

<p>Institution: University of Nottingham</p>
<p>Unit of Assessment: UoA20 - School of Law</p>
<p>a. Overview</p>
<p>The School of Law is an ‘exceptionally well managed and well organised’ (internal UoN School Review Report, 2012) professional and integrated unit engaging in the highest quality research spanning the entire discipline of law. With strength at all career stages, the School boasts a proud record of long-term staff retention whilst recruiting established research leaders and ECRs with outstanding potential. Researchers (staff and students) work individually and collaboratively in a highly dynamic, inclusive, enabling and supportive research environment, well-served by excellent infrastructure and facilities. A vibrant research degrees programme generates theses of the highest standard and has a proven record for nurturing successive generations of academic talent. Research collaboration is facilitated by formally constituted research centres, and by extensive informal links and groupings, actively engaging with wider academe and with governmental, non-governmental and other organisations of all kinds, nationally and internationally. With a healthy internal funding base, intensifying efforts to boost external research income, and a forward-thinking strategy to identify, grasp and fully exploit new opportunities and challenges presented by the rapidly changing national and global research environment, the School is well positioned to cement its status as a world-leading centre of research excellence (ranked 34th in the 2013 QS subject World Rankings).</p>
<p>b. Research strategy</p>
<p>The School’s overall research aims are (i) firmly to entrench its position as one of the UK’s leading academic centres of excellence in legal research and scholarship and (ii) to develop its growing reputation on the world stage. At its core, the research strategy for achieving these aims is simple: to recruit and retain excellent researchers at all career stages and to empower them to perform to their full potential. This formalised strategy is underpinned by a shared cultural commitment to excellence permeating everything we do.</p>
<p>(i) Evaluation of the strategy/strategies for current assessment period</p>
<p>As envisaged in our RAE 2008 submission, the past five years have seen the School consolidating and building upon its established and widely-recognised strengths. Momentum generated by pre-REF 2008 appointments has been maintained, with excellent staff retention and steady-state in total research-active staff (see c, below). New appointments include senior research leaders with proven track records (Jackson; McGoldrick, White); talented young professors (Nolan); and ECRs with outstanding potential (Bevan, Grusic; Hyde; Milanovic; Mulgrew, Saidova, Tosato).</p>
<p>Internal promotions based entirely on merit and without quotas have boosted senior staff cohorts. Strength across the seniority spectrum is illustrated by a raft of prestigious external awards (Fawcett: Fellowship of the British Academy; Van Zyl Smit: Honorary Doctorate in Law, Ernst-Moritz-Arndt University of Greifswald; Fraser: SLSA-Hart Book Prize 2010; Nolan: IALT Kevin Boyle Book Prize 2012; V. Munro: Philip Leverhulme Prize 2010; Sivakumaran: 2013 Am Soc Int’l Law Francis Lieber Prize, 2012 ICRC Paul Reuter Prize, 2009-10 Antonio Cassese Prize/2009 Giorgio La Pira Prize (JICJ); Milanovic: 2012 University of Cambridge Yorke Prize; Grusic: 2012 ICLQ Young Scholar Prize.) The strategy of ‘nurturing our own talent’ continues to reap rewards (6 of the 10 lecturers recruited since 2008 hold Nottingham doctorates; another is a former LLM student). Despite the increasingly challenging external funding environment, our PGR recruitment remains healthy, boosted by competitive and externally sponsored studentships (see c(ii)). Our longstanding ambition to develop a thriving postdoctoral community is coming to fruition.</p>
<p>Commitment to methodological diversity in individual and collective research endeavour has fostered a robust, dynamic and highly productive research community. School members conduct doctrinal, theoretical, empirical, socio-legal, comparative, critical, historical and interdisciplinary studies of law and legal phenomena (see e.g. REF2). Staff are encouraged (and expected) to develop their own self-directed research agendas and external networks, whilst simultaneously taking advantage of well-developed internal collaborative opportunities and support mechanisms. New appointments have strengthened established areas of expertise (e.g. Jackson: criminal justice; White and Milanovic: public international law; McGoldrick and Nolan: human rights;</p>

Environment template (REF5)

Goodwin: international environmental law) and stimulated the formation of new research clusters (notably, in international law and security; and in criminal justice – see below). Established scholars have developed fresh and productive internal collaborations with former doctoral students (**Arrowsmith/La Chimia**, **Bartlett/N. Munro**, **Roberts/Saunders**, and **Van Zyl Smit/Mulgrew**).

Buttressing independent research endeavour and spontaneous networks, the School hosts five, active research centres. Well over 50% of staff, together with many postgraduate students, are associated with these organisational focal points for collaborative research activity.

The Human Rights Law Centre (HRLC), established in 1993, is an internationally renowned human rights institute, with expertise in the design and delivery of policy-linked research and knowledge transfer, technical cooperation, bilateral assistance, publications, capacity building and training. It has 17 academic members, including Co-directors **Harris** and **McGoldrick** (vice O’Flaherty), a dedicated team of staff and an international network of fellows, partners and consultants. Core operational units include: Business, Trade and Human Rights; European Human Rights Law; International Criminal Justice; United Nations and Capacity Building; Security and Human Rights (established in 2009 by **White** to replace the Counter-Terrorism and Human Rights Unit, wound up following Moeckli’s departure); and from 2012, International Humanitarian Law, consolidating expanding expertise in this disciplinary field (**Kritsiotis**, **Sivakumaran** and **Milanovic**).

The Public Procurement Research Group (PPRG), set up in 1998 and led by **Arrowsmith**, is a world-leading centre of excellence in research and research-led teaching on public procurement regulation. Academic staff members include **Wang** (deputy director), **Georgopoulos**, **La Chimia** and **Bailey**. As well as producing high quality research publications (often related to conferences and workshops with outside contributors), the Group provides professional and academic training, consultancy and policy advice. An innovative part-time Executive LL.M Programme in Public Procurement Law and Policy, delivered by distance-learning and intensive teaching weekends, was launched by the Group in 2009. Setting a ‘gold standard’ in professional procurement practice, it has rapidly established itself as a market leader in research-led training in this field, and complements the PPRG’s broader efforts to promote procurement law teaching around the world.

The Treaty Centre, founded in 1983 and directed by **Bowman**, fosters research on the law of treaties, the practice of treaty-making and treaty-based areas of international law. The Centre’s work has benefited from the injection of new blood since 2008 (**White** and **Goodwin**, joining **Footer**, **Kritsiotis**, **Davies** and **Dromgoole**). Large-scale, typically collaborative, research projects have been completed or are well advanced, including a major project on the Vienna Convention on the Law of Treaties which brings together a worldwide team of scholars and practitioners, and features an innovative collaborative methodology (see e).

The Nottingham International Law and Security Centre (NILSC), led by **Footer** and **White**, was established in January 2013; having been inspired by a highly successful International Law Association (ILA) conference on Security and International Law, hosted by the School in April 2012 (see e.). Reproducing the tried-and-tested formula, NILSC consolidates established expertise within the School. Fifteen academic staff members are directly involved in an ambitious two-year start-up programme, with day-to-day management provided by a postdoctoral fellow (**Schmidt**). The School’s newest research centre is the Centre for Criminal Justice Research (CCJR), created in October 2013, and co-directed by **Jackson** and **Saunders**. Developing a long-standing strength within the School, the CCJR’s activities will prominently include fostering closer links with criminal justice practitioners and undertaking policy-related research. Centre members include a recently appointed Principal Research Fellow (**Kemp**).

The School’s lively and inclusive research culture continues to be reinvigorated by a variety of flourishing seminar series (in addition to Centre-organised events, like the HRLC’s Annual Student Conference and the PPRG’s influential Global Revolution series), some of which are internal to the School (e.g. staff development sessions), but most involve external speakers and participants. Distinguished speakers during the review period have included: Arnold J; Baroness Hale; Judge Theodor Meron (President of the ICTY), Judge Egbert Myjer (ECtHR), Manfred Nowak (UN Special Rapporteur on Torture), Mary Robinson; Singh J; and professors Geiger (CEIPI, Strasbourg), Kamina (Grenoble), McCrudden, Rodley, Schabas, Twining, and Williams (Colombia). As well as regular *ad hoc* guest lectures, there are active discussion groups in Criminal Justice, Legal Theory, Public International Law, and Private Law. The School hosts one of the five ILA British Branch Regional Seminar Series; and in 2010 was the venue for the SLS Annual Seminar Competition

Environment template (REF5)

winner. Colloquia featuring the work of the J C Smith Senior Visiting Scholar have become annual highlights since this format was first trialled in 2008 (see e.g. (2012) 3 *Transnational Law Theory* 101-205). Another exciting development is the School's collaboration with US and Australian partners in the Annual Junior Faculty Forum for International Law, which is designed in particular to encourage and facilitate the work of younger scholars (see (e)). This packed programme of regular meetings – two or three weekly during term time; some generic, others more subject-specialist – provides institutional ballast for a thriving intellectual community. It promotes frequent interaction, inclusive scholarly debate (within and beyond the institution), new thinking, serendipitous connections (sometimes stimulating sustained research collaborations), and creates valuable spaces for healthy internal dialogue, mutual support, advice and assistance. The School also hosts many academic visitors for longer periods, who fully participate in and further enhance the School's research community and international profile.

The School's multi-layered support structures have been closely monitored and, where necessary, revised or fine-tuned during the review period. Research student experience has been enhanced by the provision of additional physical space and improved extra-curricular activities (see c(ii)). Academic staff have been supported to meet the challenges of the changing research environment (see c(i) and REF3a), including intensifying competition for funding.

Within the review period, 29 staff members secured external research grants, totalling almost £2 million, from a variety of sponsors (see d(ii)). This funding success is, at least partly, attributable to synergies between researchers' initiative and School and wider institutional support structures, which have been consciously orientated towards improving the quality of funding applications, expanding international networks and deepening engagement with existing partners (see e).

(ii) The next five years

Progressing to the next phase of its long-term ambition to consolidate its status as an internationally recognised centre of research excellence, the School's key developmental objectives for the next five years are to:

- (i) maximise the production of original, ground-breaking research that is world-leading or internationally excellent;
- (ii) maximise research student numbers (target: 10 new enrolments per annum) whilst enhancing the environment for doctoral research;
- (iii) further develop our postdoctoral community, as a key strategic initiative;
- (iv) further enhance collaborative research networks, institutionally, nationally and internationally;
- (v) increase the number, quality and value of external research funding applications (target: 10% increased income over the current period);
- (vi) enhance mechanisms for publicising research activities and disseminating findings (inc. exploiting new media), with a view to maximising positive external influence and impact;
- (vii) be flexible, adaptable and forward-looking in identifying new research-related opportunities.

Intensifying global competition demands an articulate programmatic approach to successful policy implementation. Objectives (v) and (vi) have been identified as priority development areas, where renewed collective efforts and strategic leadership will be required, building on previously implemented measures (described *infra*). The School's recent appointment of a dedicated Website Content Manager (see d(ii)), and a concerted drive to explore and utilise open access publishing (see c(i) and d(ii)), are key aspects of (vi). Successful funding bids (v) and wider publicity (vi), supported by the University's Knowledge Exchange Board, will, in turn, fuel success in other developmental objectives (including staff and student recruitment and retention), and build resilience in the face of uncertainties and challenges ahead.

Strategic planning is executed through a well-developed and effective administrative structure. The School's Research Committee, chaired by professorial Co-directors of Research, leads on developing, implementing and monitoring research strategy, and is tasked with identifying and promoting new research-related opportunities. It meets termly, and reports directly to Finance and Planning (the School's management committee) and to School Meeting. The School's Research Development Panel monitors the research plans of all staff on a rolling basis (see c(i) below).

c. People

The School prides itself on its supportive, researcher-centred structures and processes for the

recruitment, selection and retention of School members, consistent with the principles outlined in the *Concordat to Support the Career Development of Research* (2011).

(i) Staffing strategy and staff development

Recognising that its people constitute its core strength and principal resource, the School's staffing strategy lies at the heart of its entire research strategy. Sustaining an empowering, supportive, stimulating and collegial working environment for researchers at all stages of their academic careers, where excellence is celebrated and individual successes become shared inspiration for all, creates a positive culture of achievement enabling the School to attract and retain individuals who either already are, or have the potential to become, world-leading scholars in their respective fields of expertise. Career development and succession planning are both integral to this strategy. In addition to making strategic senior appointments, we have 'grown our own talent' and successfully retained talented mid-career colleagues by affording excellent promotion prospects.

The atypical demographic profile of the School's academic staff reflects a conscious drive, over several decades, towards seniority and academic leadership, underpinned by the University's enlightened approach to accelerated promotion for rising stars. Of the 47 REF-returned staff (inc 5 ECRs), 27 are professors, 6 associate professors, 12 lecturers, 1 post-doc and 1 research fellow. Having all originally been appointed to lectureships in the School, **Kritsiotis** was promoted to a chair in 2010; **Mevorach** to an associate professorship in 2011; **Derclaye** to an associate professorship in 2009 and a chair in 2012; **Bekou** to an associate professorship in 2010 and a chair in 2013; **Sivakumaran** to an associate professorship in 2012. Twelve staff have left (just 3 at chair level: O'Flaherty, Moloney and Simester) since 2008. However, with the benefit of a healthy internal funding base and the University's staunch support for replacement appointments in priority areas, **Bevan, Goodwin, Grusic, Hyde, Jackson, McGoldrick, Milanovic, Mulgrew, N. Munro, Nolan, Saidova, Saunders, Tosato** and **White**, were successfully recruited. We also benefit from flexible policies on joint appointments (**Todd**: 33% share with U. of Canterbury, NZ; **Bartlett**: half-time share with Notts Healthcare NHS Trust), part-time working (**N. Munro**, after maternity leave) and temporary secondment (e.g. **McCorquodale; Mevorach; Sivakumaran**).

In terms of nationality, age and gender, the academic staff profile is diverse at all levels of seniority. School policies and structures promote fair and equitable treatment, enabling all staff to perform to their full potential. A new professorial administrative role of Equality and Diversity Officer was recently created to work with the Head of School, Human Resources and other stakeholders to develop and implement a comprehensive School-wide Equality and Diversity strategy, with particular reference to individual researchers' career development. Teaching, administrative and management duties are allocated transparently and equitably (relative to seniority). Whilst the professoriate generally shoulders responsibility for senior management roles, associate professors are afforded appropriate opportunities to develop management skills portfolios. A well-managed School well provisioned with efficient support staff (see (d(ii))) enables academics to focus on their research and other core responsibilities. Teaching is timetabled to accommodate individuals' wishes whenever possible (freeing up research time; but also easing family responsibilities). Every staff member has at least one teaching-free 'research day' per week during term-time. All staff are encouraged to introduce, or contribute teaching to, elective undergraduate and postgraduate modules reflecting their research specialisms. The extraordinary number and range of (exclusively postgraduate) modules on our LLM programme (55 modules in 2012-13) is one telling index of this higher level research-led teaching. **White's** introduction in 2011 of an innovative, interdisciplinary MA programme in International Law, Security and Terrorism (in partnership with the School of Politics and International Relations) and the launch of the very successful p/t Executive LLM Programme in Public Procurement Law and Policy in 2009 follow in a long tradition of similar researcher-driven initiatives, extending back to the creation of the LLM itself 27 years ago.

The School provides generous research allowances (see (d(ii))), and a study leave scheme affording one full semester's leave every 3 to 4 years. Proactive steps are taken to enable eligible staff to take leave promptly. In 2012 an accelerated research leave scheme was introduced to facilitate timely completion of substantial projects (enabling **Dromgoole** and **Mulgrew** to finish monographs). Staff are encouraged and fully supported in making applications for external teaching buy-outs, including relief from routine School duties to complete major funding applications (e.g. **Bekou's** recent (successful) funding bid – see (d(i))). Research leave has enabled

numerous colleagues to take up prestigious visiting appointments during the review period (**Jackson** in 2008, **Footer** in 2010 and **Murphy** in 2012 were Fernand Braudel Senior Fellows at the EUI, Florence; **van Zyl Smit** was a Hauser Global Visiting Professor of Law at NYU in 2012; **Dromgoole** (2009) and **Fawcett** (2012) were awarded 12-month Leverhulme Research Fellowships; **Kenner** secured AHRC Research Leave in 2009 and was appointed a Visiting Fellow of Oxford's Institute of European and Comparative Law; **Cartwright** was the recipient of an AHRC Fellowship Scheme award in 2010). Funded visiting professorships and fellowships were held at Istanbul Bilgi University (**Bekou**), University LUISS Guido Carli of Rome (**La Chimia**), UC Berkeley (**Derclaye**), University of New South Wales (**Roberts, Shah**), ANU & Uppsala (**White**), and Fordham universities (**Nolan**). These awards contributed to REF2 outputs.

Annual Performance Review, conducted by professorial staff, ensures regular appraisal of individual staff performance and intelligent career planning, with particular reference to research strategy, outputs and profile-building. The University-wide Activity Review structures were revamped and re-launched in 2012 as Personal Development and Performance Review (PDPR). In addition, the School's Research Development Panel (RDP), comprised of five senior staff and reporting to the Head of School (who then briefs individual Performance Reviewers), examines and monitors the research plans of all colleagues and provides constructive oral and written feedback, with the accent firmly on supportive advice, highlighting opportunities and facilitation. The University's staff development programme is supplemented by the School's own career development seminars. Featuring internal and external speakers, recent topics have included 'Open Access', 'Engaging with the Media' and 'Research Supervision'. An additional seminar series focussed on research funding (see d(i)) and impact (see REF3a) was launched in 2011. Important as these formal structures are, it bears repetition that they are underpinned by myriad informal contacts, collaborations and routine mentoring which are integral features of the 'strong, collegial feel within the School, enabling a healthy, open, honest and proactive working environment' (UoN School Review 2012).

Structured support for early career researchers is central to the School's strategic vision. Every ECR has an experienced mentor with compatible research interests, to act as advisor and role model. ECRs are also encouraged to maintain regular contact with their Performance Reviewer. The School's Research Development Panel takes especial interest in the research plans of less experienced staff, providing feedback on draft outputs and advising on publication strategy. The University's Graduate School offers a dedicated programme of Researcher Development courses. Several Law ECRs have attended early career bid-writing 'boot-camps', run by the Centre for Advanced Studies (CAS: see d(i)). ECRs have reduced teaching loads in their first year in post, and do not undertake major administrative tasks for at least two years. ECRs are fully represented in the School's committee structures, including representation on Research Committee.

During the review period the School made significant strides towards establishing an active and sustainable post-doctoral community, with the creation of two School-funded Postdoctoral Research Fellowships in Law: **Cercel** and **Schmidt** filled these posts in 2012/13. Our vision is that post-doctoral fellows will reinforce the cohesiveness and integration of our scholar and student research community, whilst affording promising young researchers a more structured career 'stepping stone' between PhD and permanent lectureships. These two-year fellowships enable their holders to develop and deliver self-directed research projects with senior scholar mentoring, while actively participating in the research life of the School. Each post carries a small amount of teaching and research administration, including membership of the School's Research Committee and coordination of the PhD skills programme (see c(ii)). The School intends to fund these post-doc positions on a permanent basis. They are supplemented by *ad hoc* fixed-term postdoctoral research appointments associated with individual research grants (sometimes supported by School funding) or the work of the School's centres (e.g. a Nottingham Advance Research Fellow was based in the HRLC in 2010-12).

(ii) Research students

Cultivating a thriving, fully integrated and sustainable PGR community is another major plank of the School's research strategy. Our PGR programme has a proven record of nurturing scholarly talent and making a significant contribution to research capacity in the sector. Almost three-quarters of our PGR graduates pursue successful academic careers. Of the 49 (45.33 fte) awarded PhDs during the review period, 36 now hold academic posts in UK universities or overseas. Nine of the

School's 15 current lecturers and 4 out of 7 associate professors are Nottingham PhD graduates.

We have grown our PGR community significantly during the review period, from the 28 registered PhD students reported to RAE 2008 to 44 in 2012-13 (plus another 12 'thesis pending'). In the current cohort, 11 students won RCUK (AHRC and ESRC) scholarships, and 12 more secured external funding (including a prestigious Marshall Scholarship and two fully-funded collaborative awards in copyright law (see further (d) below). Another 12 were awarded School Scholarships (including dedicated awards in environmental law and public procurement). The School offers 4 new full PhD scholarships (HEU fees and maintenance) annually, one of which is dedicated to encouraging research in a 'core' subject whilst a second provides our brightest LLM graduates with an opportunity to proceed to the doctoral programme. From 2014-2019 the School will receive additional RCUK funding for 12 x 50:50 collaborative studentships with partner institutions in Birmingham and Leicester under the AHRC DTP 'Three Midlands Cities Consortium' (£14.6m).

The PGR programme is overseen by the Research Degrees Committee. Two professorial Co-chairs, together with the School's Postgraduate Programmes Manager and two job-share administrators, provide day-to-day direction and administration. The Research Student Learning Community Forum (comprising the PGR management team, the law librarian and student representatives) provides a formal avenue for addressing any student concerns, reporting back to the School Meeting (also attended by a PGR representative). The PGR team frequently liaise with Research Committee, especially regarding strategic planning and horizon-scanning.

The School aims to make its PhD programme a fully integrated part of its research profile with broadly-based staff participation. Thirty-three colleagues currently supervise doctoral students (with full teaching credit), and many others participate in wider aspects of the programme (e.g. by contributing to methods training, participating in the annual presentation day (see *infra*), or serving as viva chairs and internal examiners). PhD topics span academic staff specialisms, including areas of traditionally limited demand and priority need for the sector (e.g. property and commercial law). Each year at least two students progress to the PGR programme via the 1 + 3 ESRC-Doctoral Training Centre (DTC) Socio-legal Studies pathway, the first year of which constitutes an MA in Socio-legal and Criminological Research providing rigorous training in research methodology (several recent staff recruits are graduates of this programme). The School operates bespoke induction arrangements to complement the University Graduate School's generic induction programme for new PGRs, and runs a compulsory Research Methods in Law module through the autumn term to equip all new Law PGRs with a broadly-based foundation of knowledge covering a variety of methodologies that could potentially inform their own research. The School's in-house skills training programme, convened by **Tosato** (an ECR) with the assistance of our postdoctoral fellows, has recently featured sessions on 'How to get published', 'Doing and disseminating research online', and 'Maximising research impact'. A variety of training courses tailored to each stage of the PhD life-cycle is offered within the Graduate School's Researcher Development Programme, whilst the University's Careers and Employability Service offers dedicated career advice to PGRs.

Regular supervision meetings and proactive progress monitoring are hallmarks of the Nottingham doctoral experience. Every PGR is allocated two supervisors with appropriate expertise (sometimes multidisciplinary; one supervisor may be less experienced in doctoral supervision, and can therefore be guided by the more senior colleague). A minimum of 10 documented supervision meetings (6 for part-time students) must take place every year, though shorter informal contacts are typically more frequent, often weekly. PGRs are strongly encouraged to audit relevant LLM modules and/or modules offered by other departments, and (alongside PGTs) to participate actively in the many research seminars and other events organised or hosted by the School (e.g. the recently established PGR Security Group, affiliated to NILSC, has already held two meetings, with speakers from Law and Politics). The School's annual Panel Review process enables each student's progress to be reviewed by experienced researchers independent of the direct supervision relationship. Although Panel Review has an important regulatory aspect, it is primarily designed to be supportive and offer constructive guidance, pooling staff expertise, disseminating best practice, and promoting wider School 'ownership' of doctoral research whilst simultaneously expanding PGRs' pool of useful staff contacts. Subject to satisfactory progress, most PGRs have the opportunity to acquire experience of undergraduate tutorial teaching (and in exceptional cases, e.g. where the student has relevant prior professional experience, of LLM seminars). A recently

Environment template (REF5)

initiated 'shadow teaching' scheme enables PGRs to sample hands-on teaching under the direct supervision of experienced mentors.

Research Student Presentation Day is an annual highlight of the School's calendar, exemplifying our inclusive and collegial research environment. Originally conceived as an opportunity for PGRs to hone their presentation skills and obtain constructive feedback from staff and fellow students in a safe 'closed' environment, it has lately evolved into a fully-fledged internal research colloquium involving School staff and students at all levels. All PGRs present mini-papers in parallel sessions. On-going research is advertised, provisional findings are debated, ideas cross-fertilise and new collaborations are stimulated. A lunchtime poster session was recently added to the format to advertise PGR research projects more widely within and beyond the wider University community (including to potential research partners and users).

PGR students are naturally involved in the production of high quality research outputs, either as collaborators with staff members (also see e, below), or arising directly from their own doctoral research. Most of our PGR students pass the viva stage with minor or no corrections, and produce completed theses of the highest quality, kick-starting successful research careers. REF2 includes PhD-derived monographs by **Goodwin** (Routledge, 2011), **La Chimia** (Hart, 2013) and **Mulgrew** (CUP, 2013); and articles by **Hyde** (*Legal Studies*, 2013); **Saunders** (*British Journal of Criminology*, 2012) and **N. Munro** (*International Journal of Human Rights*, 2012). Co-authored publications in the period (in addition to REF2 outputs) include **Bekou/Chadwick** in Wetzels, ed., *The EU as a 'Global Player' in Human Rights?* (2011) and **Murphy/O Cuinn's** in Flear, Farrell, Hervey and Murphy, eds., *European Law and New Technologies* (2013).

d. Income, infrastructure and facilities

i. Income

During the review period School staff obtained 49 external research awards totalling £1,980,580, from a wide range of sponsors, including UK research councils (ESRC 3 awards; AHRC, 2; BA, 10), charities (Leverhulme Trust, 3; Nuffield Foundation, 4; Society of Legal Scholars; Chiang Ching Kuo Foundation), government (e.g. Department for Health), industry and commerce, and the EU (European Commission, 4; European Science Foundation). These awards range in size from £600 to €406,200; 16 were worth over £20,000, and four topped £100,000. Twenty-nine colleagues - more than in any previous period - were involved in one or more successful funding bids, facilitating time buyouts, research assistance, networking, participation in international conferences, archival research and new empirical studies, typically resulting in significant publications (including REF2 outputs). Expanding staff participation in funded research has strengthened the School's research capacity and skills base, fostered external partnerships, enhanced dissemination and impact, and reinforced our commitment to methodological pluralism.

Five external awards feature collaboration with other UoN schools (Nursing; Business and Management Studies; Public Health, Health Services and Primary Care; Social Work and Social Policy; and Psychology, Psychiatry and Neuroscience); four involve external consortia within the European Commission's Seventh Framework Programme (FP7). The HRLC's success in the FRAME consortium of 19 international human rights research centres in a four-year FP7-funded project on 'Fostering Human Rights Among EU (External and Internal) Policies' (commenced 1 April 2013) produced our biggest single award in the assessment period. Nottingham's coordinating role, spearheaded by **Kenner** (with **Footer**, **Nolan**, **Bartlett** and **McGoldrick**), includes leading four of the work packages plus executive responsibilities. Another major award totalling €1.2 million from the European Instrument for Democracy and Human Rights (EIDHR) (240K contributed by the Norwegian Ministry of Foreign Affairs) is still subject to contract. This will fund a 3-year partnership between HRLC, the Case Matrix Network and the Central and Eastern European Initiative for International Criminal Law and Human Rights, led for the School by **Bekou** (with €205,000 for staff time buy-out and RA appointments for two years). **Bekou** also secured £84,666 from the FCO's Human Rights and Democracy Programme (for a project on Truth and Reconciliation in Sierra Leone), and another \$40,192 from UNOPS (for work on combatting sexual offences in the DRC, in collaboration with the Norwegian Centre for Human Rights). Other examples of funded research (in addition to the collaborations mentioned in e., below) reflect individuals' endeavours across a diversity of legal topics and methodologies: e.g. **Bartlett** (£55,000 from Nuffield, for 'Designing Mental Health Law in Developing Countries: A Case Study of Lesotho'); **Footer** (£5,913 Nuffield: 'The Role of Soft Law in International Economic Relations');

Environment template (REF5)

Fraser (£7,458, BA: 'The Jewish School Question in Montreal in the Long Twentieth Century'); **Mevorach** (£5561, BA: 'Recognition and Relief under UNCITRAL Model Law'; & £2,939, BA: 'Global Models of Cross-Border Insolvency'); **V. Munro** (£128,549, Nuffield: 'Rape Narratives and Credibility Assessment'); and **van Zyl Smit** (£7,440, BA: 'European Law and Policy on Non-Custodial Punishment').

At the institutional level, external research income continues to be supplemented by UoN's own pump-priming funds, e.g. CAS Research Development Fund awards to **Bekou** (2010) and **Harris/Milanovic** (2011, in collaboration with the School of Politics). School staff contribute actively to the University's initiatives to foster innovative interdisciplinary research: e.g. in May 2013 **Derclaye** organised an interdisciplinary workshop supported by the Integrating Global Society Priority Fund to explore opportunities for collaborative research on 'intellectual property law and happiness'; **White's** July 2013 expert workshop on 'new technologies and international security law' was funded by the Science, Technology and Society Priority Fund. Creative ways of increasing PGR and postdoctoral numbers through innovative collaborations and funding arrangements remain central to the School's thinking. Building on existing successful partnerships (e.g. with Achilles Information Ltd and Bevan Brittan, as reported to RAE 2008), new PhD studentships have been co-funded by Google and the Performing Rights Society, BASCA and MPA (**Derclaye**) and by the Care Quality Commission (**Bartlett**). In addition, **Derclaye** and **Torremans** recently secured £61,024 from RCUK's CREATE initiative to fund a postdoctoral researcher (Jan-July 2013) and a 3 year PhD studentship (starting Sept 2013) to investigate open access publishing. The School is actively exploring new research pathways for ESRC DTCs, matching ESRC Research Challenges with colleagues' expertise, e.g. in 'Security, Conflict and Justice' and 'Environment, Energy and Resilience'. A buoyant internal funding position enables the School to access RCUK and other 'match-funding' opportunities.

Increasing the number, quality and value of research funding applications remains a strategic priority for the School. We will strive to capitalise on, and further develop, our extensive collaborative networks (see e, below) and to pool our rapidly accumulating collective expertise in funded research. All colleagues are encouraged to discuss embryonic research ideas with members of the Research Funding Mentoring Group (a sub-group of the School's Research Committee), which provides informal advice and constructive feedback on outline proposals. Additional advice on research design, methodology and ethics is provided by the School's Research Ethics Committee (also reporting to Research Committee), as part of its primary brief to ensure compliance with UoN's Code of Research Conduct and Research Ethics (REC nominates a Research Ethics Officer to sit on the University's Research Ethics Committee). Research planning and development is also fully integrated into annual staff performance review. These formalised structures channel the spontaneous collegiality, shared experiences and routine mentoring integral to a flourishing academic community. Outstanding scholars are self-motivated to devise their own research agendas. The School, in collaboration with the University (e.g. through its Future Research Leaders programme), seeks to channel this creativity and maximise research impact by stimulating longer-term research strategies enabling colleagues to anticipate future funding calls and unlock new opportunities for collaboration and research capacity-building (e.g. by incorporating postdoctoral fellowships and/or PhD studentships into research bids). Regular funding briefings are circulated within the School, and there are modest direct incentives (see c(i) and d(ii)) to encourage staff to invest time in writing large and/or collaborative grant proposals.

At University level, further advice and support on funded research are provided by CAS and (regarding empirical methods) by the Methods and Data Institute, whilst the IT Services Unit ensures compliance with UoN's Research Data Management Policy at all stages in the life of a project. In 2012 the University established an Internal Grant Review Panel and Peer Review College to assist UoN researchers to improve the quality of RCUK funding applications. Seven Law staff are members. Finally, overall funding strategy is monitored by the School's Research Committee and the University's Research and Graduate Services division (RGS).

ii. Infrastructure and facilities

The School's staff and research centres form a cohesive unit, housed together within the Law and Social Sciences Building (L&SS) on the 330 acre main University campus. L&SS is adjacent the Hallward Library, and facilitates daily interaction with other schools in the Faculty of Social

Environment template (REF5)

Sciences. The School of Law underwent a £40,000 refurbishment in 2013. The East Midlands Conference Centre, and new hotel opened in 2012, are just a short walk across the Millennium Gardens, offering first-rate on-site conference facilities. UoN's Malaysia and China campuses are utilised by the School for *ad hoc* events (e.g. hosting HRLC professional training courses). Academic members of staff have their own, well-equipped, tutorial offices, with 24-hour, 365-day access. An annual personal research allowance of £1,500 supports conference attendance, journal subscriptions, book and IT equipment purchases, and paid research assistance. Additional School funding, e.g. for expert workshops, symposia or other *ad hoc* events, is regularly provided. There is also a dedicated Impact Fund (see REF3a), and a £500 bonus scheme to encourage staff to make substantial bids for external funding. UoN's Strategy and Steering Fund contributed a further £3,980 towards conference attendance in 2012/13.

Doctoral students enjoy 24-hour access to a dedicated PGR work room, equipped with study carrels, networked computers, lockable desk space and unlimited printing. Additional 'multi-functional' social, meeting and seminar space for research students is housed in the School, in the UoN's Social Sciences and Arts Graduate Centre and in the Hallward Library. The School subsidises PG inter-library loans, research-related expenses (e.g. field trips and conference attendance), and competitive scholarships to enable PGRs to attend external academic courses. A further fund assists PGRs who encounter unforeseen financial hardship.

The Hallward Library houses the University's social sciences collections, including the Law Library. Led by a professionally qualified and very experienced Law Librarian, the law library team provides first-class support for the School's research activities, in close collaboration with the School and responsive to its needs. The Law Librarian sits on both the School's Research and Information Resources committees, and attends School Meetings. As well as continuously developing the University's extensive print and digital legal information resources, library staff offer advice and training on e.g. bibliographical reference management and developments in legal publishing. The School itself contributes some 25% of the library's annual legal periodicals budget (£53,000 in 2011-12, rising to £59,000 in 2012-13). The School also funds a library-based legal researcher (£8,954 in 2011-12) to assist staff with bibliographic searches, whose hours were recently extended to support open access initiatives (in accordance with RCUK guidance and UoN's own Open Access Policy). Concerted efforts to promote open access within the School are bearing fruit, as described by law librarian **Simmonds** (who keeps an updated list of Gold Route journals) in a paper to the 2013 British and Irish Association of Law Librarians. **Bartlett, Derclaye, V Munro and Saunders** have accessed the University's RCUK block grant for Gold access outputs. On the Green (repository-based) Route, the School is a Faculty leader, with 91 publications on Nottingham ePrints to-date. Colleagues also utilise external open access platforms such as SSRN. The School benefits from excellent support staff. Every academic has an allocated secretary. The School has its own IT support officer based in L&SS, who (backed up by UoN's IT Services Unit) maintains IT equipment and advises on data storage and management, security and information sharing. A dedicated Website Content Manager was recently appointed (p/t for 12-months, in the first instance) to refresh the School's webpages and promote active engagement with social and other media, as part of our broader dissemination and impact strategies (see REF3a).

e. Collaboration or contribution to the discipline or research base

Over the 67 years of its existence, and belying its provincial location and modest size, Nottingham's School of Law has made an enormous and distinctive contribution to legal research and the discipline of law, within the UK and internationally. Current staff continue this proud tradition of academic leadership, scholarly collaboration and exceptional productivity through active participation in the full range of scholarly activities, across all fields of law, including: production of world-class research outputs (e.g. REF2) and discipline-defining texts (listed in REF 3a); participation in national and international research networks; interdisciplinary collaborations; visiting appointments; conference and seminar papers; journal editing and refereeing; grant proposal review; curriculum development; serving as external (inc PhD) examiners; capacity-building overseas; professional and judicial training; and administration of scholarly associations. The following examples and recent highlights merely give a flavour of this activity.

Nottingham scholars routinely collaborate with colleagues in other institutions, developing informal research networks: e.g. **Murphy's** co-editorship of *European Law and New Health Technologies* (2013) with Flear (QUB), Farrell (Monash) and Hervey (Sheffield) arose from an ESRC-funded

interdisciplinary project with 20 contributors at different career stages from the UK and continental Europe). **V Munro's** collaborations with Ellison (Leeds), Cowan (Edinburgh), Baillot (Scottish Refugee Council), Scoular (Strathclyde), Fitzgerald (Munich, geography) and Davies (Flinders) have produced several major grant awards and multiple publications since 2008. **Kenner's** participation in the Centre for the Law of EU External Relations and the Social Dimension of Globalisation networks has fed into various publications (see REF2). **Roberts'** long-term collaboration with Aitken (Edinburgh, Statistics), Jackson (Abertay, Forensic Science) and others has so far produced two substantial open access Practitioner Manuals (www.rss.org.uk/statsandlaw) and several articles (e.g. [2011] Crim LR 347). Salinas de Friás (Malaga), Samuel (Reading) and **White** (eds) *Counter-Terrorism: International Law and Practice* (OUP, 2012), with contributions from forty international experts part-funded by the International Bar Association Foundation, is one product of **White's** involvement with the World Justice Project on Counter-Terrorism Expert Network; whilst his pivotal role in the FP7-funded Priv-War Consortium (coordinated by the EU) brought in £29,475 and produced two edited collections: *War by Contract* (OUP, 2011) and *Multilevel Regulation of Military and Security Contractors* (Hart, 2012). Project findings were presented to the European Commission by **White** and others in April 2011.

The School's research centres have built up their own academic and professional networks. For example, the International Criminal Court's Legal Tools Outsourcing Partners Network, established in Nottingham and comprising universities and NGOs from around the world, is a recent addition to the HRLC's huge array of collaborative research-related activities. The Procurement Law Academic Network, launched in 2008 under the EU's Asia Link Programme and led by the PPRG now has 359 academic members and almost 600 associates. The BA-funded Africa-link project (PI: **Arrowsmith**) extends the PPRG's collaborative networks to five continents. The sixth Public Procurement Global Revolution international conference was hosted on campus in June 2013, with 200 participants drawn from the higher echelons of academia, policy and practice. Sponsors included long-term partner Achilles Information and the WTO. Publications arising from previous conferences included **Arrowsmith & Treumer** (eds), *Competitive Dialogue in EU Procurement* (2012) and **Arrowsmith & Anderson** (eds), *The WTO regime on Government Procurement: Challenge and Reform* (2011). The PPRG hosted PhD student conferences in 2009 and 2011, attracting participants from some 15 countries on both occasions. The Treaty Centre's flagship project on the Vienna Convention on the Law of Treaties, involving a large network of international contributors, gained momentum over the review period, propelled by an innovative electronic collaborative workspace (see www.viennaconvention.wordpress.com). Project Workshops were held in September 2012 (Nottingham) and January 2013 (London), bringing together leading academics, younger scholars, government legal advisors and other experienced individuals. The Treaty Centre has also recently established a biodiversity network to produce a *Research Handbook on Biodiversity and Law* to mark the UN's Decade for Biodiversity. NILSC is establishing exchange programmes with ANU's Centre for Military and Security Law, Canberra.

The School's portfolio of interdisciplinary research encompasses, e.g., finance and business (**Cartwright, Footer, Frisby**), health (**Bartlett, Murphy, N. Munro**), bio-sciences (**Bowman**), social policy (**V. Munro**), forensic science and statistics (**Roberts**), criminology (**Jackson, Murphy, Saunders, van Zyl Smit, Whitty**), history (**Fraser**), archaeology (**Dromgoole**), economics (**Nolan**) computing (**Bekou**), and countless further overlaps with philosophy, sociology, politics and international relations. In terms of institutional engagement, **Cartwright** led on Finance and Society in UoN's Integrating Global Society Priority Group and is Deputy Director of the Business School-based Financial Services Research Forum. **Nolan** leads, and **Hasson** and **Sandland** participate in, the Children and Childhood Network. **Bartlett** is Director of the Institute of Mental Health's Postgraduate Programme (a UoN partnership with Nottinghamshire Healthcare NHS Trust) and coordinates the interdisciplinary ESRC-DTC stream on mental health and well-being.

Nottingham staff are busy in organising and hosting international conferences (in addition to research centre events). The second Annual Junior Faculty Forum for International Law was held in Nottingham in May 2013 (**Kritsiotis**), in collaboration with NYU and Melbourne law schools (see REF 3a). Papers from the Forum will feature in a special edition of the *European Journal of International Law*. The 2012 ILA British Branch Annual Spring Conference, on Security and International Law (attended by 120 delegates), was organised by a Nottingham team (including PGRs) led by **Footer**. Selected papers edited by **Footer, Schmidt** and **White** will be published by

Environment template (REF5)

Hart in 2014. A pre-conference workshop brought together PhD students from Bristol, Glasgow, Hull, Leicester and Nottingham to discuss methodological and substantive international law issues. Other School-based events in 2012 included a Greek Public Policy Forum, open to the general public, entitled 'No Country for old Systems? Democracy, Technocracy and the Markets' (**Georgopoulos**); and the workshop producing **Gravells** (ed), *Landmark Cases in Land Law* (Hart, 2013). A 2011 Nottingham/Tilburg Staff-Student Colloquium on research and teaching in international law, hosted by the University of Tilburg, was part organised and co-chaired by **Kritsiotis**. The 2010 SLS Annual Seminar was organised in the School by **Roberts**, in collaboration with Hunter (UNSW), producing their co-edited *Criminal Evidence and Human Rights* (Hart, 2012). Follow-on international colloquia were co-hosted by **Roberts** in Hong Kong (2012) and Sydney (2013) on the theme of Integrity in Criminal Process, to be published in 2014. **Derclaye** organised a BILETA-funded (KCL hosted) conference on cultural heritage on copyright in 2009, with 80 delegates, and edited the published papers (Edward Elgar, 2010). **Jackson** co-organised and co-edited two published symposia on Anomalies of US Evidence Law [(2011) 8 *International Commentary on Evidence*, Issue 2] and on social-legal approaches to evidence in international criminal trials [(2013) 26 & (2014) 27 *Leiden J Int'l L*].

As well as taking up extended visiting appointments (see c(i), above), colleagues are very active in contributing to external seminars, symposia and international conferences in the UK and across the globe. In March–July 2013 alone, papers were delivered in Beijing (**Roberts**), Berlin (**Sivakumaran**), Bristol (**Nolan**, keynote to School of Policy Studies), Cambridge (**Footer**), Canberra (**White**), Esbjerg (**Dromgoole**), Florence EUI (**Jackson, Murphy, Whitty**), Hull (**Mowbray**, Institute of European Public Law's Annual Lecture), Hong Kong (**McGoldrick**), Leeds (**Roberts**), London (**Fraser**, European Leo Baeck Institute Lecture; **Murphy** and **Whitty**, Howard League conference), Oxford (**Sivakumaran**), Stellenbosch (**Nolan**), Sydney (**Jackson, Roberts**), Wolverhampton (**V. Munro**: BSC Conference), and York (**N. Munro, V Munro**: SLSA Conference).

The School's senior staffing profile naturally implies extensive involvement in the routine work of reviewing manuscripts for publishers, journal editing, and refereeing papers and grant proposals (including, in this review period, for AHRC, ESRC, Leverhulme and Nuffield). Current editorships of major book series include **Fawcett** (OUP's *Private International Law*), **Footer** (Edward Elgar's *International Economic Law Series*), **McGoldrick** (MUP's *Melland Schill Studies in International Law*) and **White** (Edward Elgar's *Public International Law Series*; Ashgate's *The International Law of Peace and Security*). Highlights from some 67 board memberships of 45 different journals include: **Arrowsmith** is Editor of *Public Procurement Law Review*; **Bartlett** chairs the board of the *Mental Health Review Journal*; **McCorquodale** is joint editor of the ICLQ; **Milanovic** co-edits the *EJIL Talk!* blog; **van Zyl Smit** was joint editor-in-chief of *Punishment and Society* (2009-11); and **White** co-edits the *Journal of Conflict and Security Law*; whilst the *Human Rights Law Review*, now published by OUP, is based in the School, with **Harris, Buckley, Shah** and **Sivakumaran** taking the main editorial roles. Contributions to UK legal academic organisations and the broader research base include: **Fraser** and **Jackson** are a members of the AHRC Peer Review College; **Fraser** also IALS Senior Associate Research Fellow 2009-12; **Bailey** was SLS Honorary Secretary 2006-11, and is currently President; **Bartlett** and **N. Munro** convene the SLSA stream on Mental Health and Capacity Law; **V. Munro** is a member of the ESRC Peer Review College, and sat on the SLSA Executive Committee 2008-2013; **Roberts** was elected the sole UK member of the International Association of Evidence Science's executive board in 2013. The School has contributed two members of the REF 2014 Law sub-panel (**Fraser** and **White**).

Permanent innovation in research-led teaching (c(i), above) makes tangible, if diffuse, contributions to the development of the discipline, capacity building and research collaborations over time, with global extensions, e.g. **Roberts'** innovative courses on Taking Facts Seriously (UNSW, 2013) and Criminal Evidence and Human Rights (CUPL's inaugural Summer School, Beijing, 2013) were based on Nottingham LLM teaching developed over the last decade, and are both linked to on-going research collaborations (inc translations of English legal resources into Chinese). Since 2008, six new procurement research and teaching centres in Europe, Asia and Africa have been set up under funded PPRG-led projects. The HRLC actively promotes and builds capacity in human rights education and professional training around the world.