

Institution:

University of Essex

Unit of Assessment:

19 – Politics and International Studies

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

The University of Essex, Department of Government is a vibrant and diverse community of scholars with a shared commitment to excellence in research. The Department champions innovative research of the highest relevance for academics and policy makers, with maximum influence on debates and discourse in society. In recognition of its pre-eminent position, the Department is the home of the only Regius Professor of Political Science - during the current REF period held by Professors Sanders and Gleditsch successively.

During the assessment period, and reflecting the University's strategic vision for Department growth, the Department has grown from 32 to 54 full time academic research staff enabling it to further strengthen its position as a leading, globally focused, centre for the study of politics. We continue to attract new staff from some of the leading universities of the world, including, most recently, Duke, New York University, and Princeton to name but three. We have become a more intellectually diverse and methodologically pluralistic Department, rightly recognised for its continued commitment to theoretically driven and empirically rigorous research. Scholars have answered questions of significance to the academy and society applying normative, theoretical, quantitative, qualitative, and mixed methods approaches. Across all subfields, the overriding norm is that all our work is theoretically innovative and meets the highest standards of methodological rigour, including regarding transparency and replicability of data analysis, to witness the work of Kern and Gleditsch on improving the replicability of qualitative research by means of preregistration. The Department maintains these high standards via vibrant and supportive intellectual exchanges and a commitment to mentoring new colleagues. We are particularly proud to have championed greater diversity, equality and inclusivity, including growing the number of women academics and black and minority-ethnic academics. Today, black and minority-ethnic academics account for just over 20 percent of our full-time academic (research) staff, compared with just under 10 percent at the REF2014 submission.

Since the last REF2014, our research strategy has continued to prioritise research excellence, while the Department also extended and diversified its research base. Reflecting the evolution of the Department, both in terms of number of full-time academic staff as well as their expertise, our research is now structured along five, rather than four, research divisions: **international relations and conflict; political behaviour; political economy; political institutions; and political theory and discourse analysis**. The introduction of a new political institutions section reflects the strategic investments made in this research area (Dr Bakker, Professor Carroll, Dr van Coppenolle, Dr Kern, Dr Lee, Professor Leifeld, Professor Martin, Dr Matsuo, Dr Shair-Rosenfield, and Dr Winzen). We have further introduced three departmental methods working groups: **mixed-methods research; data science and quantitative political methodology; and evidence and public policy**. The methods working groups reflect methodological pluralism in the Department, encourage collaboration across research divisions based on shared methodological interests, and facilitate interdisciplinary research. They recognise and promote the representation of the full spectrum of empirical approaches in our research and our commitment to world-leading training and supervision for our PhD students. We pride ourselves on an exceptionally research-friendly workload allocation model and generous sabbatical arrangements, providing colleagues with the time and space to undertake research at the cutting edge of the discipline. During the current period, this has included reducing the average module load to 2-1 (from 2-2), with a 1-1 load for all newly appointed early career researchers (ECR) until permanency.

We view politics, political theory and international studies as one discipline, with opportunities for collaboration across all research divisions. The Department benefits from a high level of intellectual exchange spanning different substantive sub-fields and intellectual traditions. There is a shared

belief across the Department that good general theories of politics should explain outcomes across different sub-fields and benefit from exposure to developments in and criticism from other traditions. Our inclusive research culture is fostered via weekly departmental seminars and evidenced by many instances of research collaboration. To facilitate interdisciplinary research and societal impact, the Department houses four research centres: Centre for Ideology and Discourse Analysis (cIDA); Michael Nicholson Centre for Conflict and Cooperation; Centre on the Politics of Representation in Crisis; and the Jean Monnet Centre of Excellence. Our research, especially our impact work and engagement, is guided by a Department Advisory Board, comprising esteemed individuals from Government, the private sector, civil society and scholarly organisations.

The Department also contributes actively to a number of University-wide structures including the Institute for Analytics and Data Science (IADS); the Institute for Social and Economic Research (ISER); and the Human Rights Centre (HRC). The Department further collaborates with the Economics Department on the ESSEXLab (Lown, Duell), which is now one of the largest and best-equipped labs in the UK for experimental social sciences.

Ongoing strategic objectives

Our 'core goals from 2014 were

- to maintain excellence in research and publications;
- to continue generating external research income for innovative projects;
- to provide academic public goods; and
- to use our expertise to reach out to policymakers and users beyond the academy to ensure that our research has impact.

These strategic objectives will remain relevant from 2021 onward, where the Department aims to grow and diversify its research base further. Reflecting its overall ambition to remain at the forefront of the study of politics globally, the Department is keen to seize the opportunities for innovation that emerge from being inclusive and open.

Achievements (2014 – 2020)

The Department has convincingly met and exceeded its strategic goal set at the 2014 REF. It has maintained excellence in research and publications. Between 2014 and 2020, the 54 members of staff published 21 books and more than 550 articles and chapters in edited volumes. Books were published by leading academic publishers: Cambridge University Press (5); Oxford University Press (9); Edinburgh University Press (2); University of Michigan Press; Columbia University Press; as well as prominent commercial publishers. Across all research divisions, members published in the major generalist journals in political science, such as the *American Journal of Political Science*; *American Political Science Review*; *British Journal of Political Science*; *European Journal of Political Research*; *Journal of Politics*; *Political Analysis*; and *Political Studies*. They have also contributed to all leading sub-disciplinary journals in: political theory (*Contemporary Political Theory*; *Critical Review of International Social and Political Philosophy*; *Journal of Applied Philosophy*; *Journal of Political Philosophy*; *Politics, Philosophy & Economics*; *Political Theory*; and *Social Theory and Practice*); international relations (*Conflict Management and Peace Science*; *International Interactions*; *International Organization*; *International Studies Quarterly*; *Journal of Conflict Resolution*; *Journal of Peace Research*; and *World Politics*); political behaviour (*British Journal of Politics and International Relations*; *Electoral Studies*; *Journal of Elections*; *Public Opinion & Parties*; and *Public Opinion Quarterly*); political institutions (*Comparative Political Studies*; *Journal of Common Market Studies*; *Journal of European Public Policy*; *Journal of Public Administration*; *Legislative Studies Quarterly*; *Party Politics*; and *West European Politics*); and political economy (*Economics and Politics*; *Journal of Theoretical Politics*; *Political Science Research & Methods*; *Public Choice*; *Regulation and Governance*; *Review of International Organizations*; and *World Development*). They also regularly publish in interdisciplinary journals, such as *Climate Change*; *Environmental Politics*; *Global Environmental Politics*; *International Journal of Qualitative Methods*; *Journal of Language and Politics*; *Politics and Gender*; *Nature*

Climate Change; Political Geography; Proceedings of the National Academy of Sciences; and Sociological Methods and Research. The importance of these publications is further reflected in the many awards they have won. The depth and breadth of publications indicates global excellence and compares to the very top US departments as shown in subject rankings in QS World University Ranking (29 in 2020; compared with 51-100 in 2014) and the Shanghai Academic Ranking of World Universities (31 in 2020).

The Department champions and has continued to provide important **public goods** to the discipline. The Department continues to host the *British Journal of Political Science* (including Bou-Habib, Johns, and Böhmelt as editors), the leading generalist political science journal in Europe. Garriga and Gizelis are editors of *International Interactions*. Dorussen and Gizelis are associate editors of the *Journal of Peace Research*. Gleditsch is the president-elect of the International Studies Association (ISA). Members have contributed to the organisation of the annual conferences of the leading professional organisations: Gizelis has been program chair for the ISA (2018), while others have led sections for the American Political Science Association (APSA) (Martin, Baerg and Garriga), European Consortium for Political Research (ECPR) (Bartle, Chiba, Johns, Martin, and Sudulich), Midwest Political Science Association (MPSA) (van Coppenolle, Dorussen), and Western Political Science Association (Shair-Rosenfield). Dorussen and Gleditsch are board members and members of the program committee of the annual meeting of the Network of European Peace Scientists (NEPS) since 2015; in 2020 (postponed to 2021), Gleditsch was the conference chair.

The international recognition of scholars as leading in their respective fields is further evidenced by regular invitations to give keynote addresses (e.g., Dorussen, Ezrow, Gizelis, Gleditsch, Glynos, Leifeld, Martin, Howarth) to major conferences, e.g., Bartle contributed to the Truth, Trust & Expertise roundtable held at Harvard University (2018) jointly organised by the British Academy and the American Academy of Arts and Sciences. Lloyd gave a public lecture on her Leverhulme project, 'Who counts? The political problem of the "human"', as part of the University of Kent Public Lecture Series at its Brussels School of International Studies (2015). For more than 50 years the Essex Summer School in Social Science Data Analysis has offered world-class instruction in a wide range of social scientific methods. Between 2015 and 2020, the Essex Summer School recruited on average 570 doctoral students and (mostly early career) researchers annually and is increasingly recruiting globally. The Essex Summer School also contributes to international collaboration.

Across research divisions, members of the Department have continued to acquire substantial **external research income** to fund innovative projects; over the current REF period, the total amount of external research income spent equalled £3.1 million. Via an innovative Grant Capture Strategy, the Department encourages and supports in particular junior members in applying for external grants and has created the position of Grant Capture Officer (Reinhardt) to provide dedicated discipline-specific support and mentoring, complimenting existing University-level support. Substantially, our research addresses topics most pressing politically as well as professionally. An example of societally relevant research is the demonstration that migration provides a link between climate change and conflict (Böhmelt). Creating impactful research is a strategic objective of the Department. The Director of Research and Director of Impact have emphasised the relevance of impact, encouraged colleagues to enhance the impact of their work, and ensured that impact is recognised in workload allocation as well as decisions on permanency and promotions. As part of this sustained approach, members have used their expertise to reach out to policymakers and users beyond the academy to ensure that our research has impact, as detailed by research division below.

International Relations and Conflict: Research topics cover areas spanning from conflict, peace, and security to international political economy. A distinctive feature is the emphasis on the commonalities between all forms of politics, whether within or between states, and the interrelations between international and domestic politics and institutions. Studies have addressed nonviolent resistance (Gleditsch; supported by a £1 million ERC Starting Grant during the current REF period), immigration (Böhmelt, Simon), terrorism (Böhmelt, Polo, Phillips), gender and conflict

(Gizelis, Dr Wood), peacekeeping and peacebuilding (Dorussen, Gizelis), ethnic conflict (Bormann, Gleditsch), environmental conflict (Bakaki, Böhmelt). Their research has made key advances in our understanding of conflict and cooperation; e.g., how domestic and international linkages between terrorist groups condition their choice of (terrorist) tactics and even their survival (Polo; Phillips); how conflict is less likely to recur through speedy and targeted deployment of peacekeepers (Dorussen, Gizelis); how linguistic differences are more frequently associated with civil wars than religious differences (Bormann); how migration provides a key link in the indirect relation between climate change and conflict (Böhmelt); in exploring the extent to which we can predict conflicts to turn violent (Gleditsch).

Impact: Gleditsch, Böhmelt, and Chiba lead a case study on the impact of their research on conflict forecasting, informing policy-setting internationally by the CIA, NATO and the German Ministry of Defence. Dorussen and Gizelis' impact case study on local peacekeeping and advancing the role of female UN police officers details their collaboration with the Swedish Folke Bernadotte Academy, UNPOL and the Elsie Initiative. Research on EU–China and EU–Japan security relations (Dorussen) has received notable media attention.

Political Behaviour: The Department hosts world leading academics and retains its national reputation for cutting edge empirical research into the UK's party system and elections (Bartle, Johns, and Whiteley). Public support for Brexit has been a focus area for research of Sanders and Whiteley. From a comparative perspective, research has focused on party positions, electoral strategies, political preferences and public opinion, and political behaviour (Bakker, Ezrow). We have also published in the leading journals on mutual influences between parties and voters and the conditions that shape these influences (Ezrow, Sudulich), partisan strategies in proportional electoral systems (Ezrow), the gender gap in voter turnout (Kostelka), and the influence of public opinion on the decision to intervene into the Syria conflict (Johns, Lown). Important new insights have been to demonstrate that parties that are seen as more moderate are also considered more competent (Johns); the electoral success of liberal parties in Western democracies furthermore depends on their image of competence, integrity, and party unity (Zur).

Impact: Political parties regularly consult Bartle, Johns, Sanders, and Whiteley. Building on research using survey experiments, in part via the ESSEXLab, Johns leads an impact case study on the evaluation and reshaping of the Foreign, Commonwealth and Development Office communications and new messaging to identify whether and when the public can be convinced that giving aid will pay off at home. Their expertise is also regularly sought by the media: e.g., Johns on elections in Scotland (BBC Scotland); Bartle and Whiteley regarding Brexit (BBC, ITV, and Sky).

Political Economy: Using comparative and international perspectives, our research analyses how politics determines public policies and distributive outcomes within and across societies. We explore the institutional determinants of policy learning (Duell, Radean), the political role of central banks (Baerg, Garriga), monetary and fiscal policies of the EU (Aaskoven, Hennessy), the role of political and business lobbies in climate change negotiations (Genovese), the determinants of foreign aid (Steinwand), and the relevance of political institutions for mortality during and after natural disasters (Quiroz Flores, Reinhardt).

Impact: Quiroz Flores is seconded to Essex County Council as its Chief Scientific Advisor reflecting the unique and extensive collaboration between the Department and Essex Country Council. Duell and Lown consulted with the NHS health contractor, Provide Colchester, to help them evaluate the impact of staff training programmes on workplace health and productivity. Reinhardt has worked with Essex County Fire and Rescue Services, Essex County Council as well as West Suffolk Council to develop impact evaluation techniques and apply rigorous performance analysis to their own programme impact evaluations.

Political Institutions: Research focuses on how institutions shape the rules of the political game and how different combinations of rules lead to a variety of political outcomes. This includes developing an understanding of the myriad institutional designs in the advanced, industrialised

world (Bakker, Carroll, Martin, and Matsuo) and how they lead to different policy outputs (van Coppenolle, Lee, Leifeld, and Winzen) as well as applying these lessons to the developing world to help build institutions that lead to stable democratic governments (Kern, Shair-Rosenfield). Notable contributions have been the extension of the Regional Authority Index, a dataset of subnational governance and authority covering now 81 countries over 60 years (Shair-Rosenfield); demonstrating that low transparency and weak institutions cause even apolitical funds to be distributed on partisan lines with long-term implications for uneven development (Malik), while corruption shapes the substantive issues that people protest about (Velasco Guachalla).

Impact: Gizelis and Kern lead the impact case study on transforming women's livelihoods in challenging environments, detailing Gizelis' work on gender budgeting and Kern's extensive collaboration with the Ugandan Land Alliance in training women's land rights advocates to strengthen women's land rights and empowering female-headed households. Our Anthony King Chair in Comparative Politics, Martin leads an impact case study documenting collaboration with the Irish Parliament in developing pre-legislative scrutiny procedures.

Political Theory and Discourse Analysis: Research has focused on social justice and how to attain it via public policy, examining particularly the opportunities and constraints associated with discursive strategies. Research interests cover a vast array of topics such as the ethics of immigration policies and repatriation (Gerver); religious tolerance (Bou-Habib), the ethics of arms trade (Christensen), justice and 'big data' (Axelsen), modes of eliciting democratic accountability (Montanaro), the image of the 'sustainable city' (Howarth), the politics of naming the dead (Lloyd), and responses to right-wing populism (Glynos). The varied contributions range from developing a Lacanian post-Marxist approach to social and political analysis (Glynos and Howarth), introducing the work of Judith Butler to political theory (Lloyd), deepening democratic theory (Montanaro) and refining the tools of analytical political theory through their application to controversies around immigration (Gerber), unregulated artificial intelligence (Axelsen), fair trade (Christensen) and climate change (Bou-Habib).

Impact: Members of the political theory division engage regularly with government agencies, non-governmental organisations (Montanaro and Gerver) as well as social activists: e.g., Howarth with activists against aviation expansion, and Glynos' collaboration with the Democracy in Schools project.

Future strategic aims and goals

Going forward from 2021, our core goal is to maintain the Department of Government at the University of Essex as a recognised international centre of excellence via strategically emphasising:

- innovative field-shaping research, including projects that attract external funding;
- publications in highly visible forums, such as top-tier peer-reviewed journals and major university presses;
- strengthening further our doctoral programme to ensure we provide world-class training and supervision;
- contributions to academic public goods, including leadership of, and active participation in, professional organisations and journals; and
- using our expertise to reach out to policymakers and users beyond the academy to ensure that our research has real-world 'impact'.

We will achieve these goals through the following **mechanisms**:

- a commitment to the prudent use of staff time, so that administrative and teaching workloads are contained, ensuring sufficient time for conducting and supervising research;
- strong support in framing and drafting proposals for external research funding;
- one term's sabbatical study after six terms' service;
- financial support for presenting papers at national and international conferences;

- support and mentoring of junior staff's professional development delivered by senior members of the Department;
- actively redressing any gender and BME gaps in representation and recognition of research accomplishment;
- using our expertise in rigorous political analysis to generate 'impact' through contributions to policy debates and engagement with users, attracting research support from private enterprises, international organisations and government agencies;
- individually tailored professional development to ensure that academic research remains at the cutting edge of theoretical and methodological developments in their subfields, including judicious use of the Essex Summer School; and
- continually discussing ideas and findings with colleagues at weekly Department seminars, regular sub-disciplinary seminars and workshops, and frequent interdisciplinary seminars (organised by, e.g., the CTS, the HRC and ISER), and with colleagues in the other top-ranking research departments at Essex (especially Economics and Sociology).

Institutionally, priority developments for the Department include:

- in keeping with the Vice Chancellor's vision for the Department and confirmed in the current University Strategic Plan, growth from 54 to ~70 full-time academic staff, allowing depth and width across existing research divisions as well as providing room for interdisciplinary and mixed-method research collaborations;
- ongoing commitment to diversity, equality, and inclusivity – valuing all staff equally;
- prioritising the effectiveness of the Grant Capture Officer to support external grant applications;
- promoting activities of the methods working groups, established in 2019, to support collaboration and methodological pluralism, e.g., mixed methods applying quantitative geo-referenced data as well research in the field, predictions and data science, and public policy evaluation methods;
- strengthening the visibility and role of the Advisory Board to embed impact and engagement in all our research activities;
- introduction of fully structured PhD programme with links to Essex Summer School, Eastern Arc (the Eastern Academic Research Consortium of the Universities of Essex, East Anglia and Kent), and SeNSS (the ESRC South East Network for Social Sciences DTP);
- developing new research centres while enhancing further the strategic importance of our four research centres: Centre for Ideology and Discourse Analysis (cIDA), Michael Nicholson Centre for Conflict and Cooperation, Centre on the Politics of Representation in Crisis, and the Jean Monnet Centre of Excellence, and further embedding collaboration with University-wide institutes; in particular, Institute for Analytics and Data Science (IADS), Institute for Social Economic Research (ISER), Human Rights Centre (HRC), and ESSEXLab.

2. People

Our staffing strategy begins with, and relies heavily upon, attracting global research talent to join the Department and making Essex a wonderful place to work. We recruit globally to select well-trained and highly motivated colleagues whose career trajectory shows their potential to contribute to the international research frontiers of the discipline. Our policies reward and sustain that ambition. Mentoring of ECRs and encouraging personal development throughout as central elements of continuous staff development is seen as key to fostering a lasting commitment to the Department. The Department has a Research Mentoring Programme (RMP), overseen by the Head of Department, which involves all academic staff. The RMP comprises structured one-on-one mentoring from a senior staff member, supplemented by a mentoring circle for ECRs (who also benefit from one-on-one mentoring). All staff at lecturer level are also members of the Junior Staff Group, which provides peer-support and regular meetings with the Head of Department. The Junior Staff Group nominates two members to the eight-member Departmental Executive Committee.

Our researchers are rewarded further through a promotions system which places heavy value on quality research outputs, grant capture, and service to research and the discipline.

The multiple awards bestowed on individuals and their research attests to the excellence of the Department's staff. In 2014, the Department was given the honour of hosting the only Regius Professorship of Political Science. The position was initially held by Professor Sanders and since 2018 by Professor Gleditsch. In 2014, Gleditsch was recognised as a Highly Cited Researcher (<http://highlycited.com>) ranked among the 1% most-cited academics in the Social Sciences. Academics have won best book awards from the International Studies Association (Gleditsch 2015), the International Geneva Award of the Swiss Network of International Studies (Winzen 2018), the UACES Academic Association for Contemporary European Studies (Winzen 2018). Montanaro was shortlisted for 2020 C.B. MacPherson Prize in Political Theory for her book *Who Elected Oxfam?*. Lloyd was awarded the best article in the *Review of International Studies Prize* (2018), and Dr Krauss the Gordon Smith and Vincent Wright Memorial Prize for best paper in *West European Politics* (2019). Matsuo was awarded the Best Software Award from the Society for Political Methodology (2020). Bakker is a member of the Chapel Hill Expert Survey team, which was given honourable mention in the APSA Lijphart, Przeworski, Verba Data Set Award (2020). Essex researchers were further recognised for best paper by the Midwest Political Science Association (Ezrow 2016), the APSA Conflict Processes group (Polo 2019), the Marian Irish Award for best paper on Women and Politics by the Southern Political Science Association (Kostelka 2019), the David Lake prize for best paper presented at the conference of the International Political Economy Society (Baerg and Duell 2018), and the Dina Zinnes Award for best graduate student paper by the International Studies Association (Bormann 2014). Gleditsch, Kirchner (emeritus), Lloyd, Sanders (emeritus) and Whitely are Fellows of the Academy of Social Sciences, while Whiteley and Sanders are furthermore Fellows of the British Academy.

The Department is highly diverse. In line with our global recruitment strategy, in terms of national origin, members come from Argentina, Belgium, Bolivia, Canada, Denmark, France, Germany, Greece, Ireland, Israel, Italy, Japan, Mexico, Nepal, the Netherlands, Norway, Pakistan, Romania, South Korea, Taiwan, and the USA, in addition to the UK. PGR students are similarly diverse. Just over 20% of the Department research staff self-identify as non-white. Since the REF2014, the Department has actively sought to redress the gender imbalance in its membership: In the 2014 REF, the Department submitted three women (out of 31, 10%), this time we submit 19 women out of 54 full-time staff (35%). The female staff of the Department includes two professors, three readers, and six senior lectures. Ten female members received early permanency and six were promoted since the REF2014.

Being a 'young' Department — 80% of staff is under 45 years of age compared to 60% in the REF2014 — 10 members of staff had parental leave enabling them to combine caring for young children with attaining permanency and promotions (in case of maternity leave of Genovese, Bakaki, and Gerver). Alongside positive action in recruitment and promotion, other initiatives include an annual Celebrating Women in Political Science workshop to coincide with International Women's Day and sponsorship of coffee hours within the Department and at international conferences. In recognition of its policies and achievements to encourage gender inclusivity, the Department was awarded Athena SWAN Bronze status in 2020. The Department leadership is committed to ensure the Department of Government is a place where all staff see themselves as valued members, working together to study and research within a climate of community, inclusiveness, and integrity. A current Department priority is to employ the Advance HE's Race Equality Charter (REC) framework to identify and reflect on barriers facing black and minority ethnic researchers in the Department.

i. Staffing strategy and staff development:

The Department has always been committed to a policy of self-renewal. During the REF evaluation period, a strategic objective was to further expand and diversify the research base of the Department. Both objectives have been met with the best possible appointments recruited globally. Since 2014, of the 54 current staff members, 38 have been appointed as professor (2), reader (5),

senior lecturer (6), and lecturer/fellow (25). Our new appointees are of the highest quality in their respective fields: in political behaviour (Kostelka, Lown, Sudulich, and Zur), in political economy (Aaskoven, Baerg, Duell, Garriga, Genovese, Hennessy, Reinhard, and Steinwand), in political institutions (Bakker, Carroll, Kern, Lee, Leifeld, Malik, Martin, Matsuo, Park, Shair-Rosenfield, van Coppenolle, Velasco-Guachalla, and Winzen), in international relations and conflict (Bakaki, Bormann, Khadka, Liu, Pant, Phillips, Polo, Simon, and Wood) and in political theory and discourse analysis (Axelsen, D Christensen, Gerver, Lloyd, and Montanaro). Newly appointed lecturers are all at early stages of their career, but already recognised in the field: Winzen was recognised with the Young Scholars Award by the Swiss Political Science Association; Kostelka as Etudiant Chercheur Etoile by the Fonds de Recherche du Quebec; van Coppenolle was given honourable mention for the Mary Parker Follett prize for best article in politics and history, awarded by the Politics and History APSA Section (2020), Kostelka was awarded the Mattei Dogan Prize for best PhD dissertation in Comparative Politics by the Association Française de Science Politique (2017), and Polo was runner up for the Cedric Smith Prize awarded by the Conflict Research Society (2015). All new appointees have proven themselves as outstanding researchers with strong publication records. These appointments will help to maintain our standing for years to come as a leading political science department in Europe and beyond.

Mentoring and appraisal systems ensure continuing high performance. Pathway to Permanency lecturers have reduced teaching loads (with teaching capped at 40 contact hours per year) and senior mentors monitor their teaching and research and advise on career development, at the same time as reporting on progress to Senior Staff meetings. Early careers staff have a Pathway to Permanency agreement with their mentor and Head of Department. The Department provides a full induction to all new members alongside the Professional Development supported at the University-level. The Department Grant Capture Officer supports members in identifying opportunities for external funding and draft applications are reviewed internally, with additional support from two Research Development Managers in the Research and Enterprise Office (REO). Annual appraisals of staff performance come in meetings with the Head of Department, and through special assessments by Senior Staff and the Research Director, Head of Department, and Faculty Executive Dean in connection with permanency, promotion and sabbaticals. A highly selective recruitment process combined with strong personal mentoring and detailed assessment generally allows for early permanency (in 7 cases) and/or promotions (in 7 cases).

All members of staff who have been in the Department for the full REF cycle have had at least one full-year sabbatical. The University has recognised the contributions to research excellence made by the Department of Government: in 2019, Genovese was awarded Outstanding Early Careers Researcher and Dorussen Research Champion in the Social Sciences. The University has also recognised the impact of research by Glynos and Reinhardt in 2018.

The Department fosters a collegiate atmosphere with a host of opportunities to discuss each other's ideas and research. There are weekly Departmental Seminars where members and invited guests get to present their research. Regular specialist seminars organised by the Research Divisions and Centres offer further opportunities for scholarly exchange. The Centre of Ideology and Discourse Analysis hosts a biannual international conference. The annual Regius Professor lecture offers an opportunity to bring world-leading scholars to the Essex campus, allowing engagement with other parts of the campus and the local community (e.g., Professors King, Box-Steffensmeier, and Lindberg in recent years). The research divisions meet informally at least twice yearly, and the Department offers regular opportunities for informal conversations during drink receptions, meals, or simply (pre-COVID) in the corridors. Discussions over shared interests encourage co-authorship and are viewed as important elements of mentoring and quality control. Books, chapters and journal articles are commonly co-authored and approximately 10% of the output items submitted to the REF2021 are co-authored by members of the Essex Department of Government. Collaboration also extends to generating impact as demonstrated by three (of the five) UoA impact case studies submitted.

Members of the Government Department have many opportunities for continuing professional development. They are entitled to receive free first-class methodological training at Essex Summer

School courses, but also regularly teach at the Summer School. They further regularly present their work to peers at conferences and workshops providing them with feedback and stimuli for professional renewal. The Department funds attendance at such events when members present a paper up to £1800 per year (with an extra £1000 for new staff for the first two years). Current members have presented more than 1000 papers to professional audiences over the last 7 years.

The professional atmosphere of the Department encourages world-leading research, which has also allowed members of staff to advance their career by moving to other universities. Although sorry to lose excellent colleagues, the Department appreciates the contribution it has made to the discipline by former members of staff taking professorial positions at the Vrije Universiteit – Amsterdam (Professor de Vries), University of Vienna (Professor Plümper), Hertie School – Berlin (Professor Mikhalov), Strathclyde (Professor Scotto), University of Zürich (Professor Slapin, Dr Leemann), University of Cardiff (Professor René Lindstädt), Nottingham University (Professor Landman) and University of Geneva (Dr Dietrich).

Equality and Diversity. The University of Essex has a very clear policy supporting equality and diversity in relation to both staff and students. Specific objectives are set each year and an annual report is produced indicating achievements against objectives. The University facilitates flexible working, has a team of harassment advisers, and trains all staff involved in making appointments in equality and diversity issues. The Department enthusiastically participates in the University's *Essential Training Programme* with nearly all colleagues having completed modules in Equality and Diversity Essentials and Unconscious Bias training. All members of staff involved in hiring and promotion decisions have further completed Coaching for Management and Managing Diversity training. The Department has its own Diversity Officer (Garriga) and holds Athena SWAN Bronze status. The Athena SWAN process has helped the Department to strengthen its equality and diversity policies and practices, which will be taken forward into the next REF period. Mentors and those carrying out appraisals in the Government Department help to ensure that those whose research is interrupted for maternity leave or any other reason are fully supported in their return to research activity. The international background of most members of staff (with just over 20% of staff members self-identifying as non-white) supports a highly inclusive and culturally diverse research culture. The University and the Department are committed to the highest standards of equality and inclusivity in their recruitment and promotion practices.

Maintaining research integrity. The University complies with the *Concordat to Support Research Integrity*, and has developed the *University Code of Good Research Practice*, with overall oversight provided by REO's Research Governance and Planning Manager, who ensures compliance with the code as well as other external legislation and funders' requirements. The department has a robust ethics review procedure managed by the Departmental Research Director and by the central University Ethics Committee and its three Ethics Sub-Committees (ESC). Ethical approval is secured for all research involving human participants, whether the researcher is an employee or a research student. The Department provides supports for applicants with the University-led ethical approval process.

Open research: In line with the University's approach, we are fully committed to an open research environment, with institutional resources available for open access to all published research funded by UKRI. Over the period since 2014, members of the UoA have deposited 550 journal articles in the University's Institutional Repository (79% of which with green or gold open access). In addition, research datasets have been deposited in the UK Data Archive.

Outreach and impact. The Department aims to produce research with a demonstrable impact on and value for society. Members of staff are encouraged to engage with representatives of private, public and non-profit sectors and to consider opportunities for co-producing and/or translating basic research. Quiroz Flores is the Scientific Advisor for Essex Country Council. Reinhardt has collaborated with the Essex Fire and Rescue Service as well as Essex County Council in the Catalyst Project. The Head of Department, Director of Research and Director of Impact, in collaboration with the Research Impact team in the REO, identify impact potential early on and encourage staff to develop impact further. Members of staff are encouraged to make use of

opportunities offered via the University Impact Acceleration Account, which has supported projects supporting urban planning in Southern Africa (Reinhardt), strengthening the role of women in UN policing (Gizelis), and NGOs' engagement with UN peacekeeping (Dorussen). Efforts to achieve impact are recognised in Departmental workload models and staff have been given a reduced teaching load while developing their impact cases.

ii. Research Students

The Department's research students are truly central to its research culture. Supervision and mentoring are shared responsibilities of all staff members, who pay attention to the research students' work and comment regularly both in formal and informal settings. Similarly, research students are encouraged to comment on the work of all members of staff. Co-authorship with PhD students is encouraged and regularly leads to outstanding publications. The outstanding quality of research supervision in the Department has been recognised by the University which awarded Supervisor of the Year to Gizelis (2018) and University Supervisor of the Year to Dorussen (2019).

The Department has a long-standing tradition of providing research training in methodologically sophisticated and theoretically based analysis. We run a range of MA, MSc and MRes degrees spanning the discipline, all stressing theoretical and methodological rigour. Since 2016, the Department of Government (via the University of Essex) participates in SeNSS, which is an ESRC-funded Doctoral Training Partnership consortium of 10 institutions. In the previous ESRC DTP funding period, Essex was a single-institution DTP. SeNSS funds about 40 students annually across the Social Sciences and the ten member institutions, and the Department of Government has successfully bid for Doctoral funding nearly every year. From 2019, Gizelis has been the Director of SeNSS. SeNSS has commissioned ARISE consultants (led by Reinhardt) to undertake scoping research to create a new evidence base to underpin its widening participation strategy. SeNSS was the first DTP to adopt this approach, making it of value to the wider UK HE sector. The SeNSS Director (Gizelis) and the report lead author (Reinhardt) have shared SeNSS learning by presenting the report to the Westminster Higher Education Forum in December 2019.

The Department typically has an intake of over 15 PhD students and over 100 MA students per annum. Over the period reporting for REF2021, 161 PGR students were registered with the Department – weighted for registration with multiple supervisors across different UoAs. All members of staff are actively involved in PhD supervision as (co-)supervisor and/or supervisory board member. Each PhD student has a named individual supervisor as well as a PhD board normally including two additional individuals who assess progress at least twice yearly. Junior members of staff are encouraged to gain supervision experience by becoming co-supervisors. The Department encourages PhD candidates to submit their dissertations within four years, and over this REF period out of the 97 PGR students who graduated approximately 74% completed within 4 years. Research students make extensive use of the Essex Summer School to acquire advanced methodological skills. The quality of our PhD programme is recognised via prizes PGR students have won for their research, e.g., Dr Katariina Mustasilta won best paper from the Peace Studies Section at the ISA 2017, and was runner-up for best paper from the Political Demography and Geography Section at the ISA 2018. Students completing their PhDs during the assessment period went on to good positions at, e.g., the ETH-Zürich (Dr Böhmelt, Dr Bakaki), Rice University – Houston (Dr Polo), Arizona State University (Dr Cordell), University of Warwick (Dr Nelson), Brunel University (Dr Belgioioso), Waseda University – Tokyo (Dr Inata), Durham University (Dr Ari), Trinity College Dublin (Dr Olar), University of Mannheim (Dr Gonzalez, Dr Lehrer), University of Zürich (Dr Fenzl), Bocconi University - Milan (Dr Petrova), University of Exeter (Dr Stednitz), and National Autonomous University of Mexico (Dr. Martinez). Böhmelt, Bakaki, and Polo are former PhD students who since have re-joined the Department.

As well as the standard provision of desk space and computing facilities, research students are also supported in giving conference papers through the Department's research fund. A weekly two-hour Professional Development Seminar provides first year PhD students with advice on preparing papers for publication, presenting work at conferences, and the peer-review process, including how to respond to referee criticisms. Building on our highly successful First-Generation Undergraduate

programme (which includes a pipeline for encouraging and mentoring students interested in applying for admission to PhD programmes), the Department launched a First-Generation Emerging Scholar Initiative focused on overcoming barriers experienced by first generation doctoral students in the academy. Both schemes reflect the Department's desire to ensure the political science profession is as inclusive and diverse as possible. The Department's First-Generation Initiative is now taken up across the University of Essex.

A weekly Colloquium enables students to present work-in-progress by way of induction into the Department's research culture. The International Relations and Conflict Analysis research division has pioneered using weekly seminars as a forum where PhD students and members of the division provide feedback on PhD papers and chapters in progress. This model is being adopted across all five research divisions. Regular specialist workshops are run for graduate students across various subfields. The Department hosts a fortnightly reading group for early career researchers with a primary interest in comparative politics: POPE (public opinion, parties and elections) to discuss work in progress. The Department has a longstanding tradition to run weekly seminars in ideology and discourse analysis for the PGR/PGT community in political theory. The Centre for Ideology and Discourse Analysis (cIDA) connects research, education and political practice by actively involving our MA, PhD students and early career researchers in research projects, hosting seminars, academic visits and working with other institutions. Within cIDA and with PhD students, Glynos and Howarth organised two international conferences at Essex in 2017 and 2019. The Graduate School's *Proficio* programme offers high-quality advanced skills training through short courses commissioned and evaluated by the Graduate School and delivered by academics and experts; all incoming PhD students are given the equivalent of £2,000 each to spend on advanced training courses of their choice, in consultation with supervisors. A further £500 in *Proficio* support is available for conference attendance.

The Department has been home to postdocs or fixed-term lecturers in this period who have gone on to potentially continuing posts at, e.g., the University of Warwick (Professor Bove), the University of Florence (Dr Costalli), both initially funded by the European Commission-funded ERC grant awarded to Gleditsch, and the University of Vienna (Dr Partheymuller and Dr Krauss, funded by the German Academic Exchange Service).

3. Income, infrastructure and facilities

The Departmental Research Committee provides the overarching organisational structure to develop and formulate the Department's research strategy, to identify and promote funding opportunities, and to provide a formal link between the Department and the University Research Enterprise Office (REO). The chairs of the five Research Divisions are ex-officio members of the Research Committee and are tasked to communicate and discuss strategies, opportunities and concerns with all staff. The membership of the Research Committee further reflects the diversity and inclusivity of the Department. The Department has tasked one colleague to serve as Grant Capture Officer to help identify, encourage, and aid applications for external income as well as to identify and communicate any concerns or perceived barriers among staff. In addition to holding one-on-one meetings with all staff each year, and developing a bespoke plan for each staff member, the Grant Capture Officer organises special sessions focused on particular grant opportunities.

The Director of Research and the Grant Capture Officer make presentations at each Department Meeting. Feedback suggests that the role of Grant Capture Officer has increased both the willingness of colleagues to apply for external grants and our success rate. Over the 2013-2020 period, the average research income spent annually equalled £452K, or 14.3K per FTE. This has remained largely constant compared to the previous REF period, even though the Department expanded rapidly during this REF period and accordingly has a relatively large share of ECRs (31.5%).

Members of the Research Committee provide feedback on proposals and organise mock interviews when researchers are asked to defend their applications in person. The Head of

Department, Director of Research and Research Committee decide the allocation of research incentives schemes. During the REF period, research incentive schemes totalled £136K, where funding was distributed largely evenly across all research-active staff with additional support for early-career and/or recently appointed colleagues. Colleagues were given large freedom to decide on the spending of their research incentive support, where most use it to attend conferences and workshops in order to communicate their research as widely as possible and improve the quality of work in progress. The University has further rewarded successful external application via allocating £181K of generated income to PI and Co-Is. Over the REF cycle, the Department benefitted from £150K of investment into research infrastructure and strategic incentives allocated via the PVC Research.

During the current REF cycle, we established a Department Advisory Board. A key role of the Board is to ensure a flow of ideas between industry (which are taken to include political organisations such as political parties), institutions (such as local and central government), civil society (such as interest groups), and businesses (such as social media and polling companies) and the Department, strengthening impact opportunities and collaboration for our staff and PhD students.

Since 2013, the Department of Government hosts the only Regius Professorship in Political Science. The Regius Professorship was originally held by Professor Sanders and since 2018 by Professor Gleditsch. The Department hosts the Annual Regius Professorship Lecture with presentations by leading scholars in politics and international studies; apart from the Regius Professors Sanders and Gleditsch, lectures have been given by Professor Gary King (Director for the Institute for Quantitative Social Science at Harvard University), Professor Jan Box-Steffensmeier (Ohio State University, president APSA 2021) and Dr Professor Staffan Lindberg (Gothenburg University, V-Dem), with support from Sage Publishing and the Department. These are large events, well attended not just by academic colleagues but by members of the local community. Weekly Departmental Seminars provide an opportunity for members of staff to present research ideas and findings and bring in leading outside researchers and practitioners. The seminars are open to all staff and students and have been going strong for 44 years now.

Between 2013 and 2020 the Department received over £3.1 million research income in external grants from funding agencies including ESRC, EPSRC (GCRF), European Commission, British Academy, British Council, Leverhulme, Wellcome Trust, HEFCE (Catalyst program), Mind Association, Aristotelian Society, Robert Bosch Stiftung, and Folke Bernadotte Academy. Members of the Department have also collaborated on projects based at other host institutions funded by the European Commission and by national research councils abroad (Norway, USA).

Examples of larger grants involving members of the Department are:

- 'Business and Local Government Data Research Centre (BLG DRC)' (Professor Fasli, Director of IADS, University of Essex, with Gleditsch, Johns, and Reinhardt as collaborators in the Government Department), ESRC, £1.2M
- 'Connected Communities' (Reinhardt), European Commission, £369.5K
- 'EU – Japan Security Cooperation / EU – Asia Networks' (Dorussen PI / Co-I), European Commission, Erasmus+, £110,000 (to Essex)
- 'Scottish Election Studies 2014; 2016' (Johns), ESRC, £712K (£95K to Essex)
- 'Explaining Elite Polarization in European Parliaments' (Carroll), British Academy, £113K
- 'Trust is Good, Control is Better: Parliament and the Coalition Government' (Martin), British Academy, £116K
- 'The British Macro Polity: Ideology and Economics, 1945 – 2010' (Bartle), British Academy, £94K

Bartle, Böhmelt, Carroll and Martin were each awarded British Academy Mid-Career Fellowships, while Bou-Habib was awarded a Marie Curie Intra-European Fellowship and a Leverhulme Research Award. During the REF period, members of the Department were awarded a total of 17 BA/Leverhulme Small Research Grants (e.g., Dorussen and Gizelis) among them many by ECRs

(Bakaki, Christensen, Genovese, Gerver, Hennessy, and Kostelka). The Department was the UK host and partner for the British Academy Newton Fellowship awarded to Dr Mauricio Rivera (CIDE Mexico), with Gleditsch as his mentor on the 'Explaining the Other Half: The Fall of Violent Crime in Mexico in the 1990s-2000s' project. In 2019, in support of the project of Andreas Holzinger, Dorussen was among the first set of mentors appointed as part of the Charlemagne Prize Fellowship. In 2018, the University of Essex successfully obtained three years of Global Challenge Research Funding (£1.2M in total), of which £150,826 was allocated to staff in the Government Department (Carroll, Dorussen, Genovese, Kern, Phillips, Shair-Rosenfield, and Reinhardt) allowing them to develop collaborative projects with partners in Colombia, India, Mexico, Uganda and South Africa.

The Department has encouraged diversification of income streams and, in particular, strengthening the impact of its research. Support of £3M from the Office for Students (formerly the Higher Education Funding Council of England) for the Catalyst Project has allowed Reinhardt and colleagues to assist local authorities to evaluate the impact of public services on vulnerable people. Working with organisations such as Essex County Fire and Rescue Service and Essex, Medway, Kent, and Suffolk County Councils, Reinhardt's team helped build capacity for evaluation that contributes to evidence-based policy making and decision making. She has developed an interactive software platform, the Spotlight Toolkit, that aids in evaluation design, and her work has won impact awards in the fire-fighting industry. The Departmental Director of Impact liaises with staff across the Department and the wider University community to support impact activities. From the Impact Acceleration Account, administered by the University, £131,690 was allocated to staff in the Government Department to develop and enhance impact of their research (Baerg, Dorussen, Gleditsch, Glynos, Johns, Kern, Martin, Quiroz, and Reinhardt). A further £27k was awarded to the Department via the PVC Research Strategic Fund and GCRF at Essex to promote impact. Institutional links with local government have also been strengthened, and Quiroz-Flores has been seconded as Scientific Advisor to Essex County Council.

Research in the Department benefits from the well-developed infrastructure at the University of Essex. The REO provides unified and comprehensive support for pre- and post-award external research grant activity, and for 'third-stream' research applications including knowledge-exchange and commercialisation. The team of Research Development Managers and Knowledge Exchange Managers in the REO provide expert advice on sources of funding; support with preparing research proposals; support for faculties in providing opportunities for collaborative-research brainstorming; training events, some of which are particularly directed towards ECRs; links to external bodies and research funders. The REO's Research Governance and Planning Manager also facilitates the development and implementation of research governance and ethics policies and ensures that research is undertaken in compliance with legislation and funders' requirements. Over the REF cycle, the University provided £617K in research support.

The Department's Director of Research and Ethics Officer are responsible for ensuring ethical practice in the design, conduct and reporting of research, in storing sensitive data and in giving full credit to all authors. The University Ethics Committee, together with Ethics Officers, provides training on good research practice and research integrity, and advises staff and students on research governance and ethics review requirements. All research by Department-based staff and students involving human participants or personalised information has to be reviewed by the Ethics Officer, one of the three Ethics Sub-Committees (ESC) and/or the University Ethics Committee for ethical approval in line with guidelines from the University and funding agencies. The Director of Research, or the Department Ethics Officer as delegate, is a member of an ESC.

The Government Department also plays a central role in the dense network of research facilities at the University; to highlight the following:

- Housed within the Government Department, the Essex Summer School in Social Science Data Analysis (with Carroll and Baerg as the Directors) provides world-leading social science methods training to up to 640 postgraduate research students and early-career researchers from over 200 institutions and 40 countries each year. Operating for 53 years,

the Summer School offers over 50 courses of specialised instruction from leading researchers invited from institutions throughout the world and seeks to foster the academic research careers of postgraduate students through intensive methods training, scholarly exchange, and professional networking experiences. The Summer School provides a forum for members of the Government Department, especially PhD students, to interact with leading social science methodologists.

- The EssexLab was launched just prior to the last REF, jointly by the Departments of Government and Economics. The EssexLab is one of the largest and best equipped experimental labs in the UK. Based in the Government Department, Lown is the Laboratory Manager. The EssexLab has 34 workstations with state-of-the-art equipment and software, a mobile wireless lab with 34 high-spec tablets and an extensive subject database. It now has 14 networked computers fitted with the new iMotions software and is acquiring biometric facilities that allow researchers to use GSR, ECG and eye tracking as part of their research.
- The Department houses the Jean Monnet Centre of Excellence, which is the focal point of expertise and knowledge on the European Union across the University of Essex. During the 2014 – 2020 period, it has hosted several EU-funded research projects on the EU's external relations with China, Japan and other Asian countries, covering political, security and trade issues. The Centre has facilitated exchanges of staff with the University of Kobe (Japan) supported by the EU's Education, Audiovisual and Culture Executive Agency.
- The Department is proud to host the Centre for Ideology and Discourse Analysis (cIDA) which is a distinctive transdisciplinary space for research and critical engagement focussing on the study of ideologies and political discourses. cIDA maintains close ties with the Essex Business School, the Department of Sociology, the School of Law, the Department of Literature, Film, and Theatre Studies, and the School of Philosophy and Art History. It provides a platform for transdisciplinary collaborations across the departments of the University and with other benchmark universities both in the UK and Europe. The Michael Nicholson Centre for Conflict and Cooperation and Centre on the Politics of Representation in Crisis have similar functions in strengthening ties among researchers based within the Department, the University and beyond.

Research of Department staff further benefits from opportunities for collaboration within the Faculty of Social Sciences – such as the Institute for Social and Economic Research, the UK Data Archive, and Departments such as Economics, Sociology and the Essex Business School – and the University more broadly, in particular, the Human Rights Centre based in the School of Law and the Institute for Analytics and Data Science. The presence of these institutions means that there is a large pool of expertise that can be consulted and deployed to ensure that research proposals from Government Department students and staff are developed using the most appropriate methodological tools and data resources.

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

The Department of Government has continued to make significant contributions to the research base of politics and international studies. Essex provides editors to important journals. The Department hosts the editorial office of the *British Journal of Political Science* with Johns (lead editor) and Böhmelt and Bou-Habib (co-editors). Further editorial contributions are made to *Research & Politics* (Gleditsch editor; Dorussen, Ezrow, Shair-Rosenfield assoc. editors); *Law, Ethics and Philosophy* (Bou-Habib co-editor); *International Interactions* (Garriga and Gizelis co-editors); the *Journal of Peace Research* (Dorussen and Gizelis assoc. editors); *International Studies Quarterly* (Philips assoc. editor); *Journal of Elections Public Opinion and Parties* (Sudulich assoc. editor); *Policy and Politics* (Bartle assoc. editor); *Psychoanalysis, Culture and Society* (Glynos assoc. editor).

The Department has contributed to the operations of important disciplinary associations. In the

period under review, Gleditsch is the president elect of the International Studies Association; was a member of the board of the American Political Science Association (2016-2019) and headed the APSA Conflict Processes Section (2014-2016). Dorussen and Gleditsch are board members of the Network of European Peace Scientists. Genovese is member of the steering committee of the methodological section of the Italian Political Science Association (MetriSP). Gizelis is chair of the ISA Political Demography and Geography Section.

Staff also organised major meetings: Gizelis was the program co-chair of the 2018 ISA Annual Meeting. In 2014, Lloyd was the Academic (co-)Convenor of the Britain and Ireland Association for Political Thought Annual Conference held at St Catherine's College (University of Oxford). Martin was the program co-chair for the Legislative Studies sections of the 2015 Meeting of the ECPR and of the 112th Annual Meeting of the APSA, 2016; Garriga and Baerg were co-chairs of the International Political Economy section of the 116th Annual Meeting of the APSA, 2020; Shair-Rosenfield was the Comparative Politics section chair of the 2020 Annual Meeting of the Western Political Science Association; Dorussen was the program chair of the International Security section of the 2017 Annual Meeting of the MPSA, and van Coppenolle of the Comparative Political Behaviour section of the 2020 Annual Meeting of the MPSA. Reflecting the Departmental interest in this topic and the large number of 'First Generation' staff and PGR students at the Government Department at Essex, Garriga and Baerg were moderators for the First Generation talk at the 10th Annual Meeting of the EPSA, 2020.

The EssexLab has become an important platform for widening access and launching large experimental projects as well as promoting interdisciplinary research. It has been used by researchers from many UK universities, including, Edinburgh, Bath, Bristol, LSE, Oxford and Nottingham as well as by researchers from overseas universities such as Bonn, Brown, UC Davis, EUI, UC Merced, and SHUFI (Shanghai). It has also attracted interest beyond the university sector, for example from Coast Digital and Essex County Council.

In its 53rd year, the Essex Summer School continues to supply first-class methodological training to researchers across Europe, and increasingly globally. In collaboration with Externado University (Colombia), the Summer School has provided training on how data analysis can improve local governance in Colombia. GCRF funding has provided incoming fellowships enabling early career researchers from developing countries to attend the Essex Summer School in person. Since 2018, the Essex Summer School collaborates with Waseda University in running a Summer School in Tokyo.

The Centre for Ideology and Discourse Analysis and its members have forged numerous links with other universities and centres across the globe that actively draw on the tradition of 'Essex School of Discourse Theory', including the work of cIDA directors Glynos and Howarth on the 'Logics Approach' to critical social and political analysis. Links have been established with a wide range of institutions, including CBS (via the Otto Monsted research fellowship award scheme), the State University of Rio de Janeiro and UFPE, Recife (via the Capes Print Research Fellowship Award scheme), and the Centre for Women's and Gender Research, University of Bergen.

The Department Advisory Board further strengthens its commitment to public engagement, providing strategic oversight and advice, facilitating the development of co-produced research, and ensuring that research by staff has significant impact beyond the academic context.

Cross-institutional collaboration has been key to many of the research achievements by staff. Researchers of the Government Department participate in global research networks as shown by their research output which tends to be co-authored; many of them with scholars based outside the UK.

Examples of specific cross-institutional collaboration include:

- Bakker is a co-PI on the Chapel Hill Expert Surveys (CHES), and lead PI on CHES expansion, which includes surveys in Latin America, North America, and the Antipodes.

CHES uses input from experts on political parties to estimate party positioning on European integration, ideology and policy issues for national parties in a variety of European countries. The CHES team includes scholars from the University of Essex, University of North Carolina, Syracuse University, University of Copenhagen, Sciences Po, and the University of Zürich. CHEAS has received funding from the Center for European Studies at UNC-Chapel Hill, the EU's ERC Advanced Grant on Causes and Consequences of Multilevel Governance (No. 249543), the EU's Horizon 2020 research and innovation programme EUENGANGE (No. 649281), the Swedish Research Council (No. 2016-01810), Riksbankens Jubileumsfond (No. P13-1090:1), Syracuse University's Maxwell School of Citizenship and Public Affairs, and the French National Research Agency (ANR).

- Departmental researchers extensively collaborate with Peace Research Institute Oslo (PRIO), Norway; e.g., Gizelis has collaborated with Professor Urdal on the Armed Conflict and Maternal Health in Sub-Saharan Africa project; Gleditsch is also a PRIO research affiliate and collaborated on non-violent mobilisation (funded via two grants of the Norwegian Research Council and the ERC grant of the European Commission).
- Gleditsch is contributing to the Conflict and Democratisation in the 21st Century project led by the University of Aarhus including PRIO and Uppsala University as further partners. Conflict and Democratisation has been funded with a 16M DKK (approx. £2M) Innovation Grant from the Danish Research Council.
- Dorussen and Gizelis are longstanding members of the Folke Bernadotte Academy (FBA) research networks. Gizelis is part of the FBA research group 1325 which has brought together senior and junior academics interested in the systematic study of gender, conflict, and peace, based at, among others, PRIO, Uppsala University, SUNY-Buffalo. Dorussen and Gizelis were among the five original members of the FBA research group on peacekeeping with further members from, among others, NYU, Columbia University, Georgetown University, University of Oxford, University of Uppsala, and SUNY-Buffalo.
- Dorussen, in collaboration with Emeritus Professor Kirchner, has organised research networks involving scholars across Europe and Asia for their projects on EU security relations with China, Japan and Asia respectively. Collaborating institutions include, among others, Kobe and Waseda Universities in Japan, Fudan and Renmin Universities in China, Nanyang and National University in Singapore, University of Melbourne in Australia, and VU-Brussels, Tübingen University, University of Leuven, Institute International Affairs (Rome) across Europe. These projects have so far led to two edited volumes (with Cambridge University Press and Routledge) and another forthcoming.
- Whiteley has maintained the long-standing collaboration with Professors Clarke and Stewart at the University of Texas at Dallas. In the current cycle, it has produced a major monograph with another forthcoming on the impact of Brexit. They also regularly contribute to *The Conversation*, reaching a broader public.
- Johns is a founding member of the Scottish Election Studies and has been a co-investigator since 2007. The Scottish Election Studies involve collaboration with the Universities of Strathclyde and Edinburgh.
- Glynos and Howarth are also active members of the International Research Network DeSiRe (Democracy, Signification, Resistance), which formalises a collaborative relation between academics at the Free University, Brussels (lead organisation), the Universities of Essex and Uppsala, and the Aristotle University, Thessaloniki; the collaboration's remit is critical academic research into the political and democratic nature of societal processes with special focus on relevant discursive dimensions.

The Department and the University actively enable researchers to enhance the impact of their research; a total of £311K was awarded via the University to the Department to promote impact — of which £16K specifically for knowledge exchange activities. These and further collaborations have also enhanced the impact of research at the Department via targeting key research uses, beneficiaries and audiences. Examples of collaboration in generating impact include:

- Dorussen and Gizelis, via their collaboration with the Folke Bernadotte Academy, have been able to present their research findings on peacekeeping to stakeholders at the African Union, Liberian policymakers, and at the UN.

- Gizelis' collaboration via FBA as well as the Elsie Initiative has led to presentations of her research on gender and conflict to meetings of the International Association of Women Police (IAWP) in Stockholm and Geneva, UN Police Women in Barcelona, and at the UN offices in New York. She has further led gender budgeting workshops in Myanmar.
- Kern has worked extensively with the Ugandan Land Alliance to research the effectiveness of advocacy promoting women land entitlement rights. The contacts established by Kern enabled Dorussen to successfully apply for a UKRI GCRF / Newton Fund Agile COVID Rapid Response grant: GCRF_NF138: Uptake of Public Health Practices for Prevention of COVID-19 among Refugees, Pastoralist Communities, Truck Drivers, and Slum Dwellers via the EPSRC in partnership with URAA Uganda Reach the Aged Association (officially awarded 15 September 2020; £450k).
- Gleditsch, Böhmelt and Chiba have presented their research on conflict prediction to the German Ministry of Foreign Affairs and NATO offices in Lisbon.
- Quiroz-Flores and Reinhardt have worked extensively with local authorities. Quiroz-Flores is the Chief Scientific Advisor of Essex County Council. Reinhardt has worked with Essex, Medway, Kent, and Suffolk County Councils and Essex County Fire and Rescue Service (ECFRS) in evaluations of the impact of public services on vulnerable peoples.
- Lown and Duell have consulted with NHS health contractor Provide Colchester on the use of social science research methodology to improve staff training programmes on workplace health and productivity.

Staff also regularly contributed to media (old and new) to ensure that insights of their research reach a broad audience: e.g., Whiteley, Dorussen and Quinn have regularly contributed to *The Conversation*; Professor Natasha Lindstädt's contributions to *The Conversation* have been particularly successful in reaching large audiences. Reinhardt regularly contributes to CNN, while Bartle and Whiteley have made regular appearances on the BBC; Johns has commented on Scottish Elections for STV; Dorussen has commented on matters relating to the EU and Brexit on XTOTV Enlace Bolivia and the BBC World Service; Kostelka has written a co-ed in *Le Monde* following the 2017 French Elections, while Genovese has contributed to Monkey Cage.

To conclude, throughout the seven-year REF cycle, the Department of Government has made major contributions to our scientific understanding of politics, and also provided important public goods to the global community of politics and international relations scholars. The Department has not only strengthened its own research base, but also enriched UK, European and global scholarly networks. It has contributed majorly to societal discussions and debates enhancing the effectiveness of policy at the regional, national and global level. The Department has demonstrated its ability to sustain and grow its research base, putting it in an excellent position to realise its ambitious plans for future growth. With a continuing and strong commitment to theoretically informed empirical research, the Department is ready to become even more diverse and inclusive in terms of its staff, and to opening further to public engagement and new areas of research. The Department is set to continue generating knowledge that is not only of the highest intellectual rigour but also has clear and immediate societal relevance. The continued commitment to research, and the excitement and vitality of the University of Essex Department of Government remains palpable.