

<p><b>Institution: University of Warwick</b></p> <p><b>Unit of Assessment: UoA 21, Politics and International Studies</b></p> <p><b>a. Overview</b></p> <p>The Department of Politics and International Studies (PAIS) has always prided itself on the international texture and the global reach of its research. This is in evidence across all aspects of our submission, as the departmental approach, wherever possible, is to be sensitive to the transnational dimension of political and policy change. We believe that this has been a readily identified marker of PAIS research within the wider profession for some time now. Beneath this obvious outward appearance, though, recently we have also tried harder than ever before to showcase our parallel commitment to conceptual, theoretical and methodological pluralism and to bring this more into the open as a second departmental 'badge'. We will continue to conceive of the subject field in the broadest possible terms, inviting staff members to make use of the resulting intellectual freedom to envision their research in the way that best suits their individual objectives. Understood collectively our work will therefore remain guided by the content of underlying puzzles rather than by axiomatic starting assumptions, whether conducting conceptual or policy-relevant research. This is consistent with the University's goal to position Warwick as an internationally networked institution able to react quickly and effectively across both national and disciplinary boundaries when real-world events prompt the emergence of new research puzzles. PAIS will continue to emphasise problem-oriented research, because we know from recent appointment and retention cases that this view of the research process is one of the Department's primary attractions to both new and existing staff members. The breadth of intellectual life and the spontaneity of academic discussion it inspires are things that colleagues consistently say they like about working in the Department. It is therefore an easy decision to reaffirm our existing commitment to an open-minded but expansive outlook on matters of perspective, approach and technique, because it has already helped us to report notable advances across all areas of our research activities relative to what we thought at RAE2008 were feasible departmental ambitions.</p> <p>PAIS has grown substantially over the REF reporting period, returning 52 colleagues compared with 36 last time around. This is 96% of our total eligible Category A staff today, up from 89% in 2008. Our expansion has been paid for by a structural financial surplus that is forecast to increase further over the next five years. The strength of departmental finances has allowed us, among other things, to find new ways to invest in attracting and nurturing early career talent. We are particularly proud that our Postdoctoral Fellow (PDF) programme has taken off spectacularly from something approaching a standing start at the beginning of the REF reporting period, housing an average of 17 full-time and overwhelmingly externally-funded PDFs over the last three years. The upward trajectory in PhD recruitment reported in 2008 has also accelerated markedly, with overall PhD enrolments breaking the 100 barrier for the first time in October 2012 and now standing at well in excess of 120. We believe that our ability to attract higher numbers of both PDFs and PhD students is an endorsement of our attempts to position ourselves ever more clearly as a Department that believes in intellectual pluralism. Anybody building a career through PAIS can develop their profile through conversations with more senior colleagues who share a commitment to research excellence but who engage the research process in fundamentally different ways. We fully expect our PDFs and PhD students to take these same beliefs into the profession when they leave us, thus ensuring that their training in research pluralism continues to have positive effects.</p> <p>Our research clusters have evolved strategically to reflect the new composition of our staff, PDF and PhD student base. International Political Economy (IPE) is the only cluster to retain the same name as at RAE2008, consistent with PAIS's longstanding prominence in this subfield. International Politics and Security Studies has been renamed International Relations and Security (IRS) to take account of the investment in International Relations, while Comparative Political Systems and Public Policy has been divided in two to allow for the re-establishment of a stand-alone Political Theory (PT) cluster alongside the new Comparative Politics and Democratisation (CPD) cluster. Public policy research continues to take place across the two. Significant new resource has been put into every one of these three newer groupings to allow for critical mass to develop in all four of our research clusters. We also have three research centres which interact with our clusters in multiple cross-cutting ways and prevent them from hardening into exclusive groupings. These are the Centre for Studies in Democratisation (CSD), the Centre for the Study of Globalisation and Regionalisation (CSGR) and the Centre for Ethics, Law and Public Affairs</p>
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**Environment template (REF5)**

(CELPA). All pre-date the recent changes to our cluster structure, having been established in 1992, 1997 and 2008 respectively, and they therefore have provided additional sources of stability as we have redrawn the boundaries between our clusters in response to our recent impressive growth. The centres act as organic drivers of research in areas which are bound neither by single subfields nor by the parameters of our own discipline, thus allowing departmental conversations around colleagues' research to be organised thematically on particular issue areas as well as by specialist subfield. This ensures that we promote outward-looking problem-driven research rather than publications that reproduce the insularities of some sort of self-referential 'Warwick way' template.

Operating in tandem with our centres all of our clusters can legitimately claim to be leaders in their subfield of Politics and International Studies. Our pluralist approach to research management ensures that new agendas of a puzzle-oriented nature are always coming to prominence across the landscape of conceptual, theoretical and methodological innovation. The IPE cluster, for instance, has always been known for promoting a consciously critical outlook on questions of international economic management and global governance, but this has now been complemented by further emphasis on the relationship between international and both classical and comparative political economy, as well as new capacity in quantitative methods. The IRS cluster has consolidated its existing strengths in critical and historical approaches to the subject field, but it has also diversified to include new expertise in IR theory, border and migration studies, resilience and political geography. CPD is now a broader-based cluster than the one it replaced, with a conscious nurturing of mixed methods approaches to bridge the gap between the country-case democratisation specialists and the quantitatively-minded party politics specialists, while recent hires have added new emphases on diasporas, constitutions and political violence. The PT cluster has maintained Warwick's established standing in liberal Anglo-American analytic political philosophy, but we have used our expansion to also add new research agendas in deliberative democracy, theories of political performance, continental political theory and applied global ethics.

**b. Research strategy**

PAIS continues to endorse its long-standing commitment to delivering world-leading research across as many disciplinary subfields as possible. The international advisory board at our 2008 Strategic Departmental Review asked us to seriously consider whether we wanted to exploit further economies of scale by concentrating our future efforts only on International Studies subfields. Although recognising the undoubted significance of these subfields to our current strengths, we did not wish to present ourselves to the profession as having deliberately narrowed our research activities by running down existing resource invested in alternative strengths in Politics subfields. After all, one of our priorities since RAE2008 has been to be rather more explicit about championing our faith in research pluralism and presenting ourselves as a broad-based Department. Consequently, our response to the Strategic Departmental Review was to accept the overall recommendation for growing the Department, but to be especially attentive to opportunities to expand our Political Theory and Comparative Politics and Democratisation clusters. This is against the trend in so much of the discipline, but we believe that our decision better reflects our vision of what we offer distinctively to the profession. It also puts us in a better place to further help replenish the subject field through our broad-coverage early career training. Given our continued desire to be recognised for providing such opportunities, we do not currently envisage allowing any of our clusters to monopolise available investment in new posts in the next five years. We feel that we have got the numerical balance between our clusters just about right and now think that any medium-term growth within the Department will take place in line with these existing proportions. However, this would not stop us from exploiting other opportunities for expansion. Possibilities do exist for the future, for instance, to properly institutionalise the emerging departmental specialism in Political Geography or for the first time to establish a stand-alone research cluster in Public Policy. Expansion can be undertaken in either or both of these areas following the very recent £1.34 million award made by Nuffield, the ESRC and HEFCE for the establishment of a Q-Step Centre in quantitative methods. This has been topped up to £3.04 million through matching University funds.

Our evolving research strategy has allowed us to exceed the goals set out at RAE2008, where in turn we reported having exceeded those from RAE2001. Recently we have emphasised creating more opportunities for colleagues to bid successfully for financial support to underpin their research efforts and to use the additional time thus secured to further showcase their findings to increasingly high-profile audiences of academic and non-academic users. Six years ago we

thought that the pursuit of such an objective entailed merely “maintaining” a strong research management regime, but in the intervening period we have actually significantly overhauled it. We have been able to take advantage of our recent expansion to increase the proportion of academic staff who have specific administrative responsibilities for helping colleagues at every career stage from PhD student to Professor to meet our shared research-oriented goals. This has been done deliberately, designed to provide as many people as we can with a sense of holding a direct stake in the research achievements delivered by the Department as a whole, consequently turning research into a genuinely collective experience. We have thus been able to push much further forward than previously seemed possible in developing an inclusive and widespread culture of success. This in turn has brought additional self-reinforcing dynamics to what was already a strongly research-oriented departmental ethos. Yet despite this more careful nurturing of our overall research environment, colleagues continue to be in full control of the content of their writing.

Colleagues are encouraged to set their own goals, confident that they will be fully supported in attempts to open up new ground for their specialist subfield. We have worked alongside the University since 2008 to establish new structures for providing this kind of facilitative support structure. An institution-wide Annual Review process has been augmented by a complementary PAIS Personal Research Review process and the introduction of a permanent Peer Review Group to oversee the activation of new projects. Compared with RAE2008 the Departmental Research Committee also now exercises enhanced oversight of career progression among new entrants. The Director of Postdoctoral Programmes – an innovation since the last RAE – sits on the Research Committee to ensure that we continually review the practices through which we meet PDF training needs. In addition, the postdoctoral community is represented directly from among its own ranks. The Director of Research Degrees also sits on the Research Committee to ensure that adequate liaison takes place with the PhD Committee – itself another new body dating from October 2008 – in providing appropriate professional socialisation to enhance the doctoral programme experience. These new mechanisms operate solely in the interests of staff and student development, and every person on the PAIS submission has benefited from the bespoke advice they have received from senior colleagues when trying to think more strategically about their overall research goals. We feel confident that this is equipping ever more of our colleagues to become recognised research leaders within the profession, not only through published outputs but also through greater engagement with both early career scholars and non-academic user groups.

As this suggests, research activity in PAIS continues to be managed by the Departmental Research Committee, albeit with support from the Faculty of Social Sciences Research Forum and the University Research Committee. Within this structure liaison also takes place between the Research Committee, the three Directors of Research and the Head of Department on the PAIS side and, on the University’s side, Research Support Services, the Strategic Planning and Analytics Office, the Academic Resourcing Committee, the Pro-Vice-Chancellor for Research in the Arts and Social Sciences and the Institute of Advanced Study (IAS). It is the task of the Research Committee to coordinate this interface in line with the core objectives to which we affirmed our commitment at RAE2008, while the higher-level University committees oversee our performance against agreed indicators of progress outlined most recently in our University Strategic Plan of 2011/2012. Throughout the last RAE cycle, however, a single person had sole responsibility as Director of Research for overseeing the fulfilment of all our objectives. This was perhaps manageable back then given our smaller capacity, but it did raise potential concerns about our structures for succession planning. That responsibility has now been divided three ways to take account of the widening orbit of our aspirations as a research-oriented Department. We now have a Director of Research (Staff Development) who continues to have overall responsibility for ensuring that the Departmental Research Committee performs essential functions of nurturing research identity among staff, PDFs and PhD students. Two new directorships have also now been created, with complementary but specific duties: one to work on impact and the other on strategy.

The Director of Research (Impact) oversees the commitment to increasing both the reach and significance of engagement with non-academic beneficiaries. As detailed in REF3a, while external engagement has always been a hallmark of PAIS research activities, more recently we have formalised impact structures as an integral part of the Department’s research ethos. Our evolving approach will focus increasingly on facilitating ‘impact first’ research. An expanded section on the PAIS Personal Research Review form is now used to monitor how the increased visibility of our



impact activities is distributed across the Department as a whole. This has enabled personalised systems of support to be constructed to help colleagues more effectively than previously to imagine how their projects will influence wider practical thinking about society. The presence within the Department for the first time of large amounts of tender research has also stimulated new impact awareness. Meanwhile, the role of the Director of Research (Strategy) is to encourage a more holistic approach to writing grant applications and writing for publication. Our objective of hitting more highly regarded publication outlets has involved assisting colleagues to capture research income as a first step to creating the time which is necessary to deliver their best possible research. The Personal Research Review process is once again important in explaining how we have embedded this new approach to departmental publication strategy. It appears to have already paid dividends. The number of submitted articles appearing in top-twenty journals on Thomson Reuters ISI five-year impact factor rankings has risen by nearly 140% between RAE2008 and REF2014, and in addition we are submitting three-fifths again as many pieces in PSA, BISA, APSA and ISA house journals combined. Moreover, the proportion of our entire submission written on the back of successful grant applications has risen by almost exactly 250%. The fact that our operating surplus is projected to grow significantly over the next five years means that we will continue to be able to use departmental resource to upgrade partial research buy-out provided by external funders to full research buy-out. We are confident that the ensuing extra staff research time will enable us to report further increases in these indicators of quality in the REF cycle now beginning.

Departmental Research Committee activities include the organisation of both the weekly General Departmental Seminar and once-a-term Research Away Days. The former enables colleagues to engage on a frequent basis with new ideas presented by their peers from across the profession, while the latter provide the space for additional staff training. This might be, for instance, showcasing through worked examples new research methods which exploit recent technological advances or updating knowledge of available grant schemes and key research ethics requirements. The Away Days fit into the departmental calendar around monthly term-time Research Committee meetings and also aim to facilitate novel forms of collaborative cross-cluster research through 'sandpit' events, often with the objective of preparing new jointly-constructed grant applications. A Peer Review Group constituted for the first time in 2009 is convened at these meetings to offer constructive guidance to colleagues who are writing grant applications as well as to those going through the Personal Research Review process. Decisions are also taken about how to allocate the Department's own money across requests to support, among other things, capacity-building networks linking PAIS staff to other academic disciplines, stakeholder workshops connecting colleagues to non-academic user groups and seed-corn funding to stimulate new and usually collaborative research projects. These activities are designed to promote the goals on which the Research Directors for Staff Development, Impact and Strategy are expected to deliver. The Research Committee's Peer Review Group therefore has multiple objectives, but underpinning them all is constant attention to protecting the quality and the integrity of all our research activities.

The Research Committee also provides the Equality and Diversity Working Group – another new body in the Department constituted during the REF reporting period – with information to ensure that the Concordat to Support the Career Development of Researchers is fully implemented across all grades from PhD student to Professor. In recognition of the efforts it has made since 2009 to implement the principles of the Concordat, the University has recently received the HR Excellence in Research Award. This acknowledges Warwick's success in embedding into its day-to-day operations the main tenets of the European Commission Charter for Researchers and Code of Conduct for the Recruitment of Researchers. Warwick operates a Single Equality Scheme with associated Equality Objectives, and staff members are encouraged to discuss their engagement with such objectives at their Annual Review meetings. As reflects other priorities of nurturing potential subject field leaders, additional emphasis has been placed by PAIS in this respect on the Charter's particular concern for the experiences of early career scholars at PhD and PDF levels.

**c. People, including: i) Staffing strategy and staff development**

The University's Academic Resourcing Committee has consistently supported our consolidation. We have been allowed to access the Strategic Investment Fund as well as our own structural surplus to bolster our four-pronged research cluster structure and also to make possible the future constitution of brand new clusters. This has been done by rewarding existing members of staff with well-merited promotions and by recruiting people with their own innovative research agendas. We

have consequently managed our engagement with both internal and external labour markets very effectively since 2008. In the second half of the reporting cycle, a period of extremely high turnover in the sector as a whole, PAIS lost only one colleague to another UK institution while growing by 22 REF-returnable members of staff. Indeed, there have been only four losses of this nature since RAE2008, with our other staff exits being either to retirement or to more senior posts overseas. None of the departures affected the infrastructure or capacity of departmental research in any noticeable way, because they did not lead to the migration of research grants and their associated teams of PDFs and PhD students. In fact, PAIS has proved to be a consistent beneficiary of staff transfers in the REF reporting period. The only exception has been our willingness – in the interests of their future career development – to export the remaining proportion of postdoctoral fellowships to other institutions when PAIS PDFs have received an offer of a permanent post there.

Our ability to avoid staff losses as the closure of the REF window approached has resulted from an inclusive research culture and a consciously proactive attitude to retention issues. The University met our requests to pre-empt approaches to strategically-important colleagues with a 37% increase in permanent staff members being in post throughout the reporting period. Hughes and Watson have been promoted internally to Professorial positions from Readerships, Clift and Youngs to Professor from Associate Professor, Pratt to Reader from Associate Professor, Brassett, Browning and Vaughan-Williams to Reader from Assistant Professor, and Alison, Doorenspleet and Pirie to Associate Professor from Assistant Professor. Brassett, Kettell (an Associate Professor), Elias, Holmes, Rethel (all Assistant Professors) and Clarke (a PDF) are formerly PhD students in the Department. In addition, Freyburg, Hassan, Moran and Richardson were originally Postdoctoral Fellows and Fagan a Teaching Fellow, but all five now hold Assistant Professorships.

In addition to being able to retain home-grown talent in highly competitive retention and appointment processes, we have been extremely successful in persuading excellent early and mid career scholars to move to Warwick. Broome, Elias, Heath-Kelly, Holmes, Homolar, Koinova, Lynch, Parkinson, Pratt, Rethel, Squire and Vaughan-Williams have all been appointed in this way. They have complemented our new hires at senior level. The recruitment to personal chairs of Mason, Saward, Sorell and Swift has enabled us to re-establish an autonomous Political Theory cluster, the joint appointment with Economics of Troeger has added an important new quantitative dimension to the research of our International Political Economy cluster, and the recruitment of Coaffee and Elden has allowed us to build brand new capacity in the area of Political Geography. The managed growth of our research clusters has enabled us to add new personnel to each and therefore derive extra benefits of critical mass. Yet we have not simply reinforced the Department in substantive topics, theoretical commitments or methodological approaches in which we were already well represented. Wherever possible, the aim has always been to introduce new expertise to foster further diversity in research conversations among colleagues. We have thus been able to enhance in much more consciously explicit ways what was always a commitment to research pluralism. This has included looking for a broader range of research-related skills at interview, whereby much greater attention is now paid to the potential for delivering grant income and impact.

Our appointment strategy has had the desired effect of starting to rebalance the departmental profile. Our average age is almost exactly the same as six years ago at around 42, but we have cured a notable imbalance in which our RAE2008 submission was populated roughly equally between Professors and people extremely new to their academic careers, leaving a gap with virtually nobody in between. We are less 'top-heavy' now than then, having focused more than in the preceding period on appointments at the Assistant and Associate Professor levels and on creating clearer pathways to advancement for all early and mid career colleagues. Our strategy in this regard has been to back talent when we see its potential – the expansion of non-professorial to professorial staff between the two submissions is in the ratio of 3:1 – and to prepare our less experienced colleagues for promotions to higher-level positions. Moreover, 11 of our 21 appointments since August 2011 have been women, allowing the proportion of pieces in REF2 written by female colleagues to rise by approaching two-thirds again compared with RA2 in 2008. Out of an overall FTE of 48.20 34% are women, as against the gender ratio of 30:70 for our subject field as a whole reported by Bates et al in 2012. More work, though, clearly still needs to be done on this issue in the next five years. Our subject field suffers in particular from a lack of women at the most senior levels, but the combination of generational change and Warwick's strong retention policy makes us confident that we can begin to address this problem by getting more women

promoted internally to Professor. Certainly, we have no shortage of talent at present at mid career level to start bringing to fruition these important role model effects throughout the next REF cycle.

The only fixed-term appointments to have passed through the Department since 2008 are Postdoctoral Fellows (PDFs) and Teaching Fellows (TFs). Although the latter do not have contracts containing an official research component, we have taken a policy decision to treat PDFs and TFs in exactly the same way. Teaching Fellows are therefore not disadvantaged when it comes to bidding for departmentally-approved research support, making possible among other things attendance at leading international conferences. Both PDFs and TFs consistently tell us that this is a highly valued aspect of their research environment, as are the training and mentoring events we lay on for them working alongside the IAS, the Wolfson Research Exchange and the Learning and Development Centre. The only aspect of our facilitative research culture that fixed-term staff members do not have access to is study leave. For permanent staff members Warwick has very generous provision of this nature, as it is possible to apply for a term of University-funded study leave for every six terms worked. In an effort to incentivise grant-getting activities the Department does not stop the clock on accumulating study leave credits even when normal teaching duties are suspended to allow a colleague to work on an externally-funded research project. PAIS encourages all members of staff to apply for study leave when it is due, and our Equality and Diversity Working Group checks to ensure that this happens and that access to study leave is consequently fairly distributed around the Department. In a related effort to facilitate capacity-building activities, we have set aside a proportion of our own financial surplus to fund additional study leave for colleagues who have shouldered the heaviest burden of PhD supervision and PDF mentoring. Additional study leave has also been provided at the Department's expense for colleagues returning after a sustained spell of parental leave, so that they have been able to reactivate temporarily suspended research projects without the immediate pressure of a full workload. Over the last six years we have paid for permanent staff members to take 59 terms of study leave and 73 terms of leave to accept a research award, plus a further 106 terms of matched external PDF funding. This has been at a cost to departmental finances of getting on for £3 million.

#### ii) Research students

PAIS PhD students accounted for in the REF4 data have been in receipt of 50 different types of competitively awarded studentships, sourced from a range of national and international, public and private funders. A strategic decision was taken to build up infrastructure within the Department specifically to allow us to widen the base of both PhD recruitment and the potential throughput of PAIS PhD students into the profession. The old Director of Research Degrees position was split in two in October 2008 so that one person would oversee programme development and management and another would concentrate specifically on admissions. This latter post was further split in October 2010 to allow one colleague to work with a Student Recruitment and Marketing Officer, appointed to that new post in August 2010, in helping applicants try to attract funded studentships. A further position was created in October 2011 so that another staff member looks after our ESRC Doctoral Training Centre (DTC) responsibilities, while the DTC itself is run by a PAIS Professor (Saward). Evidence of the success of this strategy comes, first, in the form of record enrolments and, second, in a growing proportion of our students being in receipt of full funding. (i) We have doubled numbers in our first-year intake in only five years, with the cohorts starting from 2010 being on average two-thirds again larger than those previously in the REF reporting period. (ii) We have experienced more than a 20 percentage point increase in fully funded students between the first three and the second three intakes in the REF reporting period. Indeed, since the mid-point of the reporting period we have on average recruited more PhD students with full funding to each of our first-year cohorts than we had overall in the equivalent cohorts throughout the RAE2008 cycle.

Ongoing restrictions on offering ESRC DTC studentships to international students sit uncomfortably alongside the historical diversity of our programme. Yet we have been able to plug this gap through attracting international students most notably via Erasmus Mundus and Warwick Postgraduate Research Studentships, but in addition through awards from the national research councils of China, Colombia, Iraq, Japan, Luxembourg, Malaysia, Syria, Thailand and Turkey, plus a variety of privately-financed foundations. On wider diversity measures we continue to perform extremely well in balancing global opportunities for doctoral study: over two-fifths of PhD students enrolled since 2008 have been international (i.e., non-EU) students. We have also made creditable advances in the direction of gender equality in the face of more deep-seated problems across the



subject field as a whole. Splitting the REF reporting period in two, our second three first-year cohorts are 20 percentage points closer to gender parity than our first three, providing us with almost exact parity on our programme since 2010. The Department has used a substantial amount of internally generated resource to begin addressing this problem through our own studentships.

Our PhD students play a full role in the PAIS research community, supplemented by additional training needs support available at institutional level. Warwick's ESRC DTC provides generic academic training throughout the year in conjunction with the University's recently much enhanced Student Careers and Skills Service. The University has also invested heavily in the Postgraduate Hub to provide dedicated space in which PhD students can experience broader community-building activities across campus. Alongside this physical space, the Warwick Portfolio and PhD Life Blog are online resources allowing students respectively to build records of personal and professional development and to talk through shared concerns. The Wolfson Research Exchange hosts Research Match profiles with links to Special Interest Groups, again to help PhD students develop research networks that spread beyond our Department. In addition, each PhD student has access to individualised office space within PAIS, to the open agendas at Research Away Days, to departmental money to present their ongoing work at academic or practitioner conferences, to our four-pronged research cluster structure and to the networks that have arisen through cluster interaction around developing thematic complementarities. Indeed, some of these networks have been student-initiated. The Department additionally organises a bespoke subject-specific Professional Socialisation Series run by a senior member of staff at least once-a-month during term time in the weekly student-led seminar series. Discussions take place on topics requested by the students to help orient them towards future academic posts. Recent topics have included building a well rounded academic CV, understanding how short-listing committees make their decisions, writing articles for refereed journals, turning PhDs into books, getting the very most out of attending conferences, preparing for job interviews and learning how the profession is changing.

The success of the support structure for departmental PhD students has allowed them to make a mark on the profession before their graduation. PAIS PhD students have had accepted for publication 78 pieces in peer-reviewed journals since 2008. They have, in addition, applied successfully for ESRC Overseas Institutional Visits to work alongside world-leading scholars in the United States, organised panels at an extensive range of national and international conferences, run workshops at Warwick which have led to edited collections and co-edited special issues and special sections of highly-ranked peer-reviewed journals and, in the case of the Political Economy of Energy in Europe and Russia network, even successfully applied for and then managed an ESRC Seminar Series. In addition, PAIS PhD students founded the BISA Postgraduate Network, providing the first two chairs as well as two further committee members. Perhaps understandably given such achievements, our doctoral students have been extremely competitive on the academic job market. During the REF reporting period current colleagues have overseen the successful move into full-time academic employment of 66 of their PhD students. We believe that this ability to avoid the worst excesses of the bottlenecks at the junior end of the job market is due not only to the growing strengths of each first-year intake but also to the all-round training we provide for the students while they are with us. The Department's commitment to research pluralism means that our PhD students are always likely to graduate with the capacity to look beyond standard lines of argument and to reflect thoughtfully on the conceptual, theoretical and methodological choices in front of them. Such intellectual skills are, of course, highly prized by academic appointment panels.

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

We have met our two primary objectives in this area of our research activities: first, by having been in receipt of more research income than ever before and, second, by having had successful applications to more funders than ever before. (i) Compared with any previous reporting period we have secured considerably more returns on our efforts to seek external support for our research. With over £8 million in research income awards and £6 million in research income spend our position is now well over twice as strong as six years ago. The most indicative comparison is the monthly spend originating from externally sourced research grants. At RAE2001 this was reported as £29,307, at RAE2008 £40,460 and now it is £93,182, or just short of £2,000 per month per FTE. The impact of our expansion is evident here, with just over twice as much research income being awarded in the second half of the reporting period as in the first (£5.488 million: £2.719 million). These increases, allied to ever higher numbers on all of our student programmes, have been

central to meeting our aspiration to use accumulated surpluses to become a larger Department. In the last full academic year of the REF reporting period, money raised through successful grant capture represented approximately 20% of our annual income and 30% of our annual expenditure.

Moreover, (ii), this has been within the context of significantly diversifying our resource base so as not to be overly reliant on a single funder in increasingly difficult financial circumstances for all funding bodies. Successful grant writing activities are now spread much more evenly around the Department and also across many more funders than was the case at RAE2008. The current trajectory of success additionally reflects a more even distribution across our four-pronged research cluster structure and shows that our greater emphasis on research pluralism is also paying dividends in this area of our activities. The growth in headline research income figures has benefited since 2008 from the receipt of eight major research grants from six different major funders which spread across the activities of all four clusters and all three research centres: Global Re-ordering: Evolution through European Networks (GR:EEN, European Commission); Building Global Democracies (Ford Foundation); Gendered Ceremony and Ritual in Parliament (Leverhulme Trust); Landscapes of Secrecy: The CIA and the Contested Record of US Foreign Policy 1947-2001 (AHRC); New Security Challenges Radicalisation and Violence Programme (ESRC, AHRC and Foreign Office); the Network of Excellence on Global Governance, Regionalisation and Regulation: The Role of the EU (GARNET, European Commission); Surveillance: Ethical Issues, Legal Limitations, and Efficiency (European Commission); and FinCris: Responsibilities, Ethics and the Financial Crisis (AHRC). However, this is by no means the only aspect of our story of progress, because every permanent member of staff on our submission has been in receipt of competitively allocated research funds of some sort during the REF reporting period. This is compared with only 56% reported at RAE2008. Whereas that was indicative of concentrated grant-getting activities, colleagues have delivered 188 individual grant application successes from 110 different funding streams over the last six years at an average of one every 7.74 working days. The payoffs to these more dispersed successes are evident throughout our submission. Only a quarter of staff at RAE2008 submitted pieces supported through the generation of associated research income, but that figure is now well over three-quarters. Moreover, all of our impact case studies are dependent upon research income secured from external funding bodies.

We have worked the academic labour market carefully to make sure that these successes were more likely to be forthcoming, while activating the Research Committee's Peer Review Group to guarantee that all applications benefit from intensive and ongoing feedback throughout the writing process. Our strategy for appointments at the early and mid career level has been to target people demonstrating the full range of research-oriented skills. Among our new Assistant Professors, for instance, Hassan and Richardson have already each been involved in three separate successful applications to external funding bodies totalling in excess of £500k and £200k respectively, Moran in two separate successful applications to similar bodies totalling more than £200k, and Elias has received a prestigious Australian Research Council Future Fellowship worth around £450k. Among our new Associate Professors, Koinova has emulated Seabrooke in being awarded a European Research Council Starting Grant, Broome and Squire have joined Breslin, Christou, Coaffee, Croft, Seward, Sorell and Stone in being in receipt of European Commission FP7 funding, Pratt was awarded a British Academy International Partnerships Grant, a British Academy Mid-Career Fellowship and has followed Clift in being awarded a Leverhulme Trust Research Fellowship, Lynch holds African Conflict Prevention Pool funding and a First Grant, Standard Grant and Knowledge Exchange Grant from the ESRC, and Vaughan-Williams a British Academy International Partnerships Grant and an ESRC Small Grant. Three early or mid career colleagues were also part of the team headed by Croft to be awarded a new ESRC/Dstl/AHRC Integrator Grant. As a signal measure of our successes, we currently hold Research Fellowships at every level from Early Career Fellow to Mid Career Fellow and above with each of the British Academy (Moran and Pratt), the Leverhulme Trust (Heyward, Nunes and Clift) and the ESRC (Hassan, Homolar and Watson). Hassan's and Homolar's ESRC Future Research Leaders Fellowships are two of only seven to be awarded to our subject field thus far, and Watson's ESRC Professorial Fellowship is the only one that has gone to Politics and International Studies since the change to ESRC funding schemes in 2011. This is the first time in departmental history that we have been able to boast a 'fellowship full house' of this nature across all three major UK funders, thus setting a new benchmark for our future performance. That benchmark also chimes nicely with the strategy



for the most recent appointments at Professorial level. Each had already shown that their research is capable of sustaining a frequent flow of research income, but their recruitment has been at least in part about building additional capacity designed to ensure that as many people as possible are incorporated into successful grant-getting activities. They are expected to mentor more junior colleagues through the fellowship application process, as well as to deliver impetus to large grant applications which will usually promote multi-disciplinary and/or multi-institution research teams.

In time all of our new appointments will be eligible for study leave. Over the REF reporting period the Professorial Committee has become increasingly attentive to the need to support applications for study leave in which the proposed activities go beyond writing for publication. Increasingly, colleagues have been encouraged to focus their available time away from a normal workload on a broader range of research-oriented activities, including bidding for externally-sourced research income and, more recently, creating the more expansive impact networks which are now crucial components of so many successful grant applications. Our new approach to study leave thus complements the strategy we have adopted for staff development in its enhanced emphasis on a holistic approach to grant-getting, publication and impact activities. The proportion of our overall submission comprising articles in top-twenty journals has increased by approaching one-third since RAE2008, and we believe that this reflects the extra time made available by grant-getting success to concentrate on the highest quality publications possible. We are also starting to see evidence that these are the types of articles that provide the best underpinning research for new impact activities. We expect to become even more proficient in the future when trying to tie together these three research-related goals as we continue to invest heavily in more detailed research support.

In 2012, in recognition of our recent significant research-led expansion, the University initiated a strategic review of our non-academic administrative functions. 4.5 of our now 12 members of administrative staff are today engaged specifically in research-related support activities, up from 2.7 out of 10 before the review. Our research support staff members are housed within the Department's corridors in Warwick's Social Sciences Building, which now for the first time ever run contiguously on one level to give the Department a greater physical sense of shared identity. All PhD student work rooms are also located in the same overall space, positioning them at the core of our academic life. We now pay for nine times more PhD student desk space than at RAE2008. Staff and PhD students alike continue to benefit from the hugely significant research-oriented resources held in the University Library. It contains, for instance, over one million printed works as well as a rapidly expanding array of electronic books, and for anyone with Warwick network privileges it provides unrestricted access to a sizeable number of subject-specific databases and around 35,000 electronic journals. Experienced subject librarians organise tailored research skills training to assist in the identification and analysis of relevant research materials, and staff at Warwick's Modern Records Centre (the largest non-government archive in the UK) do the same.

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

Our overall research profile embraces additional collaboration compared with 2008. The extra capacity built into the Departmental Research Committee through the creation of three distinct Director roles has enabled our progress against international and interdisciplinary targets – both as defined by the ESRC – to be more effectively monitored. Submitted staff have been involved in research collaboration during the REF reporting period with colleagues from 51 different countries and specialists from 27 different subject subfields both within the social sciences and into arts, humanities, physical sciences and life sciences. All of the major research grants housed in the Department since 2008, for instance, have had important multi-partner, multi-institution, multi-national and multi-disciplinary elements written into their very essence. This does not show through in a higher proportion of co-authored pieces in REF2, with the figure holding steady at less than 25% of our overall submission, but it is true where arguably it matters much more: at the point of conception, activation, completion and user engagement of the underlying projects that lead to written publications. The collaborative elements of PAIS research have enabled us to focus our publishing effort during the REF reporting period much more clearly on outlets with a well specified international audience. Indeed, a good case could be made that every one of the submitted pieces in REF2 meets the benchmark that the Departmental Research Committee set for our collective submission by belonging to this category. There are also emergent themes which reach out to readers beyond UoA21 in what we have calculated to be three-fifths of those pieces, again more than meeting our self-imposed benchmark of 40%. In addition, five of our six impact case studies in

REF3b are of an international nature, and the only one with a UK focus shares that with a clearly defined EU focus. The underpinning research for every one of the case studies involved PAIS impact leads working alongside scholars from beyond the field of Politics and International Studies.

Warwick's Strategy 2015 has identified a number of strategic international partners, which clearly assists the process of further internationalising the research profile of PAIS through our staff members' day-to-day activities. The formal institutional alliance with Monash University in Australia has already led to medium-sized grant application successes arising from increased interaction between respective departmental staff members. More informal institutional links also exist with Boston University in the US. Boston colleagues have been partners in the FP6 GARNET, the FP7 GR:EEN and EU-GRASP projects and the Erasmus Mundus GEM PhD School. Warwick is also the sole European partner in New York City's Center for Urban Science and Progress (CUSP) initiative. This has provided us with additional impetus for establishing the outline of a Political Geography grouping which, perhaps uniquely in the UK context, is comprised of colleagues with an International Relations specialism. Further collaboration with our CUSP partners on issues of urban renewal, resilience and the social borders running through city life is envisaged for the next five years. The same is true of the collaboration being built at departmental level with the University of Bergen, which in time will involve an annual bilateral workshop, funded stays in Norway for PAIS PDFs and PhD students, jointly organised conference panels and co-written grant applications.

The strategy for fostering enhanced interdisciplinarity beyond our large externally-funded research projects has been focused, in the first instance, closer to home. Warwick has impressively facilitative support structures in this regard. Since January 2008 PAIS colleagues have secured money from the University's Institute of Advanced Study (IAS), Faculty Research Forum (FRF) and Research Development Fund (RDF) for interdisciplinary activities. Applications can only be submitted to each of these funding streams if they are backed by staff members working across Warwick's different departments. (i) IAS money has been used to fund eight interdisciplinary projects involving PAIS members, as well as sustaining three research networks, two visiting speaker series and bringing from overseas three Distinguished Visiting Fellows; (ii) FRF money has been used to support two research networks and two one-off events organised in part by PAIS members; and (iii) RDF money has been used to fund a pilot study which now forms the basis of a large collaborative grant application involving PAIS colleagues. The University has also committed £115,000 to funding ten interdisciplinary Global Research Priority (GRP) areas as an expression of its future strategic goals for research. The founding chair of the GRP in Global Governance is a PAIS professor (Scholte), and those in Food Security, International Development and Sustainable Cities also have high-level PAIS membership. These GRPs have largely grown out of networks that were already in place but previously lacked concerted funding, and our staff members continue to be active in similar interdisciplinary groupings such as Warwick's European Policy, Oral History and Infectious Diseases Networks and the Warwick Low Carbon Society Initiative. We responded to early indications that colleagues welcomed such institution-wide schemes by creating a designated pot of ring-fenced departmental money that is only accessible for activities aimed at purposely opening up new research spaces between our clusters. Twelve new projects have been supported in this way so far, and they have involved colleagues from all four of our clusters and across our three centres. The ensuing collaborations have already led to bigger events showcasing PAIS talent more widely within the profession and to successful team-written grant applications.

We see our internationalisation and interdisciplinary strategies as a crucial component of our ongoing efforts to build additional capacity within the subject field's research base, in which regard PAIS staff are already extremely active. During the REF reporting period we have invested significant time, effort and money in producing a vibrant community among each level of early career scholars so that they can leave us equipped with the necessary skills to move into permanent academic employment. Part of the collaborative activities of PAIS staff has been increasingly to build both PhD studentships (ten in total) and Postdoctoral Fellowships (thirty-one) into grant applications. This has enabled training of PhD students and Postdoctoral Fellows to be incorporated into the conduct of large research projects and personal fellowships, through which we can deliver important training in converting the basics of research design into a range of different outputs. We have consciously aligned this strategy with the annual Warwick Manuscript Development Workshop so that everyone working as a PhD student or a Postdoctoral Fellow on one of our large research projects or linked to a personal fellowship can see how they can turn

their completed work into a book. These activities build upon the successes of GARNET, our FP6-funded Network of Excellence, which pioneered new forms of cross-border PhD training and also ran a biannual PhD School for five years. These PhD Schools were held in Bruges, Brussels, Geneva, Kassel and Wroclaw, providing nine week-long training events and one two-day alumni event for nearly 300 students from 63 different countries. At the end of GARNET's life its PhD School formed the basis of a successful bid for Erasmus Mundus Joint Doctoral status for what is now a ten-institution, nine-country, five-discipline PhD programme in Globalisation, the European Union and Multilateralism (GEM). We were one of only two UK departments to receive EMJD status in the first tranche of these highly prestigious awards announced in 2009, and we remain one of still only two UK social science departments and the only one in Politics and International Studies to have done so. The GEM School has founded its own international PhD summer school – its PAIS influence shown by it being part-funded by GR:EEEN and modelled on past GARNET practice – with its first three iterations taking place in Tokyo, Shanghai and Manouba. Vaughan-Williams is also co-organiser and PAIS co-sponsor of the Gregynog PhD Summer School in Post-International Politics, where experimental PhD sessions in advanced theory and methods are led by globally-recognised experts in critical International Studies. We also run (normally) annual and increasingly internationalised PhD Conferences both in Political Theory and in Security Studies.

Our entire PhD student cohort undertakes its academic training in an explicitly interdisciplinary environment alongside the ESRC Doctoral Training Centre students, while advanced training also involves non-academic users and is delivered in collaboration with other regional DTCs at Oxford, Nottingham and Birmingham. Warwick gained DTC status in a stand-alone bid, and only the Universities of Oxford and Cambridge were awarded more as individual institutions than Warwick's 135 studentships over the life of the first recognition period. Moreover, the University has now moved decisively to fully match these publicly-funded awards across both pathway studentships and the collaborative CASE studentships that link the Department to important non-academic users of social science research. PAIS is increasingly developing a track record for securing at least one CASE studentship per year, with existing award-holders working alongside the British American Security Information Council and the international development charity, BasicNeeds. 'Impact first' research is hence filtering into departmental culture all of the way down to PhD level.

PAIS colleagues continue to engage in numerous other activities to support the subject field's research base. Over the REF reporting period we have: (i) edited 48 journal special issues and 56 books; (ii) taken on 19 positions as editor of peer-reviewed academic journals, plus a further 72 as editorial or advisory board member; (iii) served as the editor of thirteen book, one handbook and four working paper series; (iv) had Croft appointed to ESRC Council, while eight others have held positions on the ESRC Assessors College, three on the AHRC Peer Review College and one on the British Academy Reviewer Panel; (v) accepted complementary positions on behalf of equivalent bodies in Australia (x4), Canada (x3), Finland (x2), France, Greece, Hong Kong, Israel, Italy, Netherlands, Norway, Qatar (x3), Sweden, Switzerland and the US (x3), as well as the European (x2) and Flemish Research Councils; (vi) held 23 committee memberships for professional associations or their related specialist groups; (vii) had our opinions sought on 41 appointment and 90 promotion/tenure cases at universities across 17 different countries; and (viii) held 60 visiting positions at universities across 22 countries. In addition to this, colleagues have won three prizes for books (Elden, Association of American Geographers and Royal Geographical Society; Vaughan-Williams, Borderlands Studies) and seven prizes for journal articles given by professional associations or commercially-published journals (Brassett, BISA; Coaffee, ICE; Freyburg, ECPR and SNIS; Taddeo, IACAP; Watson, PSA; Holmes, *New Political Economy*). Seabrooke was voted Researcher of the Year 2013 by the Danish Society for Education and Business. As an example of the recognition of the highest possible esteem in which PAIS members are held: (i) Hughes served an elected three-year term as President of the British Association of Japanese Studies; (ii) Croft, Grant and Rai are all elected academicians of the Academy of Social Sciences, with (iii) Croft, former Chair of the British International Studies Association, also being a member of the Royal Society of Arts, and (iv) Grant, former Chair and President of the Political Studies Association, having received a PSA Lifetime Achievement Award; moreover, (v) Elden has been elected as a Fellow of the British Academy. All of this is evidence of a Department going from strength to strength, with colleagues taking advantage of our facilitative research environment to attain our shared objectives and to push themselves to greater heights.