

<p>Institution: University of Northampton</p> <p>Unit of Assessment: 4 – Psychology, Psychiatry and Neuroscience</p> <p>a. Overview</p> <p>Northampton was awarded full university status in 2005 and has invested heavily in staff recruitment and development to produce an expanded Psychology Division that is committed to contributing to Northampton's growing reputation for high quality research with regional, national and international impact. Psychology was strategically omitted from the 2008 RAE in order to allow junior staff time to build on their early research achievements, develop collaborations and increase the number of high quality research outputs. This staff development strategy has been successful in enabling the growth of two research groups — the Centre for the Study of Anomalous Psychological Processes (CSAPP) and the Social & Cultural Research in Psychology Group (SCRIP) — and the establishment of two additional groups so as to achieve critical mass in areas of existing research strength that provides foci for applied research — the Cognitive & Experimental Research Team (CERT), and Mental Health & Counselling (MHaC) group.</p> <p>New appointments in the period under review have been targeted to build on our existing strengths in CSAPP and SCRIP, and support additional growth in CERT and MHaC. All of these new appointments are research active and enthusiastic and, since many are early career, considerable efforts are being made to support their research aspirations and enable professional development. More senior appointments have been made within each of the research groups, including visiting professors and fellows (Broughton, Lancaster, Morris, Warner-Gale), providing additional, subject-specific leadership, mentoring and guidance. A significant aspect of this professional development has been the growth in capacity to supervise PhD projects, with student numbers increasing from 8 to 22, which has created opportunities for staff collaborations and foci for research group activity. The groups have established significant international reputations for their work, evidenced by their key involvement in collaborative projects that have been awarded over £1.7m in external funding since 2008, and by invitations to give addresses at international conferences and to contribute to edited book projects.</p> <p>b. Research strategy</p> <p>Our aim in the period 2008-2013 has been to build a balanced and sustainable team of committed researchers working collaboratively within a nurturing research culture that gives rise to world-class research in target areas of specialism. This has focused on developing international reputations for the CSAPP and SCRIP groups underpinned by international collaborations that target European funding opportunities, dissemination at international conferences, and involvement at management level with appropriate professional bodies (see later sections). CERT and MHaC groups have been targeted with establishing impact through national funding for research projects that have clear psychological applications within the areas of education and counselling and that enable them to build links with appropriate national bodies. Performance is monitored against identified targets whose achievement is managed by research leaders for each group.</p> <p><i>Support and income generation</i></p> <p>Staff have been actively supported in their efforts to diversify and expand sources of income and opportunities for collaboration, particularly through disbursement of Divisional staff development funds and the allocation of QR money deployed via the University's REF Investment Fund. Funds have been used for teaching remission in order to generate time for writing papers and grant applications, to fund conference attendance and presentations, and to underwrite costs of professional engagement (such as committee attendance). This has enabled a significant increase in European funding bids and a substantial increase in research income, as well as the development of collaborations with international colleagues. European awards that have been secured will lead to an expansion in our research capacity by bringing in new researchers and will raise the profile of UoN researchers, particularly Callaghan, Fellin and Roxburgh.</p> <p><i>Support and guidance</i></p> <p>In order to provide members of the CERT and MHaC groups with additional experienced research leadership, we have appointed Prof. Peter Morris as Visiting Professor of Cognitive Psychology</p>

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and Dr Fiona Warner-Gale as Visiting Fellow for Child and Adolescent Mental Health. Morris is a Past President of the British Psychological Society who holds a personal chair at Lancaster University, has an international reputation for his research on learning and memory with over 130 research publications and has extensive experience of securing external funding, so can act as an influential mentor within CERT. Warner-Gale has contributed to national policy and practice in Child and Adolescent Mental Health Services (CAMHS), her *Tackling Stigma Toolkit* is used nationally to guide anti-stigma practice in CAMHS, and her work on the National Continuous Quality Improvement Framework for Child and Adolescent Emotional Well-being and Mental Health Training and Education has had significant national impact and functions as the national benchmarking document for CAMHS training. Her appointment will ensure that the MHaC research group is linked to the national and international agenda for CAMHS. Additionally, we have implemented a mentoring model for the development of early career researchers in which they are supported by more experienced researchers, either as part of supervisory teams for PhD projects, as junior collaborators on research bids, or as co-researchers on current projects. The Research Leader (Roe) is authorised to allocate staff development funds to underwrite costs of conference attendance, particularly where such activity culminates in journal papers and/or grant applications.

(ii) Future strategy and its implementation

The Division's strategy is focused on enhancing and growing the University of Northampton's reputation in our specialist areas with the aim of achieving (for CERT, MHaC) or maintaining (for CSAPP, SCRIP) international recognition for our research groups by the end of the next review cycle. This is managed by ensuring that each group achieves a critical mass and generates sufficient income to provide a resource platform for ongoing research activity that is self sustaining and impactful. This activity will continue to grow under the guidance of experienced research group leaders who have relevant specialist expertise and who have responsibility for mentoring junior staff within their groups. Group leaders are responsible for ensuring that research activity remains focused in a manner that enhances the University's reputation in designated specialist areas. The strategy for growth is managed by the Division's Research Leader (Roe) who sets targets for each group for research income, outputs, and PhD supervisions based on group size and maturity, and works closely with group leaders to ensure that targets are achieved. New appointments to the Psychology Division will take into account capacity to contribute to existing areas of expertise. Roe is a member of the Division's management team so can ensure that issues raised by group leaders can be dealt with swiftly and effectively.

Research projects, funding, and collaboration

Staff are encouraged to develop collaborative research projects with divisional colleagues, with staff from other parts of the university and with external researchers. Initial seedcorn funding is available from some internal sources (e.g. Urb@n project grants, staff development funds, QR money) with the intention that these lead to research grant applications to external funding bodies. Staff are encouraged to apply to national and international funding sources by being apprised of relevant calls, and supported in writing bids by the Divisional Research Leader (Roe) and the University's Research and Strategic Bidding Office (RSBO). Research in the period under review has been funded through a range of international, national and regional organisations as described in §5d(i). A primary focus in 2013 and beyond is the successful delivery of existing major projects including a €585k Daphne funded project managed through SCRIP, a €834k Academy of Finland project for which the UoN element is managed through MHaC, and a number of smaller ongoing Bial-funded projects (ca. €90k) managed through CSAPP. Additionally, research groups are expected to further develop international collaborations, particularly in Europe and North and South America, for example a Santander award will enable CSAPP staff to visit colleagues at the universities of Sao Paulo and Juiz de Fora in Brazil so as to establish staff-student exchanges and collaborate on joint grant applications.

c. People**(i) Staffing strategy and staff development**

The Research Leader ensures that research strategy is a key consideration when operational decisions are made around recruitment, retention and promotion of qualified staff, and in the

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generation of and recruitment to PhD opportunities. Staff are aligned to one or more of the four research groups in Psychology depending on overlap with expertise and research interests. Where staff participate in more than one group their research activity contributes to group objectives according to the nature or focus of that activity. New staff were recruited to maintain coherent research groupings, build on the research expertise of existing members of staff, and meet strategic aims within the Division and School. Group leaders have been appointed who have extensive experience of managing externally funded research activity and of international collaborations, and they are responsible for implementing the mentoring model in which senior staff take responsibility for the development of junior colleagues (see §5b).

CSAPP is concerned with better understanding beliefs and experiences that suggest a transpersonal aspect to the human condition, and consists of 4 full-time members of staff (Roe, Roxburgh, Gordon-Finlayson, G. Smith), 7 PhD students and 4 research assistants. CSAPP is led by Roe, who has a significant international reputation for research in parapsychology; in the review period he has given invited talks in Curitiba, Brazil, Stockholm, Gothenburg, Utrecht, and Porto, and many in the UK. He has extensive experience of leading funded projects and of supervising students to completion and is well placed to act as mentor to junior colleagues. CSAPP members are also supported by Visiting Professor Les Lancaster, Chair of the Transpersonal Psychology Section of the British Psychological Society, President of the International Transpersonal Association and on the adjunct faculty at the Institute of Transpersonal Psychology, Palo Alto, and the California Institute of Integral Studies, San Francisco. Lancaster's expertise profile complements Roe's. Visiting Research Fellow Richard Broughton has been appointed because of his international influence in the field of the psychology of anomalous experience. Broughton is a Past President of the Parapsychological Association (PA), and received the PA's Career Achievement Award in 2011. His brief includes PhD supervision and collaboration on grant bids.

The SCRIP group explores socially situated and inclusive shared realities. Drawing on a wide range of methodological and philosophical approaches, the group focuses on a broad range of issues, including mental health, family life, education, personal relationships, health and wellbeing, disability, consumption, build and space, human geographies, gender, ethnicity, class and bullying. SCRIP consists of 7 full-time members of staff (Callaghan, Clegg, Fellin, Goodgame, Maunder, Owton, L.A. Smith), and 8 PhD students. Associate Professor Callaghan is well placed to support junior colleagues in a collaborative or mentoring capacity, having extensive experience of winning and managing externally funded projects and strong network links with national bodies (see §5e).

The MHaC group is concerned with developing the evidence base for efficacy of therapeutic interventions. The group was established to accommodate the research ambitions of staff with expertise in counselling and psychotherapy. A number of these staff are experienced practitioners but have relatively limited research experience. MHaC consists of 6 full-time members of staff (Fellin, Callaghan, Goodgame, Green, Roxburgh, and Waumsley), and 3 PhD students. The group aims to develop a sustainable programme of research activity that will establish Northampton as a national centre of research excellence. Staff have been encouraged to engage in collaborative projects that can serve as a vehicle for professional development while enhancing the research profile of the group. The MHaC is led by Fellin and has strong links with the Centre for Counselling and Psychotherapy Education, London, which have been fostered through staff-student exchanges and research collaborations. Callaghan and Visiting Fellow Warner-Gale bring expertise in CAMH to strengthen this group (see §5b).

A Cognitive & Experimental Research Team (CERT) has been established that focuses on the role of cognition in learning and teaching, particularly in the context of work with undergraduate learners. The group consists of consists of 8 full-time members of staff (G. Smith, Fritz, Cherchar, Clegg, Collings, Kilpatrick, Mitchell, Munn), and 4 PhD students. CERT is led by Fritz who was an invited speaker at the Psychonomic Society special statistics workshop in Minneapolis, and brings experience in publishing and grant application. Morris has been appointed as Visiting Professor of Cognitive Psychology to provide subject-specialist leadership (see §5b).

(ii) Research students

PhD supervision is a central element of research activity at the University of Northampton and has been a strategic focus for growth. Research students are regarded as a key element in ensuring

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research productivity and critical mass within the four research groups. 33 research students have been supervised by Psychology staff in the period under review, of whom 11 have graduated and 22 are ongoing. This rapid growth in PhD student numbers (8 supervised in 2008 by 9 Psychology staff compared with 22 students in 2013 supervised by 13 staff) has been achieved by encouraging inexperienced staff to undertake the University's Postgraduate Certificate in Research Supervision and to involve them in supervisory teams of 2 or 3 staff so that they can benefit from working alongside more experienced supervisors. Each research group contains at least 3 PhD students, and so PhD projects provide groups with focal points, and provide students with a forum for work to be discussed with staff beyond their immediate supervisory team.

Students are mainly part-time and self-funded with a smaller number of full-time students funded by University of Northampton Studentships won in cross-university open competition or by external grants from national and international funding bodies. Further expansion of PhD student numbers was made possible by the creation of Graduate Teaching Assistant (GTA) positions that involve fixed-term 3-year contracts to cover service-level teaching (research methods workshops, support seminars, etc.) that also include registration as a PhD candidate with fees waived as part of the contract. All full-time bursaried positions and GTAs were nationally advertised and recruited to via open competition. All students are given the opportunity to gain experience of paid HE teaching should they wish to explore this as aspect of their preparation for an academic career.

Student integration with academic and practitioner staff

Research students are a key element of the research culture in Psychology and concerted efforts have been made to integrate them within the academic community via research and teaching activities. They are physically embedded by being allocated space in one of two dedicated offices in the Fawsley building that also houses their supervisors and other Psychology staff, so that students come into regular contact with supervisors and other staff outside of formal meetings. Collaborations such as joint publications are actively encouraged by research group leaders.

Training programmes

All research groups meet regularly (from weekly to monthly), with meetings consisting of presentations of ongoing research by internal and external speakers and critical review discussions of pertinent published papers. Attendance at these events and at Psychology Divisional seminars is a compulsory part of students' agreed training programmes. Students are also expected to attend relevant workshops and seminars provided as part of UoN's Master's programmes (e.g. in quantitative and qualitative methods in psychology, as well as subject-specific material). The University's Graduate School offers a programme of practical workshops organised by a full-time Research Training Coordinator and delivered by internal and external academics. Many workshops are available via a web-based Research Hub (<http://researchsupporthub.northampton.ac.uk/>). Approximately 30 workshops are offered each year covering a range of general research and transferable skills from 'Evaluating qualitative research' to 'Preparing for your Viva'. There is also an annual Postgraduate Conference and a Poster Competition, which give students the opportunity to present their research to a broad audience. The excellence of this training has been recognised by QAA.

d. Income, infrastructure and facilities**(i) Income**

To ensure a vibrant and sustainable research environment that retains critical mass without diluting the research focus, research is coordinated within the four clearly defined research groupings described in §5a. Each of these has a group leader responsible for monitoring activity and ensuring bidding and income targets are met.

CSAPP has generated £365,000 in external income in the period 2008-13 from a range of sources including: The Bial Foundation, Porto; The Samueli Institute, Virginia; The Perrot-Warwick Fund, University of Cambridge; The Fetzer Institute, Michigan; Confederation of Healing Organisations, London; and The Parapsychological Association Research Endowment Fund, Ohio. These funds have been used primarily to buy staff out of teaching commitments so as to work on projects, to employ research assistants and to cover research expenses including costs of dissemination at

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international conferences. During the review period 12 research assistants have been employed, some of whom have gone on to register for PhD study either at Northampton or elsewhere.

Members of SCRIP led a successful bid for European Commission support under the Daphne III Funding Programme and in 2012 were awarded €585k for a 2-year multinational project (see §5e) that explores children and young people's experience and understandings of domestic violence using interviews and photo-voice diaries so as to contribute to service and policy development in this area. Nationally and regionally, SCRIP has generated over £200,000 in income during the period under review from local government, the NHS, and the Alcohol Education and Research Council (AERC).

MHaC group leader Fellin is part of an international consortium (see §5e) that was recently awarded €834,236 by the Academy of Finland. This project is intended to investigate emotional responses to interactions between therapist and clients during couple therapy to determine how responsive embodied actions and movements emerge in multi-actor dialogues. Regionally, in 2012 MHaC were awarded a £25,000 competitive social enterprise grant (via the Enterprise Club, Big Bonanza initiative) for an evaluation of a talking-walking therapy. Further projects are planned that evaluate therapeutic interventions, and members of MHAC have met with the British Association for Counselling and Psychotherapy (BACP) to discuss seedcorn funding for research.

CERT is more recently established so does not have a track record for generating research income. This group has been targeted with making applications to the value of £60,000 in 2013, and has submitted bids to the Higher Education Authority and Nuffield. The group will run workshops on effect size based analyses as alternatives to null hypothesis significance testing under the auspices of the ESRC National Centre for Research Methods.

Direct institutional support for research has been secured from the University's REF Investment Fund. This has been focused on initiatives with a clear and tangible outcome and performance is appraised against those agreed outcomes. Money has thus been provided to the four research groups for short-term teaching relief to facilitate the completion of grant applications or to meet publication deadlines; to support major conferences held at the University; to fund visiting fellowships, and to pay for data collection and entry.

(ii) Organisational and operational infrastructure

There is a robust infrastructure for developing and monitoring research at departmental, School and University level. Within the department, strategic direction is given by the Research Leader (Roe), but is discussed at regular meetings of the entire staff team. This provides a forum through which to confirm Divisional research priorities in the context of School and University strategies. Staff performance development reviews (PDRs) with senior managers provide a forum in which individual achievements can be recognised and any development needs or challenges or research ambitions identified and addressed as part of the Division's plans for growth and development. The Research Leader sits on the School Enterprise and Research Committee (SERC) which establishes School research policy, sets targets for research activity, and monitors the performance of research across the School. Alongside this committee structure, the RSBO provides an extensive infrastructure to facilitate research. It provides regular bulletins on calls for research grant applications and detailed support and guidance for those completing applications. Their work is augmented by the School's Research Manager, who provides support to staff in bidding for and managing research grants, and the Graduate School's Research Training Co-ordinator who organises a range of workshops for ECR and others.

(iii) Research facilities

Psychology has benefited from a £1.2m investment to refurbish the Fawsley building in which it is based, including a suite of 8 research cubicles, two sound-attenuated perception laboratories, a psychophysiology 'wet room' and two interview rooms that incorporate video recording facilities. Staff were consulted during the planning phase of this refurbishment to ensure that provision met teaching and research needs. A booking scheme is managed by one of the Division's Psychology technicians so that facilities are available to all staff and research students as needed. The perception labs are equipped with Biopac MP150 Pro with Aqknowledge 4.2 software enabling EDA, ECG, and Biopac MP30 and MP36 student versions, enabling EEG, EDA, plethysmograph,

respiration, and blood pressure. Two psychology technicians have particular expertise in IT enabling the production of bespoke hardware and software to support research projects. A third technician is a Psychology graduate with responsibility for maintaining a repository of licensed and licence-free psychometric measures. All PCs provide a standard software suite including Microsoft Office, SPSS, NVivo, email and internet access. Staff have electronic access via the library to a wide range of published journals and e-books that are searchable using the University's own search tool, Northampton Electronic Library Search Online (NELSON).

e. Collaboration and contribution to the discipline or research base

Staff at the University of Northampton have significantly expanded the number and scope of international collaborations. Fellin's Academy of Finland project was won as part of a consortium involving colleagues from the Universities of Eastern Finland, Jyväskylä, Nordhausen, Thessaloniki, Leuven, Bergamo, Ismai, and New Hampshire. The team meet regularly by Skype and at least twice per year in person. The group have presented their work on this project to conferences in Helsinki, Nottingham, Porto, Istanbul and Heidelberg. Callaghan's Daphne funded project is led by her at Northampton and is a collaboration with colleagues at Aristotle University of Thessaloniki and the University of Bari, as well as representatives from the Regional Department of Home Office, Valencian Regional Government, and the Umbria Region's Social Services and Education Department. The project enables SCRIP staff to participate in exchange visits to collaborating institutions and to contribute to dissemination events in participating countries. Roe and Roxburgh have a Santander award that has underwritten costs of developing collaborations and staff-student exchanges with colleagues at the Institute of Psychology, São Paulo University, and School of Medicine, Federal University of Juiz de Fora, Brazil. This builds on a visit to Brazil by Roe in 2011 to give an invited address at the 7th Psi Meeting of the Integrated Centre of Experimental Research in Curitiba. An invited address to the conference *Klartraum –Wahrtraum: Außergewöhnliche Traumerfahrungen in der empirischen Forschung* in Heidelberg, Germany, resulted in a request to contribute to a German-language book on anomalistic psychology.

In the review period UoN staff have been actively involved in international and national professional bodies. Roe is a Committee Member of the BPS Research Committee, a Committee Member BPS Transpersonal Psychology Section (Treasurer), Board Member Parapsychological Association (Treasurer, Secretary), Council Member for the Society for Psychical Research, a Member of the Steering Group for the Higher Education Academy's Special Interest Group for the Teaching of Anomalistic Psychology and Parapsychology, and is the Parapsychology Foundation (New York)'s International Affiliate for England. Waumsley is Chair of BPS Cross Divisional Working Party for National Obesity Strategy, and Parliamentary Officer for Division of Sport and Exercise Psychology. Callaghan is a Member of the Peer Review Body for the National Institute for Health Research Service Delivery and Organisation, Committee Member for the BPS Psychology of Women Section, Clinical Trustee for Northampton Parent Intervention Partnership, and is on the Steering Group for the Midlands and South regional Children and Young People's IAPT project. Fellin is Vice-Director and Member of the Executive Board of CISAlpino Institute for Comparative Studies in Europe. Broughton is President of the Society for Psychical Research. Owton is a Committee member, BPS Psychology of Women's Section, and Member of Brunel International Research Network for Athlete Welfare. Mitchell is a Fellow of the Royal Society of Medicine, and a Chartered Biologist.

Editorships

Staff are involved in a number of editorial roles. Roe is Editor of the *Journal of the Society for Psychical Research* (ISSN: 0037-1475), and Editorial Consultant for the *European Journal of Parapsychology* (ISSN: 0168-7263) and the *Transpersonal Psychology Review* (ISSN 1366-6991); Callaghan is Editor of the *Psychology of Women Section Review* (ISSN 1466-3724), a Member of the Editorial Board for the *Journal of Gender Studies* (ISSN: 0971-5215), a Member of the Advisory Board for *Enhancing the Learner Experience in Higher Education* (ISSN: 2041-3122), and a Member of the Editorial Board for the *Annual Review of Critical Psychology* (ISSN: 1464-0538), including joint Editor of special issue on Asylum & Migration. Maunder is Chair of the Editorial Team for *Enhancing the Learner Experience in Higher Education* (ISSN: 2041-3122). Owton is Assistant Editor of *Qualitative Methods in Psychology Bulletin* (ISSN: 2044-0820), and on the Editorial Board for *The Qualitative Report* (ISSN: 1052-0147), she was Assistant Editor for the

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Psychology of Women's Section Review, and was Guest Editor for a Special Sports edition in 2012 of the *Qualitative Methods in Psychology Bulletin*. Fellin is In Mind Co-Editor for the online peer-review *Journal of Social and Clinical Psychology*.