

<p><b>Institution:</b> Canterbury Christ Church University</p>
<p><b>Unit of Assessment:</b> Politics and International Studies (21)</p>
<p><b>a. Overview</b></p>
<p>2014 will be the first time research in Politics and International Studies has been put forward as a UoA. The UoA unites a number of cognate disciplines, including Politics and International Relations, Law and Criminal Justice Studies, Political Geography and Social Psychology – specifically Peace Psychology. Since 2008, we have focused on developing a vibrant research environment, which includes a growing number of research active staff, regular research seminars (with internal and external speakers), an increase in sustainable research income and a growing research student community. This development has been underlined by a new strategic approach which puts impact focused research at the heart of our wider ethos. By identifying existing strengths (for example, our work on police training and cybercrime) we have been able to delineate a framework for a new research strategy. This has been further articulated by the identification of overall strategic aims for the period 2008-2020, and a more focused approach on delivery strategies for the periods 2008-2014 and 2014-2020. At the heart of the first period lies the recognition of pre-existing strengths and future potential within the UoA, while the post-REF period focuses on the establishment of a research centre bringing together key aspects of the work of the UoA.</p>
<p><b>b. Research strategy</b></p>
<p>As a new UoA, we have developed a clear research and impact strategy for the post 2014REF period. This strategy has been divided into two stages – the period up to REF 2014, and the post-REF period up to 2020. We have therefore developed strategic aims for the whole period as well as specific targets for these two stages.</p>
<p>Our research strategies reflect the development of a cross-disciplinary UoA, encompassing Politics and International Relations, Law and Criminal Justice Studies, Political Geography and Social Psychology – specifically Peace Psychology.</p>
<p>On the basis of these disciplinary areas, we have articulated three research themes – <b>Conflict and Security; Communities and Identity; and Politics and Governance</b>. Each theme has a theme leader, who is a member of the UoA Steering Group, together with the UoA Coordinator, the Faculty Director of Research and Knowledge Exchange, and the Head of the Department of Psychology, Politics and Sociology.</p>
<p>The <b>strategic aims</b> of the UoA are:</p>
<p>1) To develop and enhance the research environment of the UoA, specifically by organising key research seminars and workshops, and other publication-focused events.</p>
<p>2) To increase the number of research active staff that focus on 3* and above outputs.</p>
<p>3) To double income generated through research and knowledge exchange by 2019.</p>
<p>4) To double the number of PhD students in the next REF period and focus on timely completion.</p>
<p>5) To develop and enhance research partnerships with other academic and non-academic institutions.</p>
<p>6) To develop a research centre, with a focus on consolidating and enhancing existing research partnerships and networks.</p>
<p><b>2008-2014:</b> In this period, the following <b>targeted outcomes</b> have been adopted to achieve these aims.</p>
<p>1) To support a vibrant and inclusive research culture across the UoA.</p>
<p>2) To have a clearly identified critical mass of staff with high quality publications.</p>
<p>3) To demonstrate and enhance a strong and supportive community of PhD students.</p>
<p>4) To demonstrate and enhance a growing focus on the sustainability of research, with a key indicator being current and future income.</p>
<p>5) To identify and further enhance a minimum of 2 impact case studies and to develop a clear impact strategy.</p>
<p><b>2014-2020:</b> In this period, we will achieve the following <b>targeted outcomes</b>:</p>
<p>1) To double the number of research active staff in the UoA .</p>
<p>2) To double the number of outputs achieving 3* and above (or equivalent).</p>

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- 3) To double the PhD community, with a special focus on timely completion.
- 4) To substantially increase the number of potential impact case studies in line with the themes of the UoA and centre.
- 5) To double the amount of research income generated by the UoA.

**Activities: 2008-2014:** Examples include: In 2012 we organised a research workshop on the topic of *The Foreign Policies of the Post-Yugoslav States* at CCCU, in which 7 international researchers participated. This was funded by RIEF (see below). The contributions will be published in an edited volume in Palgrave's prestigious LSE series on new research in Southeastern Europe in 2014. We have also hosted talks by leading academics, including Professor Brendan O'Leary (Pennsylvania State University and former UN adviser) in February 2013 and funded conference participation for all staff members within the UoA where it was clear that UoA objectives would be met. At least one member of staff has participated in the Annual PSA conference since 2008, and at least one member of staff has attended the University Association for Contemporary European Studies (UACES) Annual conference since 2011. Other examples include presenting at the Association of American Geographers (AAG) Annual Meeting, and at national conferences and workshops on cybercrime and police training, reflecting the interdisciplinary nature of the UoA.

**Activities: 2014 onwards:** Further funding will be provided to support staff participation at national and international conferences, for example to participate in the ECPR Joint Session in Salamanca (Spain), and in the 2014 ASN Annual conference. In early 2014 we will host a research workshop on the topic of 'Euro-scepticism and EU Federalism' in cooperation with CIFE (Centre International de Formation Européenne), a French EU-funded research and teaching institution. Further, we are currently in the process of applying to host the 2016 UACES annual conference at CCCU. We have been shortlisted to submit a full application in January 2014 (along with 4 other institutions).

**Delivery mechanisms:**

In the **2008-2014** period, the following delivery strategies were adopted:

The establishment of a **Research Development and Enhancement Fund (RDEF)** (£20,000) for the academic year 2011-12, and a **Research and Impact Enhancement Fund (RIEF)** £25,500 for the period 2012-2014. These funds were competitively based. They focused on enhancing the number of quality research outputs – primarily those in refereed journals, and research for impact. Accordingly, the fund was open for any reasonable activity that staff could demonstrate would address at least two of the following: Enhance the quantity or quality of their research outputs; contribute to the generation of impact; contribute to the development of a cohesive and integrated research environment narrative for the UoA; and increase external research funding. **Strategic Development Fund** (£5,000 in 2011-12 and £11,000 in 2012-13, and £5,000 in 2013-14): This fund was designed to support strategic work which aimed to both develop and enhance the research environment and the key impact narratives of the UoA. The fund aimed to support the following: providing time and resources to assess and identify impact narratives, and to further develop the strongest narratives; identifying and supporting 'impact leaders' for each of the narratives; assembling evidence for impact narratives; and developing further impact. Since 2008, teaching buyout and additional KE money has also been used to support high quality research. Additionally, the UoA and the University have organised staff development activities focused on the research environment, including whole day training events. The UoA established a research seminar series in 2010, which gives staff the opportunity to present their work and receive critical feedback. CCCU has also targeted PhD scholarship funding to UoAs during this period.

For the **post 2014** period, the following delivery mechanisms have already been put in place: First, CCCU has made a continued financial commitment to the UoA and funding for 2013-2014 has already been awarded. Second, the University as well as the Faculty continue to invest in PhD scholarships to attract high quality applicants. Third, CCCU has recently invested heavily in staff recruitment which will enable more high quality research and new impact possibilities. Finally, the Faculty and participating departments in the UoA continue to invest in staff development thereby enabling staff to participate in national and international conferences and receive feedback on the early stages of work.

**Future priority areas:**

- 1) The development of a new research centre, now at the initial planning stages. The aim of this centre will be to provide an outward face for the different activities within the UoA. It will also act as an umbrella to unite endeavours of the UoA, including acting as a forum for funding applications and providing support and guidance for impact focused research.

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2) The development of further research and impact themes in the areas of energy and security, cyber-security, Roma rights and ethnic identities and social movements. These themes will serve to facilitate important work in making a key contribution to the research work of the UoA and centre.

3) The further recruitment, training and retention of highly qualified staff, with a strong focus on staff development.

**c. People, including:**

The promotion of Equality and Diversity is central to the ethical and strategic priorities of CCCU. CCCU is committed to providing a fair environment in which everyone is treated with dignity and respect. This commitment is embedded in all the activities of the University and is evidenced by the fact that, since 2001, we have been awarded Investors in People status four times, which represents a record for a whole university. We have also been awarded the “two tick” symbol for our commitment to the employment of disabled people and our role as a Stonewall Diversity Champion. This commitment is integrated throughout our approach to staff and students set out below.

**i. Staffing strategy and staff development**

The University provides a comprehensive range of training and development opportunities aimed at supporting and enhancing the personal, professional and career skills of its emergent and established researchers. The Researcher Development Programme, facilitated by the Research & Enterprise Development Centre (RED) and the Graduate School, is organised around the four main domains of the Researcher Development Framework (RDF). As part of this programme there are modules offering specialist training in quantitative and qualitative research methods, as well as organised sessions and bespoke individual support to facilitate the on-going development of vital skills for successfully undertaking research. These include project management, dissemination, presentation and publication activity, bid writing, research ethics and governance, and PhD supervision training. All sessions of the Research Development Programme are supported by one to one advice and access to mentors drawing on the expertise of staff in RED and the wider academic community.

**Recruitment Objectives:**

- 1) To place research capability at the forefront of recruitment strategy. We have recruited staff with emerging records of publication that were either ‘REF-ready’, or had the potential with support to be ‘REF-ready’.
- 2) To recruit highly experienced academics with already existing research networks, to guide what is a newly emerging UoA.
- 3) To provide support, including internal promotion opportunities, for those staff who have demonstrated a commitment to research activity, both in terms of specific high quality outputs, and income generation.
- 4) To retain high quality staff through enabling them to work in a supportive collegial environment conducive to carrying out excellent research. (This is an overall strategic objective of CCCU.)

**Recruitment Outcomes:**

- Since 2008, we have recruited 12 research active staff to the cognate disciplines included in our submission, including 6 in the area of Politics and International Relations.
- We have employed a number of senior Professors, including Professor AJR Groom (the former Chair of British International Studies Association (BISA), and the Founder of the European Standing Group for International Relations). The connection of our research with practice is also evidenced by the fact that we have employed two Distinguished Visiting Professors – Mark Hammond, CEO of the Equalities and Human Rights Commission, and Professor John MacGregor CVO (formerly British Ambassador in Warsaw and Vienna and UK Representative to the International Atomic Energy Agency). We have also appointed experienced staff below the Professorial level, including in 2013, Dr Amelia Hadfield, Associate Fellow of Chatham House, to the post of Senior Lecturer.
- We have made six promotions from Lecturer to Senior Lecturer (Drs Bennister, Brunger, Cashman, Keil, Kent and Noor) two promotions to Principal Lecturer (Drs Bates and Stevens) and one promotion to Professor (Professor Bryant) in this period.
- Research capacity has been stimulated through QR funding. All staff in the UoA have access to this funding – on a competitive basis. Since this funding was put in place, it has supported a total of

25 projects. Study Leave opportunities (typically of three months duration) are available on the basis of an open competition procedure, administered by the Office of Pro-Vice Chancellor (Research and Knowledge Exchange).

**Balance between short-term and long-term contracts:** As a values-based institution, linked with the Anglican Communion, we take seriously the need to recruit staff in an ethical fashion, and to enable individuals to meet their social and economic needs and aspirations, as well as those of their family. Accordingly, where possible, we have set out to recruit staff on a permanent (and where appropriate, full-time) basis. Our University has a very good record in this area. Out of the 16 people submitted to REF 2014, 13 have permanent contracts with the institution. As a UoA we also have a good record of individuals moving onto permanent contracts.

**Succession Planning:** The University has clear procedures and criteria for promotion to Reader and conferment of the title Professor. Applications are invited to be considered on an annual, open basis, directly to the Promotions Panel or Professorship Committee.

- Early Career Researchers (ECRs) are supported in the Researcher Development Programme through a series of 'getting started in' sessions covering a range of research related topics. In addition, the faculty Research and Knowledge Exchange Development Manager meets with all new staff in their first semester to discuss their research aspirations, the support on offer and provide an orientation on research at CCCU. Within the UoA, Early Career Researchers are supported by the allocation of a research mentor and through a reduced teaching load in their first year. Moreover, as identified above, we have clear and targeted internal funding mechanisms to support the work of Early Career Researchers.

- The UoA has been organised in an inclusive fashion. Five members returned in this submission are Early Career Researchers (ECRs) – importantly, it has been a key strategy where appropriate to involve our ECRs in all aspects of research activity, including research governance. For example, two ECRs (Drs Bennister and Keil) are members of the UoA Steering Committee. Here a key aim has been to build future research experience and capacity.

**Relationship of Staffing Policy to Strategy:** We have recruited a large number staff in the period from 2008. These have included ECRs (for example, Drs Barrinha, Bennister, Brunger, Fitzgibbon, and Keil), and more experienced academics (for example, Dr Hadfield). All new recruitments were REF-ready at the stage of appointment, and have added capacity in key strategic areas of research and/or impact generation.

**Prestigious/Competitive Personal Research Fellowships:** Examples of such awards include: Dr Mark Bennister - Honorary Research Associate Constitution Unit, Department of Political Science, University College London, since June 2010.

Professor AJR Groom - Dr of Social Science *honoris causa*, University of Tampere, awarded in 2000.

Dr Amelia Hadfield, Fellow of Royal Historical Society; and Associate Fellow, Energy, Environment and Development Programme (EEDP), since 2008, Royal Institute of International Affairs (Chatham House); Senior Expert, Global Governance Institute, Brussels.

Dr Masi Noor's research received the 2011 Early Career Award from the Peace Psychology Division of the American Psychological Association (APA).

**Evidence of the Promotion and Delivery of Equality of Opportunity:** Our research has been delivered in accordance with clearly articulated University policies, and with the HEFCE approved equalities Code of Practice for REF2014.

**Mechanisms for the Maintenance of the Quality and Integrity of Research Quality:** Our research is governed in accordance with rigorous ethical and academic standards. As a value-based institution, this is of key importance. All research proposals go through a process of rigorous ethical scrutiny, and where risks are identified, these are assessed in Faculty and University Ethics Committees.

**ii) Research students:** There are fourteen research students working in the UoA, five of whom have received full research funding through University scholarships. Out of these students, 2 are working in Politics and Governance, 4 are working in Communities and Identities (1 student has completed in this area), and 7 are working in Conflict and Security. A clear strategic aim is expanding these student numbers in accordance with institutional strategic targets. Examples of current (and completed) students: **Conflict and Security:** Federalism and Conflict Analysis; The Importance of the Police and Crime Commissioners on the Democratic Accountability of the Police; The Relationship between the Police, Media and Fear of Crime in the Local Community. **Politics**

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**and Governance:** Political Capital and the Dynamics of Leadership; The Changing Attitude of Senior Politicians in the UK to Europe. **Communities and Identity:** Liberalism, Universalism and Meta-Narratives (completed); Nostalgia, Historical Memory and the Tea Party Movement; Civil Society in Bangladesh and the UK.

**Research Studentships:** 5 of our PhD students have been funded on the basis of competitive scholarships provided by the University. The scholarships cover fees and living expenses for a three year period. Moreover, scholarship students receive an annual budget for conferences and development expenses. In addition to University level scholarships, our research in the Communities and Identity theme gained funding through a competitive process at the Faculty level in 2012, as did research in the Politics and Governance theme in 2013.

**Post-Graduate Research Culture, Supervision and Training:** The Graduate School has key quality requirements for PhD supervision. All PhD students have a research active First and Second Supervisor and a Chair for their project (at Reader or Professor level). In the case of full time projects, the first formal review occurs at the six month point, then at twelve months. Typically upgrades from MPhil to PhD occur at the two year point. The Graduate School also runs a **cross-disciplinary research training programme**. This programme addresses and enhances qualitative and quantitative research skills, as well as providing a community for collegial discussion between students and staff. As part of the training and review process, students are expected to engage in conference and publishing activity. Clear goals are set in these areas. Scholarship students are awarded £500 per year from the Graduate School for conference attendance; moreover they can apply for additional funds through the UoA and relevant departments. Our research area also holds a staff and students 'works in progress' seminar series (meeting weekly). Students have an opportunity to present to, and receive feedback from, academic staff. Out of the staff submitted in this UoA, ten are involved in PhD supervision, and/or other aspects of coordination. This includes performing the role of Chair, Second or First Supervisor. Key to our strategy is the aim, over the next five years, to increase significantly the proportion of research active staff in our UoA who are accredited as experienced First Supervisors. Specific UoA members have acted as External Examiners for PhDs during the cycle.

#### d. Income, infrastructure and facilities

**Research funding:** Our staff have a significant level of experience and success in the area of income generation. This has been specifically the case with our impact focused work. Funders have included the Arts and Humanities Research Council (AHRC), the European Commission, The Economic and Social Research Council (ESRC), and Europol. Of central importance has been the work carried out under the 'Conflict and Security' theme by the Criminal Justice Practice (CJP) led by Professor Bryant, and the Cybercrime Centre of Excellence Network for Training, Research and Education (ECENTRE), led by Mr Denis Edgar-Nevill. The total income for the UoA in the audit period stands at **£296,191**.

**Strategies for generating grant income:** As a new UoA, our strategy to generate research income has focused on three important elements: First, we have focused on securing research income from prestigious national and international sources (such as the ESRC and Europol). Second, as a newly established UoA, we have emphasised funding from smaller sources to enable us to build capacity (examples of this include funding from the Foundation for Canadian Studies, to host a lecture series at CCCU). Third, we have established a culture of expectation among staff pertaining to grant application and income generation. Staff members are currently preparing larger funding bids. Fourth, we have established long-term income generating partnerships, at the forefront of which has been our policing and cybercrime work.

Income generation and knowledge exchange have become key elements of the appraisal, contribution, and promotion process. This process has been operationalized as follows:

- 1) To identify key **beacon areas** with a record of access to key funding streams, and the capacity to deliver complex sustainable research projects.
- 2) Utilise the **experience** and knowledge of those UoA members with an **established track record** of successful funding bids, in order to build wider UoA capacity.
- 3) Ensure that research in the UoA is directed towards key **national and international priorities**.
- 4) To place key strategic priority on what we have characterised elsewhere as **research for impact**.

**Evidence of infrastructure:** Over the past three academic years, work in our UoA has received in

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excess of **£67,000** of targeted capacity funds from central University resources. We have also been awarded in excess of **£131,400** from the University in PhD studentships (including tuition fees, living allowances, and study support). There is an extensive University infrastructure aimed towards supporting post-graduate research, particularly within the Graduate School. All PhD students are provided with desk space and a computer in the **Graduate School** on the main Canterbury Campus (and hot-desking facilities elsewhere).

Staff are supported by the University, through the **Research and Enterprise Development Centre (RED)**. RED advises and assists staff when making funding and knowledge exchange bids. Each Faculty has a Director for Research and Knowledge Exchange, and a Research Development Officer working within RED. Each department has at least one person overseeing all research and knowledge exchange activities. RED has supported research and knowledge exchange through a number of initiatives, including summer research internships (the UoA has received four of these in the 2011-12 and 2012-13 cycle). Moreover, where knowledge exchange and income generating potential has been identified within our research, HEIF resources have been made available (via Departmental HEIF strategy and plans) for staff. For example, in 2013, Dr Keil was supported with £3,000 for his project on the Foreign Policy of the Post-Yugoslav States. A funding application for the wider project will be submitted in 2014. International research cooperation and KE activities are coordinated by the International Partnerships Office within the University. For example, Professor Bryant's work on police training is currently being developed in cooperation with countries outside of Europe, including a project in Abu Dhabi. In 2009, the University opened **Augustine House**, a **£23,000,000** learning resource centre, with extensive facilities for researchers and PhD students. In 2013, the centre won the prestigious Society of College, National and University Libraries Library Design Award.

**e. Collaboration and contribution to the discipline or research base**

All of our staff are involved in key disciplinary networks, and specialist group associations. These include Political Studies Association (PSA), The British International Studies Association (BISA), The European Consortium for Political Research (ECPR), The British Cartographic Society (BCS), The British Psychological Association (BPS), Chatham House's Energy and Environment Development Programme (EEDP), the Pan-European Institute (Finland), the German Association for Political Science, the South Eastern Europe Association, the German Association for Political Science, the Higher Education Forum for Learning and Development in Policing, the British Society of Criminology (Policing Division), the Forensic Science Society, the Law Society, and the Society for the Policing of Cyberspace (POLCYB). Dr Hadfield was University Association for Contemporary European Studies (UACES) Secretary for 2008-11. Dr Kent is Vice-Chair of the ICA Commission on Map Design (since 2011), Co-convenor of the BCS Design Special Interest Group, Fellow of the Royal Geographical Society, and Fellow of the British Cartographic Society.

Examples of national and international conference presentations include: The annual PSA conference, and relevant PSA specialist group conferences, the annual UACES and ECPR conferences. Dr Keil has organised regular research panels at UACES since 2011, and has also run joint panels with international researchers at the ASN annual conference in 2012, and will do so again in 2014. Dr Hadfield previously held a Jean Monnet Chair, and brings that experience with her to the UoA.

Dr Fitzgibbon is a key member of the academic advisory team for the Irish Constitutional Convention. Dr Okoye is also a registered Barrister and Solicitor at the Nigerian Supreme Court since 2000. Dr Bennister gave Select Committee evidence in 2013 on the role of the British Prime Minister in the political system. Professor Bryant has been a Special Adviser to Europol on High Tech Crime Investigation (2008-2010). He is also a Special Adviser to the Board of European Cybercrime Training Education Group (2010- ), and invited external expert member of the Europol Expert Platform (EPE) for homicide investigation (2012- )

We have also hosted a number of key national and international conferences and workshops at CCCU. In 2012, we hosted the 6<sup>th</sup> International Conference on Cybercrime Forensics Education & Training at CCCU, and an international workshop on Foreign Policy in the Post-Yugoslav States. The UoA has supported visiting speaker events as part of our research seminar series. Included here were talks by Professor Brendan O'Leary as part of our conflict and security work, Professor Tim Bale as part of our politics and governance work, and Professor David McLellan as part of our identities and community work. This series has also been informed through talks by key

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practitioners, including Mark Hammond of the EHRC, and Dr Rowan Williams (the Archbishop of Canterbury), Damian Green MP, Minister of Immigration, and Dr Michael Kuhn, Deputy General Secretary of COMECE. All of these talks related to, and hence informed, the research themes of the UoA. For 2014 we are establishing an Energy Governance Speaker Series (supported by Chatham House, the European Commission, Centre for European Policy Studies in Brussels (CEPS)), in association with CCCU Futures Initiative.

Over the duration of this REF cycle, the UoA has put in place clear mechanisms to support short term visits by research staff from external institutions. For example, the UoA hosted a scholar for 9 months from the Chinese Central Compilation & Translation Bureau to support a collaborative research project between Dr David Bates of CCCU and Professor David McLellan (Professor Emeritus at the University of Kent and Visiting Distinguished Professor at Goldsmiths College, University of London).

Members of the UoA sit on the Editorial Board of key journals and Steering Committees. For example, Dr Amelia Hadfield is a member of the International Editorial Board for *The Round Table (Commonwealth Journal of International Affairs)*; on the Editorial Board of *The Journal of European Security* (2012) the Editorial Board of *L'Europe unie/United Europe*, and the Journal Co-Editor in Chief for *The Journal of Politics and Governance* (2012). Professor Bryant is a Member of the Editorial Advisory Board for the *Journal of Criminal Justice Research* (JCJR).

Dr Kent is an editorial Board member of *The Cartographic Journal*, *Geo-information Issues*, and the *Bulletin of the Society of Cartographers* – the Journal of the Society of Cartographers – UK. Dr Noor is a member of the Editorial Board for the *Journal of Social & Political Psychology* 2012 – present.

In 2013, in partnership with CERI in Paris, we launched the **European Review of International Studies (ERIS)**. Professor Groom is currently Editor, and Dr Bates is a member of the Steering Committee. Members of the UoA have edited special issues of key academic journals. For example, Dr Keil has edited special issues of the journals *Nationalities Papers* (May 2013), and *L'Europe En Formation* (November 2013), and Dr Cashman has edited a special issue of *Europe-Asia Studies* in 2008. The special issues of *L'Europe En Formation* were the product of a workshop hosted jointly by the UoA and CIFE in April 2013.

Moreover, members of our UoA act as reviewers for key academic journals – including the following examples: *The British Journal of Politics and International Relations*, *Ethnicities*, *Ethnopolitics*, *Government and Opposition*, *Journal of Contemporary European Research*, *Studies in Marxism*, *Political Psychology*, *Peace and Conflict*, *Journal of Peace Psychology*, *Conflict Management* and *Peace Science*. Moreover, Dr Bennister is a member of ESRC Peer Review College.

Members of the UoA have extensive experience of visiting positions in other institutions. For example, Professor Groom has held a total of 31 visiting professor posts across his career. Dr Hadfield was Visiting Professor at the University of Kent in Brussels. Dr Bennister is Honorary Research Fellow of the University College London Constitution Unit and Dr Barrinha is currently a researcher at the Centre for Social Studies at the University of Coimbra (Portugal).