/philosophy cluster; Vogler's work on international responses to climate change and Wang-Kaeding's study on Chinese environmentalism bridge CREATE and the Centre for Global Studies; and Mandelbaum's work into national identity and Ryan's research on protest and resistance crosscut the Centre for Global Studies and the political theory/philosophy grouping. Interdisciplinary work within the clusters has included collaboration with peers in Criminology on questions of war and violence, joint seminars with philosophers, and research with geographers and chemists, including on the ESRC/EPSRC-funded 'Reducing Energy Consumption through Community Knowledge Networks' project (see Section 3).

Interdisciplinary collaboration also occurs through Keele's pan-institutional institutes (see Section 3; cf. REF5a). Through workshops of the Keele Institute for Social Inclusion (KISI) on topics such as 'Democracy and Populism' and 'Tackling Inequalities', colleagues have worked with peers from Business and Management, Education, History, Law, Media, Philosophy, Psychology, and Sociology. Similarly, colleagues and PGR students have joined seminars in the Institute for Sustainable Futures (ISF), alongside engineers, chemists, geographers, and geophysicists. These links are strengthened by Catney's membership of the ISF's executive committee, and his work on the HyDeploy and 'Zero Carbon Rugeley' projects (see Sections 3 and 4). Interdisciplinary research is also fostered through Keele's Institute for Liberal Arts and Sciences, and its visiting fellows scheme, which, for example, enabled O'Neill to host a philosopher from Macquarie to work on a project on the fabric of social justice.

Colleagues also pursue interdisciplinary research with peers beyond Keele, both in the UK and overseas. This includes work with sociologists, psychologists and economists, as well as colleagues in Philosophy, Cultural Studies, Law, Marketing, and Urban Studies and Planning (see Section 4).

### *iii) Increasing PGR numbers*

Early in this cycle, we decided upon a strategy of 'sustaining' our PGR population rather than trying to increase it. This decision was motivated by our desire to maintain our high-quality supervision and extensive support, and to continue to deliver a first-class PGR student experience. Our ratio of PGR students to staff has remained steady over the cycle, and our completion rates in this cycle are in line with the 2014 sector median.

### *iv) Relationships with partners and contribution to public knowledge*

Reflecting Keele's longstanding commitment to contributing to the public sphere, we continue to work with a range of research users. We maintain relationships with community groups (particularly on our carbon reduction projects), local authorities and policy makers, and have developed new partnerships with businesses, charities and NGOs. We also continue to promote public understanding through briefings to government, a variety of activities with non-academic audiences, and media work, both domestic and international.

## **Strategic aims to 2025**

We have five objectives over the next cycle:

1. To continue to **build our areas of research strength**, while encouraging nascent agendas. We will do this through our research clusters, which provide the unit with an effective structure and an environment in which PGR students can flourish.
2. To **consolidate and expand collaborative research with academics beyond Keele**, both in Politics and International Studies and other disciplines. This will further strengthen our research, invite new approaches, and increase internationalization to ensure our work remains globally relevant, especially post Brexit. This will also allow us to pursue interdisciplinary opportunities and diversify our sources of research income. We will do this by encouraging and supporting colleagues to further develop their networks.
3. To **increase our collaboration with non-academic partners**. This will foster further public engagement, impact, and societal relevance, and will bring new opportunities for income generation. We will do this by further increasing colleagues' understanding of possible pathways to impact, strengthening our networks, and drawing on the institutional infrastructure dedicated to this.
4. To aim to **diversify our sources of research income** to enable a wider range of colleagues to secure external funding and boost our collective income. We will continue to apply to

traditional funders, but will also target smaller ones, specific calls, and opportunities in which expertise in political and international matters is relevant to other areas of research. Colleagues will be encouraged and supported to further develop their plans for income generation.

5. To **enhance our research mentoring mechanisms**. We will develop our research management structures by extending the effective mentoring arrangements we have for early career colleagues to other staff, at all career stages. This represents enhanced individual-level support, but it will also enable us to fulfil our collective strategic objectives. We will explore a range of models and draw on guidance from the Organisational Development team and expertise of our research leaders.

These objectives are interlinked and together they build our future research strategy. Focusing on our research strengths and enhancing our support systems will ensure the continued production of excellent outputs and underscore our reputation for high-quality research. This will foster further collaborations with academic and non-academic partners, which will then provide further opportunities for income generation and extend the impact of our research.

### **Enabling and sustaining impact**

We have enabled the achievement of impact in two main ways. Firstly, we have enhanced colleagues' understanding of impact and the ways it can be achieved through training and via School and unit-level activities, including our research away-days that have explored strategies for public engagement and impact development, and our workshops on co-production initiatives with community groups. Secondly, we have supported colleagues to embed pathways to impact into the initial stages of project development. This has been achieved through resources dedicated to this task and tailored advice from DRIE's Partnerships and Engagement team, by support from senior colleagues with impact experience, and through peer-review of grant applications.

Our approach to achieving impact has served the selected case studies well. Both ICSs benefited from the expertise and tailored support of our Engagement, Partnerships and Impact Development officers on diversifying pathways to impact, increasing the reach and significance of impact, and gathering evidence of impact. Both authors were also financially supported to develop their ICSs (cf. REF5a) and received bespoke training.

Our approach has been effective. There is now greater understanding of impact amongst colleagues; pathways to achieving impact are integral to all research projects; and we have been able to completely refresh our ICSs since REF 2014. This approach will ensure that we continue to build impact that is sustainable for the future.

### **Open research**

Our unit is at the forefront of developing an open research environment. We work with partners to seek external funding for open research, and where this is not possible, pre-proof versions of journal articles are made openly available via Keele's Research Repository. We have a 100% open access compliance rate. This practice began before the current REF policy, and we go beyond existing policy by also making book chapters openly available.

### **Research integrity and ethics**

As reflected by our compliance with the Concordat to Support Research Integrity, Keele is committed to upholding high standards of research integrity and ensuring work is conducted according to appropriate ethical, legal and professional frameworks and obligations. This is made effective and meaningful by embracing and applying the principles of the Concordat at Faculty level, in a manner appropriate to the disciplines and methodologies of the Humanities and Social Sciences. We have a specific research integrity policy for the Faculty, a dedicated research integrity champion, and tailored training and events. There have been seminars on informed

consent and protecting participants' safety, research with vulnerable participants, and working with community partners; workshops on applying for ethical approval; and training on data protection. There is also specific training for PGR students.

Colleagues in the unit engage fully with these opportunities. In addition, within the unit we share good practice, provide peer support for ethical approval applications, and peer-review grant applications, including sections on ethical information and data management. These arrangements have enabled colleagues and PGR students to develop their understanding of research integrity, and our approach has fostered a research culture that is underpinned by good practice and integrity.

## **2. People**

### **Staffing strategy and unit profile**

Our approach to staffing is underpinned by the principles of Keele's People Strategy. Our strategy is to recruit individuals with internationally recognized excellence in research and impact, or clear potential to develop it, in our areas of research strength. We are committed to long-term/permanent contracts wherever possible. Since 2014 four appointments have been made: Mandelbaum (2014, initially short-term but permanent since 2017); Hammond and Richards (both 2015, permanent); and Wang-Kaeding (2019, permanent). Our strategy has proved effective: these colleagues have produced high-quality research, consolidated and expanded our areas of strength (see Section 1), and made rich contributions to our research environment and culture.

The unit is well balanced in terms of seniority: currently, it consists of five lecturers, six senior lecturers, and six professors (two at 0.5 FTE). It is internationally and ethnically diverse: ten members are citizens of states other than the UK, and six are from ethnic minority groups. It is less well balanced as regards gender, with eleven male and six female colleagues. However, recent recruitment has improved this: three of the four colleagues recruited since REF 2014 are female. There are also more female than male colleagues in the School in which the unit is located, and women hold several senior research-related roles.

### **Research management and staff development**

As colleagues have different needs depending on career stage and research interests, our approach to research management is tailored to the individual. Performance and development discussions are conducted on a one-to-one basis, targets are relevant to each individual, and there are appropriate support and development opportunities for all. This personalized approach is supportive and robust. It enables all colleagues to progress and achieve their ambitions, and makes for successful succession planning – e.g., in this period Ryan was promoted to Senior Lecturer (2016), and Parr to Professor (2018).

Appraisals take place annually, with the Head of School. They are guided by colleagues' annual research plans, which detail recent activities and future objectives, and they include a wider conversation about career progression. Appraisals are conducted in a supportive way, and feedback demonstrates colleagues find them very valuable. Between appraisals the Head of School and School Research Director are available for further discussions.

Early career colleagues are mentored on an individual basis by senior staff and have regular informal meetings with the School Research Director. They are supported via our workload system, with additional time for teaching new modules and undertaking the Higher Education Practice programme (which brings HEA accreditation). This, in effect, protects their research time. Further support comes from targeted training and development opportunities (see below). Probation is three years (unless staff have significant prior HE experience) with progress reviewed annually and successful completion signed off by the Head of School and the Executive Dean.



Early career colleagues, including post-doctoral researchers, are fully integrated into our research culture and play an active role in clusters and School-wide research events, including presenting their own research and contributing to the planning of cluster activities. This reflects one of our unit's most striking features: it is supportive and inclusive, and all colleagues, at all career stages, are valued. Along with fair and transparent role and progression expectations and high-quality development opportunities, this explains how we successfully implement the principles of the VITAE Researcher Development Concordat, reflecting Keele's Excellence in Research Award.

Training exists on a range of subjects, including dissemination strategies, research funding, public engagement and impact development (see Section 3), and PGR supervision and examining (see below). There are development and promotion programmes for different career stages, including workshops for post-docs and early career staff, small-group coaching for mid-career colleagues, and research leadership programmes for mid-career and senior colleagues. The latter generated the creation of Keele's Research Leaders' Network.

### **Recognizing and rewarding research and impact**

Alongside promotion, the unit recognizes contributions in research and impact in three ways. Firstly, colleagues with significant responsibility for research have 20 percent of their time ring-fenced for research. Additional time is awarded for substantial public engagement and impact work (including ICSs), and large research grant applications. Secondly, these colleagues may draw on funds for research and impact activities (see Section 3). Thirdly, colleagues who demonstrate excellence in research and impact can apply for research leave.

Research leaves enable individuals to undertake sizeable projects, produce high-quality outputs (most of our monographs were completed thanks to research leaves), and apply for large grants. Colleagues with significant responsibility for research, on permanent contracts, and who have completed probation may apply for a semester of leave every eight semesters. Any previous fixed-term employment at Keele is counted towards this, and pro-rata arrangements exist for part-time staff. In applying, colleagues evidence their research track record and outline plans for their leave. Applications are considered by the Head of School and the Dean of Research. A mid-leave review meeting takes place, and a post-leave report is required.

### **Equality, diversity and inclusion (EDI)**

The unit values diversity and is committed to equality of opportunity. Our championing of equality and diversity is evidenced in our explicit messaging in job adverts, and colleagues involved in staff and PGR recruitment undertake mandatory EDI training. EDI training (including 'bullying and harassment' procedures, supported by awareness-raising and training) is part of our induction processes for new staff and PGR supervisors. Senior colleagues receive additional training, including unconscious bias training (now being rolled out to all). Our commitment to EDI is also embedded in our structures: the School has an EDI Committee (with an EDI Lead), which considers the EDI implications of decisions and procedures. The Chair of the Faculty Research Committee is one of our LGBTI role models; the School received an Athena SWAN Bronze award in 2018; and the University received a Race Equality Charter Bronze award in 2019 (one of only 14 UK universities to do so) and is now working towards its Race Equality Action Plan. It is also recognized as a Level 2 Disability Confident Employer.

Personal circumstances, periods of absence, and part-time working are considered in evaluating performance, research plans, research leaves, and promotion applications and workloads are adjusted as required. To support EDI and the wellbeing of staff, the School accommodates flexible working following maternity or adoption leave, for caring responsibilities, or in cases of prolonged illness or bereavement. The unit has also supported female colleagues resuming research after maternity leave by drawing on the University 'Returners Fund' to buy in teaching and marking cover, and fund childcare on research trips. School funds have also been used to cover specific research travel or accommodation requirements arising from disability and childcare needs.

The unit further promotes gender equality by encouraging colleagues to engage with the relevant development opportunities offered by the University. Female colleagues have taken part in the Springboard programme and Aurora leadership development initiative and have benefited from women-focused promotion workshops and the female-only promotion mentoring scheme.

Close attention was paid to equality and diversity in the unit's REF submission, and all those in decision-making roles undertook specific REF EDI training. Outputs were selected on the basis of quality, ascertained through internal assessment by senior colleagues (overseen by the UoA Lead). Thorough external evaluation also took place. A review of the process found the evaluation criteria were applied consistently across all outputs and by all reviewers. There was no evidence that outputs by females were evaluated differently from those by males, and no indication that male assessors scored outputs differently from female ones. Moreover, our strongest outputs are distributed across colleagues in a way that reflects the unit's profile and include items from female colleagues returning from maternity leave, part-time staff, colleagues with caring responsibilities, and researchers from all career stages. This demonstrates the effectiveness of our approach to supporting equality and diversity.

### **Research students**

We recruit high-calibre PGR students, nationally and internationally. We accept students on academic performance, quality of research proposal, and fit with our expertise. External funding has been secured from the AHRC (CDP with the Imperial War Museum), overseas governments, charities, and other sources (e.g., Stoke-on-Trent City Council). Keele has also made contributions in-kind to the ESRC-funded 'Centre for the Understanding of Sustainable Prosperity' by funding several studentships. In addition, the Faculty runs its own studentship competition, in which we have been particularly successful and through which we have recruited strong students. Over two-thirds of our students have been funded from external and internal sources since 2013.

Students have a lead and a second supervisor, both with subject and/or methodological expertise. Colleagues with no supervisory experience undertake a training programme, and those with limited experience are mentored by senior staff. Student progress is monitored through six-monthly graded reports, a progression review (a substantial report presented to an independent panel) at the end of the first year, an interview at the end of the second, and a pre-submission review. (Timings are adjusted for part-time students). These milestones allow for any problems to be identified and addressed. Progress is overseen by the Faculty Postgraduate Research Committee, and the recently created Keele Doctoral Academy provides an institution-wide platform for PGR governance. All procedures are underpinned by the Code of Practice on Research Degrees.

New students receive an induction to acquaint them with the facilities, support systems and monitoring and progression requirements. Thereafter, they meet frequently with their supervisors. Student representation on the Faculty's PGR Committee provides another avenue through which to respond to student concerns. Students benefit from well-equipped offices and funds for conference attendance, training and fieldwork. They are also assisted in applying for external funding – e.g., one student won a Santander Research Scholarship to conduct fieldwork in Argentina. Away from work, the Keele Postgraduate Association serves as a students' union, acting as a focal point for social life, representing students in the University, and responding to welfare needs. To further support the wellbeing of our students, there is a Postgraduate Student Mental Health Project Officer.

Our PGR community is diverse, and we provide the support to reflect this. There is tailored training for international students, including courses in academic English and research writing; our degrees can be taken part time; flexible working is possible for those with caring responsibilities; additional time and support are available to students with disabilities; students with long-term health issues can take periods of leave; and there is paid maternity leave for internally funded students.

Students must accrue 200 hours of generic, specialized, or professional development training. Their needs are identified early and reviewed regularly through their Personal Development and Learning Plans. They can draw on the comprehensive range of internally delivered courses, on the annual researcher summer school, and on external training, including that delivered by 'Methods North West' (the ESRC North West DTP hub, of which Keele is a member) and specific summer schools. Our students have attended European Consortium for Political Research (ECPR) summer schools in Methods and Techniques, Political Participation, and Environmental Politics. There is also training (with mentorship) for students who teach, and the possibility to then take the Higher Education Practice programme, which brings HEA accreditation.

Students also develop their skills through attending conferences, organizing their own events, providing research assistance, and publishing. Our students run their own work-in-progress forum and an interdisciplinary peer-reviewed journal. The University holds an annual PGR conference and the Faculty a yearly symposium; the School runs a PGR seminar series; and the unit has organized PGR residential weekends, with a mix of academic and social activities.

Our research students are integrated into the unit and its culture by being in the same physical space as academic colleagues, teaching on the same modules, being valued and active members of our clusters, and contributing to our research away-days. These arrangements, our high-quality supervision, and our support structures serve our students well, as is evident from their responses in PRES surveys, in which Keele has performed well. These systems and processes also ensure our students progress successfully, and complete to a high standard, on time.

Through their training and skills development, experience of teaching, and immersion into our research culture, our students are well prepared for their future careers, in HE or beyond. We further assist them with our postdoctoral fellowship scheme, which enables them to retain their institutional affiliation and access resources for a period after completion. Most of our students who completed since 2013 now hold lectureships and postdoctoral posts in the UK and overseas. Others are employed in senior research positions outside academia (e.g., in think tanks, digital tech, and public relations). All our students pursued PhDs rather than professional doctorates (hence the absence of a table here).

### 3. Income, infrastructure and facilities

#### Research funding

Major awards include the unit's participation in the prestigious £5.9 million ESRC-funded 'Centre for the Understanding of Sustainable Prosperity', which brings together an international, interdisciplinary team of academics and partners from business, government, and civil society, and in which Keele colleagues lead on analysing the political dimensions of sustainable prosperity (2016-2021; £372,600 to Keele). In 2017 colleagues also took part in a spin-off project, 'An Economy that works for Everyone: Understanding Brexit through a Local Lens', which explored motivations and expectations in socially deprived areas (ESRC, £33,250). More recently, colleagues have been instrumental in securing £1.4 million from Innovate UK (as part of an Industrial Strategy Challenge Fund programme) for the 'Zero Carbon Rugeley' project. A consortium, led by ENGIE, and involving other energy companies, SMEs, not-for-profits and local authorities, will design a Smart Local Energy System as part of a regeneration strategy for the town. As part of this project, a cross-faculty team from Keele (the only university in the project) will apply innovative coproduction approaches to capture inputs of local communities (2020-2022; £199,300 to Keele). Another ESRC grant was awarded to the 'Climate Change and Political Parties' project, which explored how parties (across six countries) develop policies on climate change mitigation (2013-2015; £244,700). The 'Reducing Energy Consumption through Community Knowledge Networks' project, involving political scientists, chemists and geographers and jointly funded by the ESRC and EPSRC, was also completed in this cycle (£370,900). Non-UKRI income has also been secured, including through an esteemed Fellowship at the interdisciplinary Rachel Carson Center for Environment and Society (MacGregor (now Manchester), 2014, £32,000).



Colleagues have secured smaller funds from external sources, including the European International Studies Association for academic symposiums; a Brussels-based think tank for workshops on climate change politics (aimed at non-academic partners); the Chinese Foreign Office for collaboration with academics at Tongji University on a project on political parties and EU-Sino relations; and the Taiwan Foundation for Democracy for a film on mass protests in Hong Kong.

Colleagues have also won internal funding from the University, the Faculty and KISI (all on a competitive basis) for developing networks and partnerships, public engagement and impact activities, and pump-priming projects. Parr secured KISI funds for workshops with academics and veterans from the UK and Argentina on the legacy of the Falklands War; Richards was awarded institutional QR GCRF funding for fieldwork on the role of the state in Somaliland; and Carter and Catney won support from the University's Industrial Strategy fund for partnership development on a project on civic capacity building.

School-level funds (from devolved QR income) are available for colleagues to attend conferences, undertake small-scale fieldwork, invite collaborators to Keele, hold research clusters workshops, and organize other unit or School-wide research activities. These funds supported a symposium on climate change in the wake of COP21, an interdisciplinary workshop on gender and violence, and a workshop with local community art groups to explore co-production initiatives. In reflection of our commitment to equality, these funds are available to all colleagues with significant responsibility for research, including those on part-time or temporary contracts, and priority is given to early career researchers. Female colleagues needing childcare support on research trips are encouraged to apply to the University-level fund dedicated to this purpose. A separate fund exists for PGR students (see Section 2).

Funding has enabled the production of strong outputs, including several by Ladrech based on the 'Climate Change and Political Parties' project, and others by Catney, Doherty and Hammond as a result of their involvement in the 'Centre for the Understanding of Sustainable Prosperity'. Likewise, funding has assisted the achievement of strong impact: the ESRC-funded project allowed Ladrech to build meaningful collaborative links with, and provide expertise to, an influential think tank and to inform political parties' policy on climate change; and Parr's funded workshops enabled her to further develop impact from her research (cf. REF3). External and internal funding has also allowed colleagues to undertake considerable public engagement, including with politicians, trades unions, and civil society organizations.

### **Strategies for generating research income**

We foster the generation of ideas for grant applications and the mobilization of research teams through brainstorming and events at cluster, unit, School, Faculty and cross-Faculty level, and through KISI. Plans are then developed, often with internal funding, to strengthen collaboration with academics beyond Keele and partnerships with non-academic groups. Alongside this, supported by the Faculty's Research Development team, we have held School research away-days to assist colleagues to develop their plans for research income generation, keep them attuned to different schemes and funders, and facilitate the sharing of good practice. The School Research Director has a strong understanding of the research interests of staff and steers colleagues to relevant schemes and calls. At grant development stage, we draw on the support and expertise of the Research Development team and applications undergo rigorous internal peer review. Colleagues are expected to apply for research income on a regular basis, as outlined in the University's Academic Role Expectations and are rewarded for large grant submissions in the School's workload system and promotion criteria.

These strategies have positioned us well and we will continue to embrace them. We will also work to increase the diversity of our income sources by encouraging colleagues to consider not only traditional funders, but to also target smaller or less familiar ones, specific calls, and opportunities for applying expertise in political and international matters to other areas of research – e.g., GCRF,

the Industrial Strategy Challenge Fund, and other Research Councils. We will also further develop collaboration with academic and non-academic partners beyond Keele (see our strategic aims in Section 1).

### **Infrastructure supporting research and impact**

Substantial support for research and impact is provided through DRIE. This includes expertise from the Research Development team (for developing funding applications) and the Partnerships and Engagement team (for creating and strengthening links with non-academic partners, promoting public engagement, and cultivating impact), and support in project management and research integrity.

Significant financial support is available from institutional-level sources. This includes QR GCRF funding, funding for research aligned with the Industrial Strategy, and resources to support impact development, arising both from ICSs and other research. This is accompanied by the Faculty's 'Strategic Fund', dedicated to pump-priming large grant applications, furthering public engagement, and facilitating impact, and funding from KISI, for building collaborations with non-academic partners to further interdisciplinary research.

There has been considerable investment in training and personal development programmes related to research and impact. Examples include DRIE-organized workshops (often with external experts) on grant applications to specific funders or schemes, GCRF funding, and European funding opportunities after Brexit. Similarly, there have been workshops on public engagement, collaborating effectively with policy makers, and developing links with charities, as well as the annual 'Impact and Engagement Festival' where colleagues showcase impact arising from their research and share best practice. Visiting speakers have included experts from Research England, Fast Track Impact, the National Council for Voluntary Organisations, and the National Coordinating Centre for Public Engagement. There has also been media and communications training with external coaches. All this training is accompanied by opportunities for personal development around research for staff at all career stages, and for PGR students.

The cross-University, interdisciplinary research institutes are another integral part of Keele's research and impact infrastructure, with colleagues from this unit engaged in KISI in particular. KISI offers a space for ideas-sharing between academics and non-academics and provides an effective platform to build partnerships with civil society, governmental organizations, and businesses to develop coproduced projects, thereby increasing public engagement and cultivating impact from research. As above, this is underpinned by financial support. Public engagement with research is further fostered through a cross-faculty network of 'PER champions', a legacy of Keele's involvement in UKRI's 'Strategic Support to Expedite Embedding Public Engagement with Research'.

At School and unit level, research and impact are supported through formal mechanisms, including in discussions around outputs, impact development and income generation in staff appraisals and in meetings with the School Research Director, through the workload system, and via research leaves. Our research clusters and School research away-days provide further, more informal, support. As above, the School also provides financial support for individual and collective research and impact.

#### *Using our infrastructure for impact activities*

We have made effective use of the infrastructure and resources dedicated to the development of impact. Through engaging with training opportunities, colleagues have increased their understanding of impact and the pathways through which it can be achieved and have developed their skills in this area. We have also drawn, to good effect, on the expertise of DRIE's Partnerships and Engagement team. Colleagues have received tailored support to plan and develop their public engagement and impact strategies, increase the reach of their activities, and design tools for

gathering evidence of impact. As above, the cultivation of impact has also been facilitated through KISI, School away-days, and cluster events, and has been supported by dedicated funding.

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

##### **Research collaborations**

Effective support exists to foster collaborations with colleagues from other academic institutions and non-academic partners. There are funds to attend conferences and workshops, or for colleagues to organize their own, to visit collaborators, and for scoping work in advance of funding applications. There is administrative support for activities held at Keele and good meeting facilities. Colleagues can also draw on KISI's large network of non-academic partners to develop collaborations.

All colleagues collaborate regularly with peers from other institutions in the UK and overseas. Some partnerships take the form of ongoing writing collaborations; others are the result of specific projects, including interdisciplinary ones. They include Doherty's work with colleagues in Sociology at Aston and Law at Leicester on protests, and his research on climate change activists with peers at Exeter; Luther's contribution to a project on Social Democratic parties and trade unions, led by colleagues at Oslo and QMUL; Mookherjee's work with Philosophers at Salzburg on recognition and global poverty; and O'Neill's research with peers at Macquarie on the role of higher education in enhancing social freedom. These collaborations have led to high-quality outputs, special issues, edited collections, and external funding. Ladrech's links with colleagues at York led to the 'Climate Change and Political Parties' project; Doherty and Catney's work with sociologists and economists at Surrey gave rise to their involvement in the 'Centre for the Understanding of Sustainable Prosperity'; and ongoing collaboration with natural scientists at Keele facilitated the 'Zero Carbon Rugeley' and 'Reducing Energy Consumption through Community Knowledge Networks' projects.

##### **Engagement with research users**

Colleagues have engaged with a range of users to develop impact. On the 'Reducing Energy Consumption through Community Knowledge Networks' project Catney worked with the Marches Energy Agency (a leading regional charity) and community groups to explore how information on energy use is understood and used. Recommendations were then made to government departments and energy providers on how to disseminate this information. Catney has also been involved in 'HyDeploy', a venture led by Cadent to reduce CO<sub>2</sub> emissions by blending hydrogen with natural gas in domestic supplies. Keele was the site of the UK's first trial, and the team evaluated users' perceptions of the initiative. Similar engagement with the public will take place on the 'Zero Carbon Rugeley' project, led by ENGIE.

Other collaborations with users include Doherty's work with NGOs and human rights organizations (including Amnesty International, Friends of the Earth, and Netpol) that has led to the creation of a network to share information on threats to the right to protest; a recent partnership between Keele (including Catney) and the Local Authority, Police, charities and community groups to explore regeneration and recovery in North Staffordshire after Covid (UKRI-funded, £40,000); Hammond's involvement in a multinational, interdisciplinary consortium which includes research institutes (e.g., Wellcome Genome Campus), public bodies, and NGOs (e.g., Involve, a leading public participation charity) to explore the creation of citizens' assemblies to consider the ethical impacts of genome editing; as well as Ladrech's work with the Brussels-based think tank FEPS and the Party of European Socialists, and Parr's research with former soldiers and her engagement with British Army commanders (cf. REF3). These collaborations have enriched our research environment by enhancing our expertise in impact development, widening our partnerships with non-academic groups, and raising our profile.

Colleagues also give expert advice to specific users. Ladrech has repeatedly engaged with national and EU politicians, trade unions, NGOs, and representatives from the World Bank and United Nations on climate change policy. He was invited to the French National Assembly by the

foreign minister (10/04/15) and addressed the UN General Assembly Climate Action summit (19-20/09/19). Vogler shared his expertise with the United Nations Environmental Programme, speaking in the 'EU-Asia Dialogue', and reviewing the sixth Global Environment Outlook (the UN's flagship report). Others have provided expertise to government roundtables: Hammond to the UK Home Office, on sustainable development (19/07/16); Drezov (now retired) to the UK Cabinet Office, on Russia and the Western Balkans (02/05/18); Wang-Kaeding to the Irish Department of Foreign Affairs and Trade, on the Chinese Belt and Road initiative (09/04/19); Catney at County Hall, London, on urban sustainability (16/03/17); and Wang-Kaeding to Dublin City Council, on Chinese investment in renewable energy (26/02/18).

### **Contributions to public understanding and debate**

The unit contributes to society by disseminating research results to the public. Having observed the trial of the 'Stanstead 15' anti-deportation activists and interviewed them and other involved parties (e.g., Amnesty; Liberty), Doherty wrote pieces in the *New Statesman* (10/12/18) and *Metro* (06/02/18) on anti-terror laws. His research on the Extinction Rebellion protests was also disseminated in *Open Democracy* (27/11/18), by coverage in *The Times*, *Daily Mail*, *New Scientist* and *Le Monde*, and in an interview with DW News (07/10/19). Parr wrote for the *Daily Telegraph* (27/08/18) on the legacy of the Falklands conflict, and was Dan Snow's guest on his *History Hit* podcast, discussing the Parachute Regiment (15/10/18).

Colleagues also contribute to public understanding by providing general expertise via the media. Ladrech and Parr are members of the ESRC-funded 'The UK in a Changing Europe' programme and regularly write on Brexit; and Carter assisted the *Guardian* in its 'New Populism' investigation (09/18). More direct media work includes Parr's participation in BBC Radio 4's *Start the Week* programme on the realities of war (10/09/18); Richards' coverage of independence referendums and unrecognized states for many outlets (BBC World Service 03/08/17; Radio 4's the *Briefing Room* 05/10/17; 5Live 01/10/17; France 24 01/10/17; *The Atlantic* 23/10/17) and her article in the *Independent* (21/09/17); Gökay's commentary on BBC World Service on the centenary of the Russian Revolution (08/11/17); Parker's contributions on Sky News (06/11/18) and BBC World Service (18/04/19; 02/04/19) on US politics; Luther's appraisal of the Austrian government crisis on Euronews (20-27/05/19); and Catney's numerous appearances on international and domestic radio and television (including China TV, TV2 Denmark, Al Jazeera English, France 24) commenting on UK politics, and his regular writing for the Spanish daily *La Razón*. Most colleagues also write articles for *The Conversation*, reflecting Keele's strong engagement with this publication – Keele was one of the top 10 contributing institutions between June 2019 and June 2020.

Public understanding is also fostered through engagement activities. These include Parr's talks on the Falklands War and its consequences at the Hay Winter Literary Festival (23/11/18), National Army Museum (19/01/19), Chalke Valley and Chelsea History Festivals (28/06/19; 12/10/19), University of the Third Age (20/06/17; 07/06/18) and British Legion (09/05/16), and her membership of the Army Records Society and History of Parliament Trust; Wang-Kaeding's documentary, *Black Bauhinia* ([www.blackbauhinia.co.uk](http://www.blackbauhinia.co.uk)), on the mass protests in Hong Kong, which was screened at the Hong Kong Independent Film Festival (18/01/20) and the AAS Film Expo in Boston (20/03/20); Gökay's involvement in the Easdale Foundation for Labour Research; and Richards' engagement with Somaliland diaspora civil society groups. The unit also contributes to 'Keele World Affairs', a long-running public lecture series hosted at Keele (with over 600 members), which attracts high-profile speakers from politics and public affairs (including Lord David Owen, Baroness Shami Chakrabarti, and John Simpson among others in this period).

### **Responsiveness to research priorities and initiatives**

Our responsiveness to national research agendas is evident in our strong commitment to interdisciplinary research. We have considerable support in place to advance it (see Section 1), and a good track record, as reflected by our collaborations with natural scientists and non-



academic partners in the carbon reduction projects, work in the 'Centre for the Understanding of Sustainable Prosperity', and research on political protest and citizens' assemblies (see above).

Colleagues also contribute to the priorities of the professional associations. Catney was a member of the PSA's 'Adding Depth' Commission, which explored how the association could increase benefits to members and the wider politics community; and Carter is a member of the PSA/BISA REF working group, which responded to government consultations and advised the associations' chairs in selecting UoA19 panel members.

### **Contribution to, influence on, and recognition by the discipline**

The unit makes significant contributions to capacity-building in the discipline through leadership in national and international networks. In this period, Luther convened the ECPR Standing Group on Political Parties (500+ members); Doherty co-chaired the ECPR Standing Group on Environmental Politics (330 members); and Hammond co-convened the PSA Environmental Politics Specialist Group (140 members). They organized sections, approved panels, and convened workshops at ECPR and PSA events, and in so doing, have worked with numerous academics from around the globe. In addition, colleagues are on the executive committees of the UK Association for Social and Political Philosophy (Mookherjee); the University Association for Contemporary European Studies (Ladrech, until 2016); the British International History Group and the Society for the History of War (Parr); and the Council of the Institute of Commonwealth Studies (Lloyd, now retired).

The unit also contributes to the sustainability of the discipline through doctoral summer schools. The ECPR Summer School on Methods in Normative Political Theory/Philosophy took place at Keele in 2014 and 2015, and colleagues remained actively involved when it moved to Limerick and Siegen. Similarly, colleagues remain involved in organizing and teaching at the ECPR Environmental Politics and Policy Summer School following its move from Keele to Lille in 2016. These summer schools, and others, constitute collaborative training opportunities (with ECTS credits), and we encourage our PGR students to participate in them (see Section 2). The unit has also hosted a number of early career academics (from Spain, Denmark and China) as visiting researchers for several months and provided each with a mentor during their stay.

Colleagues are active in organizing conferences. Parr and Lloyd hosted the 2017 British International History Group annual conference (with over 60 presentations, and workshops for PGRs); Ryan led a section at the 2018 EISA annual conference (with 10 panels, and roundtables with policymakers and NGOs); Åhäll and Mandelbaum convened panels and roundtables at the 2017, 2018 and 2019 ISA conventions; and Luther co-organized large conferences in Shanghai in 2015 and 2017 on the future of political parties.

Staff also contribute to the discipline through editorial work. Journal editorships include *Politics, Ideology and Religion* (Sheikh); *Social Movement Studies* (Doherty, consulting editor); *Environmental Politics* (Catney and Hammond, book reviews editors); and the *Journal of Global Faultlines* (Gökay and Mandelbaum). Catney is also co-editor of the Routledge book series *Transforming Environmental Politics and Policy*. Colleagues are on the editorial boards of a further 15 journals (including high-ranking ones like *Party Politics*, Carter until 2019) and book series, and all regularly review for journals and publishers.

Colleagues also influence the discipline by regularly reviewing for domestic and international funders. Catney, Doherty, Hammond, Ladrech and Luther have been members of the ESRC Peer Review College in this period; Ladrech was on the commissioning panel of the ESRC Brexit Priority grants (2017); Vogler was on the committee for the 'Europe and Global Challenges' programme, funded by the Swedish *Riksbankens Jubileumsfond*, Volkswagen Foundation and Wellcome Trust; O'Neill is on the UKRI Future Leaders Fellowships Peer Review College; and Doherty was an expert for the Swedish Research Council for Sustainable Development (FORMAS).

In recognition of their influence, several colleagues hold prestigious visiting positions. Luther is a 'distinguished research professor' at the German Studies Center, Tongji University, and was a guest professor on the Chinese government's Global Experts Plan; O'Neill is a visiting professor at the Institute for Global Peace, Security and Justice at Queen's University Belfast; Doherty was a visiting Research Fellow at Sciences Po, Lille (2014-16); and Ryan was a visiting researcher at the University of Adelaide (2014).

The standing of colleagues has been recognized through invitations to deliver keynote lectures. Parr delivered the annual lectures at the Sir Michael Howard Centre for the Study of War (KCL, 03/12/18) and the Society for Army Historical Research (16/11/19); O'Neill opened the plenary at an international conference on global justice at Queen's University Belfast (31/05/18); Gökay gave the keynote at the Second World Congress of Marxism at Peking University (05-06/05/18); and Luther was the guest speaker at an event hosted by the UK Ambassador at the Diplomatic Academy in Vienna (29/04/18).

Other esteem indicators include a conference focused on O'Neill's arguments on universities as instruments of social freedom (Keele, 03/04/19); and Parr winning the Templer Medal for Military History in 2018-19 (the Society for Army Historical Research's annual book prize), the Duke of Wellington Medal for Military History in 2019 (the Royal United Services Institute's book prize), and the Longman/History Today 2019 book prize. She was also longlisted for the 2019 Orwell Prize for Political Writing.