

<p><b>Institution: University of Leicester</b></p> <hr/> <p><b>Unit of Assessment: 36A Communication, Cultural and Media Studies: Media and Communication</b></p> <hr/> <p><b>a. Overview</b></p> <p>The Unit encompasses staff from the Department of Media and Communication which was established in 2007 as part of the College of Social Science (CSS). Since 2008, with strong support from the University, the department has undertaken an ambitious investment programme which has increased numbers of academic staff, developed its PhD programme, and established a new physical home for media research. This has enabled the Unit to consolidate its established research activity whilst developing new research areas in line with developments in the broader fields of media research.</p> <hr/> <p><b>b. Research strategy</b></p> <p>The overall strategy has been to promote and sustain research excellence in media research in line with the CSS Research Strategy which outlines a clear identity for social science research at Leicester. The main goals have been to increase research grant income, extend the overall volume and quality of research, and bolster the PGR programme - all towards the broader aim of enhancing our reputation for media research which is grounded in theory and tackles 'real world' social issues. Strategy has been shaped by substantial investment in the Unit during the REF period, including appointments to academic posts at all levels, enhanced administrative support, and considerable development of the material infrastructure.</p> <p><u><i>Recruitment of research active staff</i></u></p> <p>In RAE 2008 the Unit signalled an intention to expand and develop its research environment. To this end, the University has invested in significant growth from 12 to 32 academic staff, with associated support staff and infrastructure. The recruitment strategy has focused on appointing research active academics who diversify the range of research in the department and also enhance its quality, reputation and impact. Three new professors (<b>Whitty, Lunt, Wood</b>) and four new Senior Lecturers (<b>Wright, Gies, Tsatsou, Campbell</b>) have influenced our research environment by taking key roles in research management and forging new directions in research strategy. These staff members have made important interventions in the establishment of new research groups, increasing our research grant income, improving the visibility of our research, and providing mentoring and support to junior academics.</p> <p><u><i>Strategic review of research groups</i></u></p> <p>The 266% increase in academic staff numbers has required a strategic focus on the review and evolution of the research groupings in the department. A wide process of consultation and planning has taken place at annual research away days and at regular research and staff meetings as a means of successfully integrating the interests of established and newer academics. This has resulted in a shared vision of key areas of research that are currently being driven forward by research groups within the department:</p> <ul style="list-style-type: none"> <li>• <i>Cyber Security and Crime Research Group</i> (Director: <b>Whitty</b>)</li> <li>• <i>Digital Media Methods Research Group</i> (Director: <b>Tsatsou</b>)</li> <li>• <i>IDEOgrams Research Group</i> (Director: <b>Reilly</b>)</li> <li>• <i>The Audience Research Group</i> (Director: <b>Das</b>)</li> <li>• <i>News and Journalism Research Group</i> (Director: <b>Matthews</b>)</li> <li>• <i>Media and Democracy Research Group</i> (Director: <b>Wright</b>)</li> <li>• <i>Media and Social Policy Research Group</i> (Director: <b>Hansen</b>)</li> </ul> <p>In addition, some staff are members of the <i>Cultural Production and Consumption Research Group</i></p>
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which from 2012 became a joint group with the School of Management, under the direction of a previous member of the Department of Media and Communication (Smith-Maguire).

#### Contribution of research groups to the research environment

The research groups are an important driver of research activity in the unit. They enhance the research environment by holding research meetings, circulating intelligence on research opportunities, and sharing new ideas and good practice. They offer supportive environments for cumulative feedback on initial research ideas through to the formulation of grant proposals, whilst providing subject-specific contexts for collaboration and mentoring between members of the department. This serves to integrate staff at different stages of their research career with research assistants and research students. The groups also provide an intellectual, methodological and practical focus for staff and students and have been key to positive developments in areas such as increased grant income. For example, the *Cyber Security and Crime Research Group* provides a context for the researchers, graduate students and interdisciplinary collaborators who work on **Whitty's** research projects to meet and coordinate their research activity across different grant activities. In a different way, the *News and Journalism Research Group* provides a forum for a wide range of research projects across the Department and supports collaborative research ventures. For example a project on news blogging funded by Nuffield (**Gunter, Campbell, Saltzis**) and an edited research student publication (**Gunter and Dickinson, 2013**).

#### Enabling interdisciplinary research

A key theme that emerged from deliberations about our research strategy from 2008 is the focus on interdisciplinary research as an approach to innovative research projects which can take advantage of the broader intellectual environment of the CSS and the University. The role of the research groups in promoting and enabling interdisciplinary research takes different forms. For example, the *Cyber Security and Crime Research Group* is a cross departmental research group with members from Mathematics, Law, Computer Science and Psychology. The *Ideograms Research Group* provides a forum for researchers with broad interests in visual culture and communication across the arts, humanities and social science, and the *Cultural Production and Consumption Research Group* is a cross-departmental collaboration between the School of Management and the Department of Media and Communication.

#### Coordinating research events

Another strategic aim has been to increase the visibility of our research and to this end research groups play a central role in organising national and international workshops and conferences. For example, *IDEOgrams* co-organised a Visual Culture and Ethics research conference (2012) and an ESRC Festival of Social Science Research Event on Mediating Disability which included government speakers, disability activists and paralympians (2012). The *Audience Research Group* hosted the ICA pre-conference event Audiences Elsewhere (2013) which attracted a range of internationally renowned audience scholars. The *Cultural Production and Consumption Research Group* hosted a one-day symposium in partnership with Leicester City Council on the culture of consumption of Leicester City Market (2012). The *Media and Social Policy Group* organised the MeCCSA international workshop Climate Change Communication and the Internet (2013) and the *News and Journalism* has hosted successful one-day conferences, for example Frame Analysis in Journalism Studies (2012) and New Communications and Demonstrations (2011).

#### Integrating existing and new staff

Research groups provide a mechanism for integrating research interests, opportunities for research leadership and a forum for the discussion of emerging areas of research. For example, the *Digital Media Methods Research Group* is directed by one of our new Senior Lecturers (**Tsatsou**) and engages the research of a number of new early career staff (**Miazhevich, Reilly, Reisdorf, Simmons, Veltri**) supported by an established senior academic (**Gunter**). The *Audience Research Group*, led by **Das** reflects the alignment of existing research traditions in the unit with

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the interests of new academic staff. This has enabled new areas of research to develop, for example, popular culture and fandom (**Das, Lunt, Wood, Whiteman, Ong**); online-audience practices (**Das, Whiteman**); ethnographic approaches to the social politics of gender, race and class (**Wood, Ong**) and research into the configuration of audiences by policy-makers (**Lunt, Gunter**).

The recruitment of research active academics and the evolution of the research groups has resulted in a number of notable **developments** in the research environment which reflects the nature and pace of media research internationally:

- An increased focus on cultural aspects of media production and consumption, complementing our existing research into the sociology of communications.
- An engagement with a wide range of traditional media including the press, broadcast media and film as well as digital media including the internet, social media and mobile telephony.
- An increased focus on global media in a variety of cultural contexts including research in China (**Tong, Gong**), the Philippines (**Ong**), Cuba (**Vicari**), the Middle East (**Gunter, Dickinson**) and Central Europe (**Miazhevich**).
- The emergence of a number of new distinct areas of research: for example, **Cyber-security (Whitty)** and **Media and Democracy** focusing on the mediation of, and popular engagement with, politics (**Wright, Lunt, Vicari**) and the mediation of protest (**Reilly**) and public relations (**Davidson**).

### Departmental support for the research environment

Beyond the activities of research groups a number of strategies have been adopted during the REF period to support research from within the department:

- Enhanced administrative support for research through the appointment of a dedicated research administrator.
- Pump priming research by match-funding CSS Research Development Awards, from which a number of staff have benefited during this period.
- Appointment of three Graduate Research Assistants who provide research assistance for academics and research projects.
- The establishment of a Conference Fund to support academics (up to £1k) and PhD students (up to £300) to attend conferences. Additional funds are made available to attend major international conferences (e.g. ICA, IAMCR, ECREA).
- Review of research management in the department led to the establishment of separate roles of Research Director (**Wood**) and Post Graduate Research Director (**Gies**). The Research Director chairs the Research Committee which reports to the monthly staff meeting and also is a member of the Department Management Board.

### Future research strategy

The REF period has involved a strategy mostly tuned to meeting the demands of growth: supporting the integration of new academic staff, encouraging the evolution of research groups, developing junior and mid-career academics, and ensuring an appropriate infrastructure for research business. We enter the next five-year period with a strong exit trajectory of funded projects, growing PGR recruitment and a large core of early career staff. Moving forward, a number of strategic aims have been developed in order to foster high quality research and consolidate the diversified research environment into a research department with a clear and dynamic research identity:

- To continue to provide a **supportive infrastructure** to enable our cohort of early career researchers to reach their potential through strategic mentoring and career development.
- To improve our **research grant application success rates** by steering applications through the research groups, the Department and the College.
- To bolster **administrative and technical support** for developing more ambitious research projects. (The international make-up of the department means that we are looking towards the new EU Horizon 2020 initiative.)

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- To review and develop the **leadership and practices** of the research groups and to foster greater international collaborations and networks.
- To develop the **impact of our research** through a comprehensive review of methodological and analytical skill sets of academic staff to create applied research packages for user communities, business and industry.
- To continue to **promote a dynamic postgraduate** research group including continued improvement of completion rates, integration of PGR students into research groupings and compete for funding via consortium bids with other Midlands universities.
- To **maintain our research strengths** in areas such as cyber-security, journalism, political engagement, and media and social policy, whilst looking forward to newer initiatives around areas of cultural value, audiences and the mediated city where research can have a direct impact upon the city of Leicester.

## c. People

i. *Staffing strategy and staff development*

The REF period has, as noted above, seen growth in the total numbers of academic staff from 12 to 32. The imbalance between senior and junior academic posts that characterised our 2008 profile has been addressed with three new professorial posts (**Lunt, Whitty, Wood**) and four new senior lectureships (**Gies, Koteyko, Tsatsou, Wright**). This has expanded our community of research leaders and mentors for the body of new junior and mid-career staff (**Bain, Das, Matthews, Moylan, Newsinger, Reilly, Reisdorf, Saltzis, Tong, Vicari, Whiteman, Miazhevich, Ong, Veltri**). Career development systems include a careful mentoring system for academic staff and research assistants, annual appraisal, and annual research development meetings with the Departmental Research Director. In order to assist the development of early career researchers, the unit operates a policy of 80% teaching load for early-career staff. The Department has encouraged staff to apply to the University Academic Study Leave Scheme for which they are eligible every seventh semester. During the REF period eight academics have benefited from research leave. The Unit operates in accordance with the University's equal opportunities policy, just over 50% of academic staff members are women and two of the four professors are women (**Whitty** and **Wood**). In recognition of their contribution to research, **Hansen, Koteyko** and **Campbell** have been promoted to senior lecturer.

College research development initiatives help to fuel new and inter-disciplinary ideas via small-scale funding and opportunities for setting up 'networking lunches' across the university, which are often well attended by the department. The work of the Academic Practice Unit (APU), in liaison with other central units including the Research Support Office and the Enterprise and Business Development Office, provides a range of training programmes to support researchers through different stages in their career on areas such as: 'Research Leadership and Management', 'The Enterprising Researcher', and 'Skills for the Professional Researcher'. Research Assistants are integrated in departmental procedures. They are part of the mentoring scheme which is carried out separately from appraisal and are represented on the departmental research committee. The APU also offers regular career development 'action learning set' sessions for RA's and **Whitty** sits on the University Concordat Steering Group which shares ideas between, and ensures feedback from, the research staff population.

The structural organisation of the Unit's research strategy is led by the Research Director (**Wood**) who is supported by a Deputy Research Director (**Hansen**). The Research Director sits on the College Research Committee and convenes a departmental research committee 6 times per year. The Research Director works closely with the Director of Postgraduate Research, Heads of Research Groups and with the HoD, and the research committee on overseas strategy, co-ordination of grant applications, policy-making in relation to distribution of departmental funds, implementation of the impact strategy, ethics and PGR recruitment and progress matters. The Research Director sits on the departmental Management Board and reports back to staff meetings. The Unit has an ethics officer (**Whiteman**) who oversees ethical approvals for research and sits on the College Ethics Committee. In support of these systems and in line with this unit's expansion, the department's administrative support staff numbers have also grown (6 posts) which have enabled us to

develop support specifically for research, in effect 1.5 posts since 2011.

## *ii. Research students*

The strengthening of the PGR cohort and supervisory procedures has been an important strategic focus during the REF period, further enhancing our research environment. The establishment of a Director of Postgraduate Research places a senior academic in charge of PGR affairs, with a role on relevant University and College PGR boards. All staff must complete research supervision training courses and refresher courses, run by the APU. New University protocols have come into place in 2013 to ensure experienced supervisory teams and more rigorous monitoring of student progress. As well as the Doctoral Training Programme run by the College of Social Science, the Department runs a monthly programme of seminars for PGRs with presentations by academic staff and students, and provides a module that focusses on the issues confronting graduate students; for instance how to write a literature review, research ethics and advice on developing academic careers. The Department provides funds to support conference attendance and research-related expenses (up to £300 per student per year) which has enabled students to attend international conferences and join national and international networks. The students also host and run an annual PGR conference on the theme of 'New Directions in Media Research'.

PGR numbers have grown during the REF period, from a total of 92.5 in the RAE2008 to 141.5 FTE 2014. Our reputation for media research means that we attract home and international students that are a mix of self-funded and government or commonwealth funded scholarships. The PGR cohort also has been supported by internal studentships won in competition from the CSS Research Fund matched by contributions from the department non-pay budget. This involves a number of studentships in partnership with other departments including Politics (**Lunt**), Sociology (**Wood**), Criminology (**Whitty**) and Computer Science (**Whitty**). In addition we have attracted internal funding support for three 4-year studentships with 20% of time dedicated to research assistance (Graduate Research Assistant Scheme). As these are new developments, the progress of these students is closely monitored. Our students take part in the University Annual Postgraduate Research Festival where places are offered competitively by peer review and are given the opportunity to do Doctoral Inaugural Lectures to share their PhD work across the university post viva. Monthly student research seminars, annual student conferences (2012, 2013) and the dedicated PHD room in the new building, are all initiatives which have helped to create a vibrant and proactive research student community in Media and Communication.

## **d. Income, infrastructure and facilities**

### ***Income***

Grant funding has been a strategic focus of the department during the REF period, concentrating on increasing the numbers of grant applications by individual staff. Our overall income has increased from £229,008 in the last RAE period to £668,132 in the REF period. This is a promising performance given the age and career distribution of our staffing base. Our strategy for enabling research grant applications includes support from the dedicated Department Research Administrator, match funding for pump-priming from the College Research Fund, encouraging academics to take study leave, and taking account of time dedicated to research grants in our workload calculations. We support academics at all levels from senior researchers with a strong track record of grants, to junior academics developing their research strategies. As examples of the former, **Whitty**, has been successful in attracting a number of grants to fund her research on online threats to identity, including: ESRC grant £99,442 'An examination of the online romance scam' (2010-2011) and ESRC follow on grant 'Development of the online romance scam toolkits for the public sector' (2012-13) £96,931.01. She also is Co-investigator on an EPSRC grant £1,905,242.39 (2011-14) 'SID: An Exploration of Super Identity' and on a £1.6m central government grant 'Insider Threat: Detecting Insider Behaviour on Corporate Systems' with £301,439 coming to Leicester (2012-2015). **Wright** obtained a British Academy grant, £113,000, for his work on online political participation and **Koteyko** is a work package leader on an AHRC Grant of £1.5 million awarded to Prof P Crawford, University of Nottingham (amount to Leicester -

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£103,388) and PI on an ESRC Standard Grant of £ 236,162 on 'Chronic Illness and On-line Networking' (**Gunter** Co-I). **Gunter** and **Dickinson** obtained funding from the Food Standards Agency, Department of Health £177,300 to analyse the nature of infant formula and follow-on formula advertising. The focus on mentoring our junior academics to take the first steps towards developing a track record in attracting research funding has resulted in a number of successful small bids: **Vicari** attracted British Academy Funding £6,000, and £5000 from the Wellcome Trust; **Whiteman** has a British Academy grant, £7600 and **Tong** was awarded a British Academy travel grant of £4600. As we support the career aspirations of newer and younger staff in the next assessment period we also aim to increase the scale and ambition of grant applications and underlying projects.

***Infrastructure and facilities***

A gear shift in the number of grant applications and success with the major funding councils is related to a number of infrastructural initiatives to encourage staff to develop high quality research proposals. Good practice is disseminated through the staff mentoring and the activities of research groups. There is a rigorous process of internal peer review of grant proposals, drawing upon the College and a departmental pool of peer-review experience for the major funding councils, as well as a repository of successful grant applications held by the College for consultation. University investment in research project initiatives comes by direct dissemination of research overheads from current external grants and contracts down to departments (50% made available to the PI and 50% used to fund our departmental conference and research fund). The College also offers funding for collaboration across the University through 'research lunches'. Attendance at these has led to the involvement in the establishment of a Migration Network with colleagues in Sociology (**Moylan, Ong, Wood**) and **Lunt** hosted a college wide research event in 2011 on Cultural Value and Social Justice which resulted in a co-supervised PhD studentship with Politics. The College Development Fund offers up to £2k of pump-prime funding for research grants, partly modelled on the external grant application process. Since the scheme has run from 2010, fifteen members of the department have received small grants totalling £14,757 of funding and the Department has match-funded some of these schemes to enhance their research potential. These funds have been valuable in priming further successful bids to the EPSRC (**Whitty**), AHRC (**Newsinger**), and the British Academy small grants scheme (**Vicari** and **Whiteman**). Since the introduction of the Graduate Research Assistance Scheme in 2011, staff research projects have benefitted from extra support on data collection: for example the 'Dis-enablement' project (**Claydon, Gunter**), 'Meaning of Food' project (**Matthews** and **Maguire**) and 'Energy Profiling' (**Koteyko**). It is also a priority for staff to take part in networking and dissemination activities. Prior to 2011 the Unit allocated £500 per individual to travel to conferences and this has been increased to £1000 to enable more international travel to key subject association conferences.

The University provides robust central support services that encourage and enable research activities. Continuing professional development and training are explicitly addressed by the annual appraisal process and as part of the annual review process for probationers. The University provides training through a Staff Development Partnership, through workshops run by the Academic Practice Unit and additional topics related to research administration are run by HR. All academics, PhD students and researchers are required to attend 'Research Ethics in Practice'. During the REF period academic staff members have attended a range of workshops for research skills including: NVivo, statistics, data protection training, applying for large research grants, and Module E of the PGCert on enhancing research capacity. In addition, the Department makes funds available to academics to attend research training offered by other institutions (e.g. ESRC training at Surrey). The Research Support Office annually runs Research Focus Week which includes numerous events and visits from external bodies such as the Wellcome Trust and the UK Research Council's Office for European Funding (2013). The award winning library at Leicester operates a system of departmental liaison, strong support for our PhD researchers and supports open access to research findings.

A substantial investment into the Unit's research environment has been into the purchase and refurbishment of the new building, Bankfield House, which is dedicated to the Department of Media

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and Communication at a cost of £2.7m. This facility has enabled us to provide a dedicated PhD room and adequate space for us to follow our strategy of growth. Rooms for communal-social activities, research seminars as well as a formal meeting space has greatly benefited our research environment and enabled us to host internal and external research events such as the recent ICA pre-conference (2013). This undoubtedly helps to generate an exciting and fertile research environment as our research groups now have the ability to meet easily, both formally and informally, bringing together the diverse research constituencies of the department.

## e. Collaboration or contribution to the discipline or research base

Collaborations and partnerships

Collaboration is important to the Department both in the REF period and for the future, as it enables larger scale grant applications and draws the department into dynamic research conversations across disciplinary and institutional borders. The development of and support for research groups has been a key factor in enabling collaboration within the department, across the college and university and with the broader academic and user communities. For example, the *Cyber-Security and Crime Research Group* draws from research activity across the University and includes members from Mathematics, Law, Computer Science and Psychology and the group also has strong links to a number of non-academic stakeholders and provides a model of good practice within the department. Members of the department contribute to a number of Collaborative Research Networks. For example **Tsatsou** is a member of European Science Foundation COST Action initiatives on 'Cyberbullying' and 'Participation in the Broadband Society'; **Lunt** is a management group member and **Das** a member of the COST Action (European Co-operation in Science and Technology), 'Transforming Audiences, Transforming Societies'; **Hansen** is a member of the 'Spectacular Environmentalisms Group' with colleagues from UK, US and Australian Universities; **Wood** is member of the Midlands Television Research Group at Warwick University from which she works on a large collaborative AHRC research grant. We also encourage members of the department to act as visiting academics as a basis for collaborative research. For example, **Koteyko** is a visiting researcher to the project Linguistic Representations of Climate Change Discourse at Bergensis University, Norway and **Gunter** is a Visiting Fellow at the School of Information Studies UCL. A number of our grant funded research projects are collaborations with colleagues in a range of UK universities.

Discipline enabling activities

We aim to make our research visible through working in the broader academic community, and serve as members of a number of high-level committees and panels. For example, **Whitty** is a member of the government-funded working group on 'Social and Cultural Aspects of Cyber-security' and she sits on the Council for Child Internet Safety expert research panel; **Tsatsou** is a member of European Commission 'eContent and Safer Internet, Information Society and Media Directorate'; and a Committee Member of 'Games, Virtual Worlds and Higher Education Special Interest Group' funded by the Higher Education Academy; **Claydon** is an Executive Committee Member of the British Association of Film, Television and Screen Studies; **Moylan** is Member of the Radio Studies UK, **Whiteman** is an Ethics Committee member of the Association of Internet Researchers (AoIR) Steering Committee and **Wood** is on the executive board of the international feminist media organisation, 'Console-ing Passions'

Invited international keynotes

The measure of international esteem of the Department's research can be seen in a number of invitations to give keynote addresses: **Hansen**: ECREA, Barcelona, Spain (2008), Gulbenkian Foundation, Lisbon (2009), Mediterranean Science Commission, Rome (2013); **Simmons**: Linköping, Sweden; **Tong**: Copenhagen (2008); **Veltri**: University of Istanbul (2013), University of Fudan, Shanghai (2013); **Wright**: Paris (2013), Lisbon (2010), Ohio State university (2008), George Washington University (2008); **Lunt** University of Lund (2012), University of Canberra (2013), Hungarian Academy of Science (2012); **Wood** Annenberg, USA (2008), Jyväskylä, Sweden (2009),

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Linneaus Sweden (2010), Helsinki, Finnish Academy of Social Science (2010), Dublin, Ireland (2011).

Members of the Department are also active in disciplinary associations in the UK and internationally. To support this initiative, we have funded institutional membership for all academic members of staff to key International associations in the field (**IAMCR**, **ICA**, **ECREA** and **MECCSA**). Individual members of the department are also encouraged to become involved in leadership positions within these associations. For example, **Lunt** is Chair of the Audience Section of IAMCR, **Das** is Vice Chair of the Audience Section of European Communication Research and Education; **Whiteman** is an Ethics Committee member of the Association of Internet Researchers; **Matthews** is Convenor of the Media Study Group of the British Sociological Association; **Hansen** is Chair of the Working Group on *Environmental Issues, Science and Risk Communication* for the International Association of Media and Cultural Research (IAMCR) and an Executive Board member, International Environmental Communication Association.

#### Reviewing for funding councils and agencies

Members of the unit also regularly undertake reviewing activities for various national and international funding agencies: AHRC Peer Review College (**Wood**, **Gunter**) ESRC (**Lunt**, **Hansen**, **Gunter**, **Matthews**, **Gies**); Qatar National Research Foundation (**Dickinson**, **Gunter**, **Hansen**); NHS National Institute for Health Research (**Dickinson**); Leverhulme, Nuffield (**Gunter**), Research Foundation, Flanders (**Hansen**, **Dickinson**); Research Council of Norway, Austrian Science Fund (**Hansen**); Israel Science Foundation (**Gies**); Finnish Academy of Social Science (**Wood**).

#### Examination of doctorates

Staff have also examined a number of research degrees: **Dickinson**: Loughborough, Cardiff; **Gunter**: Oxford; **Hansen** Edinburgh, Bournemouth, Macquarie, Australia, Surrey, Open; **Wright**: Cardiff, Lancaster, Leeds; **Lunt**: Goldsmith, LSE, Heriot-Watt; **Wood**: Otago, New Zealand; **Whitty**: Bath, Sheffield Hallam, UCLAN, Goldsmiths, Wolverhampton,

#### Editorial positions

The Department encourages academics to play active roles in academic journals as Editors, for example, **Matthews**, *Sociology Compass*, as Associate Editors, for example, **Hansen**, *Environmental Communication*, **Tsatsou** *International Journal of Information Communication Technologies and Human Development* and **Wood** *European Journal of Cultural Studies* and *Ethnography* and as Assistant Editor, for example **Whitty** *Social Psychology Review*. In addition eight academics are Editorial board members of Journals such as *Celebrity Studies* (**Gies**) and *New Media and Society* (**Gunter**). A number of academics have edited special issues of journals during the REF period, for example: Maguire and **Matthews**, *European Journal of Cultural Studies* (2012); **Wood** co-edited, 'Television for Women' *Screen Dossier* (2013); **Das**, 'Audiences: A cross-generational dialogue' *The Communication Review*, (2013); **Gies**, 'Celebrity Brig Brother Human Rights and Popular Culture' *Entertainment and Sports Law* (2009). Academics in the Department act as reviewers for a range of key journals in the field including *Media, Culture and Society*, *Social Semiotics* and *American Journal of Sociology* and for a number of book press including Routledge, Sage and Polity.

This level of achievement in discipline enabling activities must be set alongside our investment in early career staff who are currently gaining experience in these positions. We have a commitment to using our existing expertise in order to create future leaders and advisors for the sustainability of the field.