

**Institution: Bangor University (10007857)**

**Unit of Assessment: 21 Sociology**

### Section 1: Context and Structure

Sociology at Bangor has been continuously developed and fostered since 1966. Today, it forms part of a broad scholarly environment that produces leading research relevant to the unfolding dynamics of our increasingly changing world. Its focus is on the **empirical, critical and theoretical study of social structures, power, everyday values and practices**, including **social theory and historical and comparative studies**. While in previous research assessment exercises sociological research featured in various UoAs such as Law, History and Social Policy, the REF 2021 will be the first time that Bangor University has submitted to the Sociology unit. This is a development which recognises both the coherence and excellence of research being undertaken to comprehensively understand aspects of societies, and social life, from the past to the present. A rich diversity of theoretical and empirical approaches are used to explore different societies, with specialisms in England and Wales, Germany, North America, China and Greece. Sociology at Bangor is strengthened by shared research interests and close connections with colleagues in allied disciplines, including Criminology and Criminal Justice, Law, Modern and Contemporary History, Archaeology, Philosophy, Environmental Sciences, Human Geography and Media Studies.

A University-wide **Social Science Strategy** reinforces the aims to embed social sciences within research activity across the institution, foster an environment that enables cross-institutional social science research, and further enhance interdisciplinary engagement. The strategy, which was driven by Sociology researchers at Bangor with **Feilzer** as lead author, is underpinned by four overarching principles: (i) '*Integration*', encouraging researchers across Bangor University to engage with Sociologists to enable the embedding of relevant theories, methods and expertise; (ii) '*Collaboration*', emphasising the need to increase the volume of research that takes an interdisciplinary approach; (iii) '*Capacity and Capability*', addressing social science research skills training; and (iv) '*Visibility*', ensuring the visibility of Bangor's social science expertise both internally and externally.

Bangor's submission to UoA21, comprising 31 academics, represents a multi-disciplinary research assemblage, which retains the core of the Sociology discipline whilst pushing at its boundaries and advocating new approaches to the study of societies. Bangor University's Sociology researchers are located primarily in the School of History, Philosophy and Social Sciences, but are also drawn from other Schools including Law, Health, Media, and Natural Sciences. Since REF2014, a key strategic priority has been to **consolidate the sociological connections across the university and lay down a foundation for the future development of this research cluster**. This has been achieved primarily through the identification and formation of five key research themes, through which our aims for research excellence are delivered (theme leads underlined):

**Social Movements, Civil Society and the Public Sphere:** Bakir; Dallimore; Davies; Feilzer; Mann; McStay; Papadogiannis; Shapely; Sedlmaier; Wali; Wynne-Jones.

**Political Power, Legitimacy, and the State:** Bakir; Dandy; Davies; Feilzer; Loftus; Machura; McStay; Papadogiannis; Roberts; Sedlmaier; Shapely; Smith; Wali; William.

**Nations, Communities and Culture:** Bakir; Dandy; Machura; Mann; McStay; Nason; Shapely; Stoetzler; Karl; Robinson; Waddington; Wali; William; Wynne-Jones.

**Identity, the Self and Material Culture:** Karl; Dandy; Huskinson; Mawhinney; McStay; Roberts; Robinson; Waddington; Wali; Wynne-Jones.

**Rights, Justice and Regulation:** Clear; Eyo; Evans; Feilzer; Hodgetts; Jing; Loftus; Machura; Mawhinney; Nason; Parker; Roberts; Smith; Shi.

Infrastructural developments, including the establishment of new **research centres and networks**, have supported and driven research and impact within each theme. These include the *Wales Institute for Social and Economic Research and Data (WISERD)*, a collaborative venture between the universities of Aberystwyth, Bangor, Cardiff, South Wales and Swansea established in 2010 and designated as a national research centre by the Welsh Government. WISERD at Bangor is led by **Feilzer** and **Mann** and contributes decisively to the coherence of Sociology research at Bangor (explored further below). The *Sir William Roberts Centre for Sustainable Land Use (SWRC)* was established in 2018 as a new collaborative initiative at Bangor. Directed by **Dandy**, SWRC draws on a range of social sciences research methods to explore the everyday social, political, ethical, and cultural relationships with land and other species that construct our practices and approaches to management. Our researchers also engage with contemporary developments in the context of an increasingly interconnected world, also reflected in key centres and networks. The *Emotional Artificial Intelligence Lab: Ethics, Society and Culture*, established by **McStay**, reports social science insights into technologies that detect and interact with emotional life, while the highly interdisciplinary *Network for the Study of Media and Persuasive Communication* directed by **Bakir** and **McStay** researches and advises on the influence of commercial and political communication in society and culture.

Each theme's academic lead aids collaboration between researchers with the aim of accelerating research excellence, through interdisciplinary networking events around core sociological themes. Examples of notable research achievements within each theme, in the REF period, include:

**(i) Social Movements, Civil Society and the Public Sphere**

This research theme brings together Bangor scholars who study expressions of social justice issues, conflict, political and social activist movements, dialogue and public debate. **Sedlmaier's** monograph, *Consumption and Violence: Radical Protest in Cold-War West Germany* (2014), offers a new understanding of protest and social movements from the 1960s onwards; he subsequently won a Marie Skłodowska-Curie Research Fellowship (EUR120,000) to study the political means employed by those who resort to protest during times of war. This was hosted in 2017-19 at the *Institute for Social Movements* at Ruhr-University Bochum. **Papadogiannis** was recruited to Bangor in 2017 to enhance this research theme and focusses on protest cultures, travel, youth lifestyles, gender, sexuality, migration and European identities. His monograph *Militant around the Clock? Left-wing youth politics, leisure and sexuality in post-dictatorship Greece, 1974-1981*, sheds new light on the democratization of culture and politics after the collapse of the military dictatorship. **McStay** addresses the way deceptive and emotive forms of information messages, across various media, impinge upon and have implications for democratic engagement, civil society and the public sphere. He has recently been awarded funding (GBP720,000) from bodies including the AHRC, ESRC and joint UKRI-JST to pursue his international and comparative investigations into the role of industrial and civic sectors in the design and development of ethically informed Artificial Intelligence (AI) and the regulation of empathic media (technologies employed to make inferences about emotions and intentions). His monograph *Emotional AI: The Rise of Empathic Media* (2018) has also influenced the governance of these emergent technologies (see REF3\_02).

**(ii) Political Power, Legitimacy, and the State**

This research theme addresses the evolving reach and imbalances of state power. As reflected by a recent Innovate UK/Technology Strategy Board grant of GBP482,838 to explore the ethical impacts of personal data storage apps, **Bakir** is a leading scholar on the security state, public accountability, trust and privacy, with far-reaching engagement and impact (REF3\_01). Her monograph *Intelligence Elites and Public Accountability* (2018) identifies the secrecy, silencing and propagandistic strategies for manipulating civil society and the subsequent difficulties in holding intelligence elites publicly accountable. **Feilzer's** research is pioneering in areas of legitimacy, trust in criminal justice and penal policy. She contributed to the *Lammy Review of*

*Black and Minority Ethnic Representation in the Criminal Justice System* and, with **Loftus** and **Mann**, was awarded GBP415,467 UKRI funding in October 2020 for a project examining the changing role of police and civil society organisations in the making and unmaking of political borders. This is part of the new WISERD large grant, *Civil Society II: Civic Stratification and Civil Repair*. **Loftus** was recruited to Bangor in 2016 in recognition of her work on policing, surveillance and security; she has published her ethnographic research with undercover police officers in the *British Journal of Sociology* and became an Editor for the *British Journal of Criminology* in 2020.

### **(iii) Nations, Communities and Culture**

Here the focus is on national identity, nationalism, ethnicity, class, and the politics of devolution, communities and local social relations. **Mann's** monograph *Nation, Class and Resentment: The Politics of National Identity in England, Scotland and Wales* (2017) examines everyday expressions of nationality and experiences of loss caused by evolving class alignments; in January 2021, he was awarded an ESRC UK-Ireland networking grant. **Stoetzler's** *Antisemitism and the Constitution of Sociology* (2014) provides a fresh perspective on the history of Sociology and the role of antisemitism, fascism, and the Holocaust in shaping modern social theory. Stoetzler took up a visiting fellowship at the *Pears Institute for the Study of Antisemitism* at Birkbeck College, London, and frequently reports on, and analyses, current social and political matters through forums such as *Open Democracy*. In 2020, **Wali** published his monograph *Segregated Britain: Everyday Life in Muslim Enclaves in Modern Britain*. Drawing on rich ethnographic fieldwork, the book explores why many British Muslims live in separate enclaves. He was also commissioned to produce over 100 subject-specific expert legal reports in relation to asylum cases and has recently started exploring de-radicalisation pathways for British Muslims.

### **(iv) Identity, the Self and Material Culture**

This theme focuses on formations of identity and belonging, including how these relate to the technologies, architecture and natural world that surround people, from the past to the present. **Bakir** and **McStay** examine the implications - for the self and societies - of biometric and online technologies that sense, learn and interact with emotions, moods, attention and intentions. Supported by a recent EPSRC grant of GBP52,648 McStay explores the rise of emotional AI in toys. **Dandy**, an environmental social scientist, was recruited to direct the new SWRC Centre detailed above. In 2020, the centre secured two BBSRC projects totalling GBP926,000. **Huskinson's** monograph *Architecture and the Mimetic Self: A Psychoanalytic Study of How Buildings Make and Break Our Lives* was shortlisted for the 'book of the year' award by the International Association of Jungian Studies. As a Human Geographer focusing on identity and environmental landscapes, **Wynne-Jones** took up an invitation to sit on the Welsh Government's Brexit Roundtable Land Use Subgroup.

### **(v) Rights, Justice and Regulation**

This theme explores the Sociology of law, questions of human rights, social and economic justice, with an emphasis on governance and regulation in local, national and international contexts. **Clear** was awarded the National Ernest Walder Scholarship (2020) by the Gladstone Library for research on political cultures and the future of the Union. In 2020, **Machura** received the International Prize Honorary Mention of the Law and Society Association in recognition of his work on the perceived fairness of authorities and procedures in the administration of justice. **Mawhinney** is a leading scholar on the right to freedom of thought, conscience and religion, and devolution, appearing on Radio 4 and BBC Wales as an expert commentator. **Nason's** book *Reconstructing Judicial Review* (2017) draws upon an interpretive analysis of empirical 'social facts' about judicial review in England and Wales. She was appointed a National Assembly for Wales Academic Fellow in 2019. **Smith** was invited to the University of Oxford to present her critical analysis of international frameworks for the regulation of geo-engineering, also sharing her findings with the World of International Law Congress. She recently assembled an application for Bangor University to be established as an 'Observer Organisation' at the United Nations Framework Convention on Climate Change. **Roberts** also publishes on climate change, bringing sociological themes of policy, groups and past to the protection of underwater cultural

heritage, and acts as a Commissioner for the Royal Commission on the Ancient and Historical Monuments in Wales.

### Vision and Strategic Plans

Bangor University's strategy to enhance research excellence within the orienting research themes in Sociology is proving successful, as evidenced by numerous publications in highly visible Sociology outlets, including the *British Journal of Sociology*, *Ethnic and Racial Studies*, *Sociology*, *Sociologica Ruralis*, and the *Journal of Ethnic and Migration Studies*, and by grant capture from various funders. Sociology at Bangor is a thriving and aspirational research culture featuring research seminars with national and international speakers, a visiting scholar programme, study leave periods, access to a diversity of resources such as funding alerts and grant capture support and expertise, and conference activities (financially supported by the University). The excellence of Sociology is a priority at Bangor, which is promoted through four key strategic pathways:

#### ***(i) To unite collaborative Sociology at Bangor University***

Building on the experiences and successes throughout this REF period, opportunities are created to identify shared interests within Sociology across the University by organising targeted research theme meetings and fostering cross-disciplinary collaborations that address key Sociology concerns such as identity, society, and community. Examples for emerging cross-disciplinary collaborations include **Feilzer** (Criminology) and **McStay** (Media) in the areas of surveillance and emotions, and **Roberts** (Law) and **Robinson** (Archaeology) on heritage. A particular priority is to deepen areas of expertise already present within the research themes, such as nationalism, social movements, and communities but, also, to nurture emerging areas of excellence, such as emotional AI and environmental sociology. Strategic appointments support this priority (**Loftus, Papadogiannis, Wynne-Jones**).

#### ***(ii) To integrate and expand WISERD at Bangor***

On the strength of the University's research in community studies, Bangor is a key partner of the cross-Wales WISERD collaboration, which is highly successful in attracting research funding from bodies including the Economic and Social Research Council (ESRC), the European Research Council (ERC), European Commission and the Welsh Government. At Bangor, WISERD provides a crucial and growing platform that strengthens the key research themes and culture of research excellence in Sociology. Co-directors of WISERD at Bangor (**Feilzer** and **Mann**) enhance the Centre's visibility by regular updates to various research committees, and by organising an annual research development day open to social scientists and interested staff across Bangor University, which has generated a high level of engagement. Furthermore, seminars, thematic workshops, and capacity building events promote collaboration and interdisciplinarity. WISERD also enhances the visiting scholars programme by hosting prominent scholars, and the associated research of an Emeritus Professor and an Honorary Senior Research Fellow continues to enhance Centre activities.

#### ***(iii) To enhance grant capture across a range of schemes***

A key strategy for Sociology at Bangor is to explore diverse grant schemes and refine application procedures, aiming to expand excellence and personnel within the scope of key research themes and thereby enhancing overall infrastructure and capacity. Improved knowledge and understanding of external funding is fostered through systematically distributing relevant funding alerts to colleagues, holding grant writing training events, and closely monitoring grant activities through mentoring and appraisal systems. In 2020, Bangor University provided competitive *Research Acceleration Funding* (GBP25,000 in total) to promote grant capture, awarded to six Sociology colleagues in support of larger grant proposals to external funders. This enabled **Shapely** to apply to the outline stage of the Leverhulme Trust for a project on 'England's Failed Devolution: Local Identities and Urban Governance' (GBP300,000). In February 2021, he was invited by the Trust to submit a detailed application.

**(iv) To support staff to deliver excellent research that has impact and reach**

Ensuring that Sociology research at Bangor has impact and reach has become explicit in strategic thinking within this REF period, as evidenced by the Impact Case Studies. The commitment to maximising impact includes (i) ensuring that visions and strategies for impact are embedded in all stages of research, from research conceptualisation through to dialogue and engagement with end-users, (ii) supporting colleagues to publish policy relevant findings in strategically placed outlets to shape public policy and public understandings, and (iii) drawing on research centres and networks as key mechanisms through which to collaborate with external partners. The broader impact strategy in Sociology is to enhance pathways to impact which are specifically relevant to our five orienting research themes, for example through prioritizing study leave for cases with particular impact potential. Bangor Sociology staff are highly engaged and keen to make a difference in wider society. For instance, **Robinson's** collaboration with University College Dublin on the project 'Frongoch: Internment and Rebellion' contributes towards understanding the effects of internment on personal, national and imperial identities. Future visions include constructing a virtual heritage centre where the complex histories of the Frongoch site can be explored by the public.

**Open access, data management, and ethics**

As outlined in REF5A, research in these areas is supported at University level with mechanisms to ensure research integrity through the University Ethics committee, as well as Codes of Practice and Policies covering Research Ethics, Academic Integrity in Research and Research Data Management. Each School has a dedicated Research Ethics Officer who is the main point of contact for queries and referral of proposals to the College Ethics Committee. Publication is undertaken in line with the University Open Access Policy. Staff are reminded of the need to comply with Open Access rules at staff meetings, with notices at strategic locations providing a visual reminder of the need to, with step-by-step guide on how to, ensure compliance.

**Section 2: People****Staffing strategy**

Staffing strategy seeks to promote and support excellent research and impact of national and international significance. Within the REF period, 16 Sociology colleagues have been promoted on the strength of their research, including 8 to Senior Lecturer, 1 to Reader and 7 to personal Chairs. In recognition of the importance of Sociology at Bangor, to ensure succession planning the University has furthermore invested in several key appointments. These were made at early and senior career levels to enhance the staff base, and with a particular aim to support growth in research capacity across the five research themes. These include the appointment of **Loftus** in 2016 (*Political Power, Legitimacy, and the State*), **Papadogiannis** in 2017 (*Social Movements, Civil Society and the Public Sphere*), **Dandy** in 2018 (*Identity, the Self and Material Culture*, and as Director of SWRC), and **Wynne-Jones** in 2018 (*Nations, Communities, and Culture*). Further recruitment of excellent ECRs into the unit has begun to flow (in October 2020) from the WISERD Civil Society II grant. Since 2014, several colleagues in Sociology have retired or taken up positions elsewhere, for example as an AdAstra Fellow at University College Dublin or to apply their impact skills in a public sector research position such as at Natural Resources Wales.

**Institutional Structures Supporting Research**

Sociology research at Bangor is expertly supported by the University's **Research, Innovation and Impact Office** which provides comprehensive research support, from discussing early research ideas through to post-award support. The academic activities of Bangor University were re-grouped during the REF period into three larger Colleges in order to enhance collaboration and interdisciplinarity. At each College, responsibility for managing the

implementation of the research and impact strategy is shared by the College **Director of Research (DoR)**, College **Director of Impact and Engagement (DoIE)** and a College **Director of Postgraduate Research (DPGR)**, who in turn are accountable to the Dean of College. The College's Research and Impact Strategy Committee further includes representatives from all the constituent Schools, where the same structure is mirrored by a Research and Impact Group led by the School DoR (**Loftus**), DoIE (**Robinson**) and DPGR (**Mann**). Their significant role in providing support to Sociology includes: (i) leading the development and implementation of strategies for research and impact, innovation and engagement; (ii) overseeing the development of the five research themes and enhancing research activities across the unit; (iii) providing research support (e.g. peer review) to improve research performance; (iv) leading REF preparations; (v) supporting grant capture applications to research councils and other leading funders; (vi) supporting the publication of high-quality research outputs; (vii) feeding into the broader College and University research agendas.

All Bangor researchers are supported through the annual **Performance Development Review (PDR)**, conducted and overseen by Heads of School and supported by School DoRs and DoIEs, which involves careful career planning, setting milestones for publication, impact and grant capture, management of workload and identification of development needs, where research and impact activities are key performance indicators. Research staff are expected and encouraged to protect at least one day per week to focus on research during teaching-intensive periods, in addition to the more coherent research periods outside teaching weeks. To enable this, teaching is strategically supported by graduate teaching assistants. A formal **workload allocation model** ensures fair allocation of teaching and administrative responsibilities for Bangor's research staff, and this is monitored regularly, and adjustments are made if workloads are found to be imbalanced.

Researchers at all career stages also benefit from an initiative headed by the **College Academic Lead for Grant Capture** (working with the College and School DoRs) to coordinate mentoring, robust peer review and enhanced research planning for researchers and research teams by marshalling the expertise of senior academics and key support staff to deliver bespoke advice and interview training, funder-specific workshops and assistance with costings and other administrative requirements. Further, events are arranged to enhance support as a rapid response to funding developments.

Social science strengths are furthermore supported by Bangor University through networking events, an annual personal research or conference allowance for each member of staff, and institutional structures that support the many interdisciplinary collaborations and grant proposals. For instance, staff members spanning different Schools have worked together on the Leverhulme Doctoral Scheme on Heritage and Sustainability (**Dandy, Roberts, Mann**); social scientists based in the School of Natural Sciences are contributing to WISERD Civil Society II (**Wynne-Jones**); and social scientists are involved in the new Plastics Research Centre based in Natural Sciences (**Roberts** and **Smith**). Further activities to foster interdisciplinary research activities, wider engagement and impact are led by the College and School DoRs and DoIEs, including project-specific advice, workshops and dissemination of good practice and impact-generating opportunities.

### **Leadership and Support**

In 2018, Bangor University (including **Bakir**) developed a Research Leadership programme to train and develop the next generation of research leaders. **Machura** and **Davies** have completed the training, while **Bakir, Feilzer, McStay** contribute to the programme as senior research leaders. As one of the prominent leaders influencing the strategic vision and practices of University-wide research developments (e.g., the Bangor-wide *Social Science Strategy*), **Feilzer** was Director of Research for the College of Arts, Humanities and Business between 2018 and 2020. She has been Chair of the Researcher Concordat and Development Group since 2018, and in 2020 was promoted to Dean for the College.

A University mentoring scheme is available that matches staff seeking mentoring at all career stages with suitable academics across and within institutions. Bangor Sociology researchers are involved in this scheme both as mentors (**Huskinson, Machura**) and as mentees (**Davies, Eyo, Roberts**). Colleagues in the first three years of appointment are additionally mentored locally within their school, and female researchers can access a cross-institutional support network through the Wales Women's Mentoring scheme. At School level, Research Leads (senior academics with excellent research records) offer informal mentoring to improve colleagues' research outputs, grant capture, outreach and impact. Staff can also apply for institutionally funded, College administered, study leave. Since REF2014, 9 Bangor Sociology researchers have benefitted from this policy, leading to an improved publications, grants and impact profile. For example, **Wali** was prioritised for study leave to develop the research on counter-terrorism strategy that led to his ICS (REF3\_03).

Special emphasis is placed on the training and mentoring of postdoctoral research fellows and other Early Career Researchers (ECR), and strategic recruitment at this level will be a future priority. Through WISERD, Bangor's Sociology researchers have been able to access specialist social sciences research methods training in Bangor and across Wales. WISERD training programmes, which run throughout the year, are open to early career researchers and senior researchers, as well as researchers in public sector and third sector organisations, thereby highlighting links between the different sectors' research and training needs and connecting researchers with similar interests. For example, Bangor Sociology members with specific methodological expertise have organised and delivered training on the National Survey of Wales (**Feilzer**), mixed methods research designs (**Feilzer**), and online qualitative interviewing (**Mann**).

### Support for Postgraduate Research Students (PGRs)

Training and developing the next generation of social scientists is a priority at Bangor, as evidenced by providing **institutional funding** for 22 students and additionally securing **external funding** for 38 students in this REF period. Within this REF period 40% of Sociology PGR students were female and 75% were registered full-time. An average of 10 PhD students graduate per year. Independent of career aspirations in academia, public or private sector, the overall aim is to ensure that the experiences and opportunities offered at Bangor University prepare our research students for life as **social scientists, independent critical thinkers, and research leaders**. Recent Bangor University Sociology PhD graduates have moved on to gain key academic posts or employment in other public sector roles both in the UK and abroad. For instance, one Bangor graduate (now at Salford University) has become prominent in the media for his work on foodbanks, and another has moved to Bangor University Health Sciences, applying her sociological expertise on unemployment to the area of mental health.

To achieve these training goals, Bangor's Sociology PGR students are supported on three different institutional levels - School, College and University - benefitting, in particular, from the rich connections to research organisations and networks, policy makers and organisations, and public, private and voluntary sector organisations. These include links to the ESRC Doctoral Training Centre (DTC) pathways in Bangor in Psychology and Bilingualism, as well as to the DTC programme and wide-ranging and nationally leading research training through WISERD.

**At School level**, Bangor's Sociology PGRs are supervised by two experts in their field. PhD projects frequently enhance existing research themes; for example, **Davies** supervised a thesis drawing on theories and concepts by Pierre Bourdieu to explore informal childcare (*Political Power, Legitimacy and the State*), while **Mann** is currently supervising a PhD on the everyday experiences of Palestinian refugees in the UK (*Nations, Communities and Culture*). Students complete an annual progress review that is chaired by a member of staff not involved in the supervisory team. The chair receives confidential reports from the student and the first supervisor and acts on any issues that arise. The annual review meeting discusses the students' progress, training needs, and skills and career development. Training for Sociology PGRs is

provided by Bangor's experts who offer standard and bespoke social sciences methods, for example in ethnography (**Loftus, Wali**), oral histories (**Wali, Wiliam**), narrative interviewing and mixed methods (**Feilzer**), documentary and archival analysis (**Papadogiannis**), and large-scale, international surveys (**Dandy, Evans, Machura**). Additionally, a monthly PGR forum, run by PGRs with a budget, is held for research presentations and discussion. PGR Representatives also lead a qualitative research methods discussion group which meets on an ad-hoc basis. This provides further opportunities for students across the unit to discuss social science methodologies, ethical issues and exchange experiences. Sociology PGR students regularly attend impact and knowledge exchange sessions and have the opportunity to access a writing retreat at Gregynog Hall. They are encouraged to present their research at internal and external conferences, and to publish their (ongoing and completed) work in a range of outlets, including graduate and peer-reviewed journals and policy briefings. Within this REF period, Bangor's Sociology postgraduate researchers, with the support of their supervisors, have published over 30 journal papers, book chapters, and books.

**At College level**, funding opportunities for Sociology doctoral researchers' needs and development are offered through a College Postgraduate Travel Grant scheme for conferences. The College's Graduate School also offers yearly training and development opportunities specific to key subjects within the College, and provides opportunities for social gatherings across Schools. PGRs are valued for their potential to contribute to the College's profile; student-led research activities such as reading/writing groups, research seminars and postgraduate conferences are proactively supported. At the beginning of each year, the Graduate School runs a Postgraduate Induction Day for all new students. There are also distinct pathways for recognition of postgraduate research in College events and monthly news items.

**At University level**, all Sociology PhD students are members of the University's Doctoral School, which provides a comprehensive programme of induction and training for all PGR students and facilitates internal networking, and furthermore ensures supervisory excellence through tailored training events for supervisors. Additionally, Bangor University offers its PGR students dedicated resources (online and archival materials), high-quality postgraduate research methods teaching, and facilities (see section 3 below).

### Promoting Equality and Diversity

29% of Bangor's Sociology researchers are international academics from several countries. The team is balanced evenly in terms of gender (50:50) and seniority (a third of unit members are lecturers/senior lecturers/and professorial staff respectively). **Parker** is an Athena Swan Lead, and the School of History, Philosophy and Social Sciences is pursuing an Athena Swan submission in the near future. Our female researchers are well represented in senior positions both at School (e.g., **Loftus** and **Smith** as DoRs in their respective Schools, **Mawhinney** as Head of School, **Huskinson** as Deputy Head) and College level (**Feilzer** as previous College DoR and now Dean).

Each academic School at Bangor University has an **Equal Opportunities** officer who ensures that recruitment does not discriminate against any protected characteristics covered by the Equality Act 2010. The Equal Opportunities officer is also tasked with facilitating communication between staff and the University's Equality and Diversity Strategy Group, and actively promoting principles of equality and diversity. All Sociology researchers are involved in decolonising the curriculum and ensuring that research procedures reflect equality and diversity principles, fully consider non-exploitative involvement of those with lived experience in research, and embed the UN Sustainability goals.

Bangor supports its Sociology researchers throughout their careers – from doctoral to postdoctoral and early career to senior researchers – through mentoring, transparent and fair allocation of workload, representation in panels such as the Research and Impact committees at School and College levels, and by offering them opportunities (such as grant writing support) to

develop as independent researchers. This is further supported by Bangor University's ECR network and its engagement with the Welsh Crucible scheme (see REF5a). Sociology ECRs are encouraged to actively participate in both; for instance, **Roberts** (an ECR at the time) benefitted from the Welsh Crucible scheme in 2018, and credits the experience with changing the way she thinks about, and conducts, interdisciplinary projects. **Feilzer** contributed to an open consultation led by The Learned Society of Wales on establishing an Early Careers Academy, by helping to identify ECRs' support needs.

**Roberts** sits on the University-wide Researcher Development and Concordat Group (chaired by **Feilzer**), which reflects the University's clear commitment to Equality; as explored in REF5a, this commitment is further indicated by the University's Strategic Equality Plan, its membership of the Athena Swan Gender Equality Charter, the Bronze Athena Swan institutional award, and the University's Women's Mentoring Scheme alongside an open mentoring scheme for academic staff at all levels. Bangor University also piloted a Women in Leadership Group in 2018, in which three Sociology researchers participated (**Davies, Feilzer, Roberts**). Sociology staff are actively made aware of **flexible working policies to balance caring responsibilities and career progression**, including **parental/adoption leave**; maternity pay is available from the first day of employment, and **pre and post maternity support** and advice is offered to improve retention of mothers returning from maternity leave. For instance, they receive a reduced teaching load upon return to work, and may be prioritised by the School in any future applications for study leave.

### Section 3. Income, infrastructure and facilities

Enhancing success in competitive grant capture across a range of schemes and career stages is a priority for Sociology research at Bangor. Our total research income spent over the period was GBP2,675,743, enabling colleagues to conduct projects of Sociological significance related to the five orienting research themes. Key examples include:

**(i) Social Movements, Civil Society and the Public Sphere:** **Dallimore** was awarded GBP9,543 by The Local Trust for his project 'Big Local Programme', which means an important foundation for his ongoing, collaborative relationship with The Local Trust, focussing on how the boundaries created for civil society organisations have influenced the development of the programmes locally on-the-ground. This resulted in a report which explored physical, social and economic boundaries, and their relationship to influence and power. **Feilzer** was PI (GBP49,217) and Co-I (GBP319,985) on grants relating to the *WISERD Civil Society Research Centre*, examining the changing nature of civil society at local, national and global levels. Two projects within this included: (i) the impact of ageing on participation in civil society through the lens of crime; (ii) an ethnographic study exploring continuity and change in associational life in two Welsh villages.

**(ii) Political Power, Legitimacy and the State:** **Bakir** was PI for a UKRI funded 2-year seminar series (GBP30,134) 'DATA - PSST! Debating and Assessing Transparency Arrangements', hosted by Bangor University but including seminars at the Universities of Aberystwyth, Sheffield and London. The series explored how different aspects of transparency affect questions of privacy, security, surveillance and trust, drawing on perspectives from Journalism, Media, Sociology, Criminology, Law, Politics, History, Computer Science and Philosophy, and on those by end-users from journalism governing bodies, regulators, NGOs, business and security. The series directly informed two Special Issues of academic journals, other articles and a book. **Feilzer** was awarded GBP21,667 by North Wales Police to explore 'Organisational Culture and Self-Legitimacy in Policing'. The research was initiated by the Force Confidence and Ethical Standards Committee to explore all North Wales Police staff perceptions of organisational fairness, feelings of being valued by the organisation, and organisational pride, resulting in a policy report and academic publications.

**(iii) Nations, Communities and Culture:**

**Karl** received UKRI funding for projects on 'Atlantic Europe and the Question of Shared Language' and 'Co-Production of Alternative Views of Lost Heritage' (GBP94,244) under the AHRC 'Connected Communities' call, bringing a unique interdisciplinary perspective which combined Archaeology with Sociological concepts and methodologies to produce heritage data in conjunction with local communities. **Wynne-Jones** received GBP3,690 from NRN-LCEE for a workshop on 'Rewilding in a Changing Europe', which brought academics and practitioners across Europe together to explore how rewilding intersects with questions of sustainable land-use transition, rural development and community resilience. Here a central theme concerned the importance of the social sciences and humanities in understanding rewilding's impacts and future prospects, central to **Wynne-Jones's** research.

**(iv) Identity, the Self and Material Culture:** **Huskinson** received GBP39,296 funded by the All Saints Education Trust for a research and outreach programme to establish, via information technologies, a pedagogical network for the teaching of Religious Studies, Philosophy, and Ethics in schools across North Wales and the North West of England. **McStay** was awarded GBP206,012 by UKRI bodies to further his research in the areas of empathic media and artificial intelligence (AI). His AHRC Future Leaders Award explored 'Empathic Media: Theory-Building and Knowledge Exchange with Industry Regulators & NGOs'. This drew on qualitative and quantitative methods to assess the rise and scope of organisations interested in data about emotional life, ethics, policy, legal consequences, citizen perspectives and what life might be like with empathic media in it.

**(v) Rights, Justice and Regulation:** **Mawhinney** was awarded GBP14,250 UKRI funds to direct a network on 'Collective Worship: An Evaluation of Law & Policy'. This culminated in a multi-author networking report, which drew on themes of rights, social cohesion and belonging. **Nason** secured GBP53,535 from the Nuffield Foundation for her project 'Paths to Administrative Justice in Wales: Principles, Challenges and Opportunities'. This developed detailed network maps of the Welsh administrative justice system, with a focus on housing and education, using socio-legal analysis and insights from practitioners and users, together with machine learning and visualisation techniques.

**Physical resources**

In this REF period, there has been substantial strategic University investment related to physical infrastructure, with benefits to Bangor's research and impact in Sociology. The University opened its GBP51,000,000 Arts and Innovation Centre, **Pontio**, enabling sustained development of research impact with the local community, by providing a state-of-the-art venue for research dissemination. For example, the public Four Nations History Festival (2019), with contributions from **Shapely** and **Robinson**, attracted over 2500 participants across two days, bringing together high-profile scholars from around the UK to discuss historical and contemporary perceptions of Nationhood, thereby promoting and enhancing Bangor's Sociology theme *Nations, Community and Culture*.

Furthermore, the city's 'cultural quarter' was enhanced through a GBP1,400,000 Heritage Lottery Fund bid (with Bangor University as partner) to rehouse Gwynedd Museum (renamed *Storie!*) which hosts a large proportion of the University's collections, which form an invaluable material resource for research into both past and contemporary Welsh society and culture. Also, since REF2014, the University has added three large study spaces to support postgraduate research, and each Sociology PGR has access to allocated workspaces in a large, open-plan room situated in the historic Main Arts building. In 2019, investment was made in new computer equipment and refurbishment of dedicated workstations. Our PGRs have free access to a range of software packages, including qualitative and quantitative analysis programmes such as NVIVO and SPSS. Visiting Scholars are provided with workspace and access to scholarly resources and associated with one or more of the five research themes. The fortnightly seminar series, which hears papers from emerging and distinguished speakers within our themes, is held

in the University's historic (1884) Council Chamber (now equipped with state-of-the-art computer and visual facilities).

### Scholarly resources

Bangor University Library, opened 1884, has extensive collections for Sociology and subscribes to key electronic research resources including *ProQuest*; *Web of Science*; *Science Direct*; *JSTOR*. The National Library of Wales resources, increasingly online, are freely available to Bangor University staff and postgraduates. There has also been investment of GBP95,000 in the University Archives and Special Collections, with improved storage and access, enabling the Archives to gain National Archives accreditation. It boasts the largest Welsh repository, after the National Library of Wales, with over 250,000 manuscripts and 30,000 books, essential collections supporting research on Wales. The Archives are important for supporting the research of unit members, including **Karl** (Celtic archaeology), **Mann** (Welsh politics and nationalism), **Robinson** (archaeology of maritime and coastal communities), **Waddington** (material culture practices in north Wales), and **William** (Welsh devolution). Canolfan Bedwyr's Language Technologies Unit pioneers research and development in text and speech technologies. With the primary focus on Welsh language, the unit provides a unique and essential resource, allowing research and impact by Bangor Sociologists to be developed and disseminated bilingually. For instance, **Mann** published a report to the Welsh Language Commissioner on Welsh language and volunteering through the medium of Welsh and English.

### Supporting Impact and Knowledge Exchange

Bangor Sociologists are committed to conducting excellent research from which meaningful impact can be derived, aiming for each of the five research themes to generate significant impact through tailored engagement and knowledge exchange. The following pathways to impact ensure 'engaged' research: (i) enhancing relevant knowledge by encouraging attendance at internal and external impact training events; (ii) recording and evaluating the impact of our research via the annual PDR process; (iii) offering tailored support by the Director of Impact and Engagement (**Robinson**) for individual staff and research centres/networks; (iv) encouraging colleagues to apply for impact-promoting schemes including the Bangor-led, Wales-wide Knowledge Economy Skills Scholarships (KESS) scheme and Bangor's GBP1,400,000 ESRC Impact Acceleration Award (IAA) (see REF 5A).

Examples of KESS projects by Sociology colleagues fit squarely within our research themes, and include those by **Loftus** (GBP11,435) for a Masters by Research study, exploring how Domestic Violence Protection Notices (DVPN) are shaping the contemporary policing cultures and practices, and **Wynne-Jones** (GBP60,474) for a PhD project with the Woodland Trust, aimed at developing an improved understanding of the influence of woodland based initiatives on personal wellbeing, and providing a greater insight into socio-geographic dimensions of woodland use and access. **Bakir** received an ESRC Accelerator Fellowship for 'Intelligence Elites and Public Accountability: Enabling Journalists' (GBP7,000). Working with the National Union of Journalists, this project created plain English guidance for journalists on how to deal with the surveillant state. The guidelines helped civil society ask critical and investigative questions of intelligence elites. **McStay** received an IAA (GBP10,769) to explore ethics, standards and governance relating to the development of emotional AI. With **Bakir**, he secured further awards from the Arts Council (GBP50,000) for a project that involved a renowned digital artist, and other interdisciplinary academics, to ensure that a team of sound engineers, hackers and visual artists understood the concepts of surveillance and sousveillance. **Nason** and **Dallimore** were both awarded Academic Research Fellowships at the National Assembly for Wales in 2019 for knowledge exchange activities.

## Section 4. Collaboration and contribution to the research base, economy and society

## Interdisciplinary Research

**External collaboration** is central to Bangor's approach to Sociology, both in research and in graduate education, and with both UK and overseas partners, reinforcing the strategy of fostering the excellence, distinctiveness, and visibility of our research. Sociology-led, interdisciplinary research is central to all our activities, both intellectually and as a way of accessing pools of funding, as exemplified by WISERD and SWRC. Recent collaborations both within Bangor and further afield (details below) involve researchers from Sociology, Criminology, Law, History, Archaeology, Philosophy, Media Studies, and Computer Science and Geo-sciences. Our vision is to enhance Bangor as an international centre of research excellence in Sociology, with a distinctive focus on Wales as a key nation within the UK and Europe.

## National and International Research Collaborations

Bangor Sociology researchers are all active members of various **professional organisations** such as British Society of Criminology, British Sociological Association, European Society of Criminology, Heads and Professors of Sociology (HaPS), Royal Historical Society, and the Law Society, facilitating collaboration. Our major research initiatives are based on strong collaboration with **international partners**. For example, **McStay's** project 'Emotional AI in Cities: Cross Cultural Lessons from UK and Japan on Designing for an Ethical Life' (joint funded by the ESRC and Japan Science and Technology) is a collaboration with several Japanese universities. **Sedlmaier's** project 'The Continuation of Politics with Other Means: War and Protest, 1914–2011' (funded by EU Horizon 2020) was a Bangor collaboration with the Institute for Social Movements at Ruhr University Bochum in Germany. As part of this, **Sedlmaier** has led an interdisciplinary research network on the global dimension of Vietnam War protest involving colleagues from Colombia, Germany, Hungary, Israel, Japan, Netherlands, Serbia, UK, and USA. **Eyo** is an associate researcher at the African Public Procurement Regulation Unit (APPRU) at Stellenbosch University, South Africa. The APRU brings together international socio-legal academics whose research focuses on public procurement regulation in Africa in uncertain social, political and economic times. **Nason's** international work on illuminating day-to-day experiences of the law includes collaborations with the German University of Administrative Sciences in Speyer and Bocconi University in Milan.

**Mawhinney** has served as an **advisor** to the Council of Europe's group on Human Rights Monitoring in the Field and, in 2017, as an advisor to the European Commissioner on Human Rights' Expert Group on Women's Sexual and Reproductive Health and Rights. **Dandy** has been a **founding member** of the International Union of Forest Research Organizations' Working Group on Social Dimensions of Forest Health. In 2019, he was an international **advisor** for New Zealand's Biological Heritage National Science Challenge, providing critical review of the proposed research investment prospectus.

Sociology colleagues have also benefited from extended overseas visits funded by prestigious **research fellowships**. For instance, **Sedlmaier** retains the status of International Research Fellow at the Institute for Social Movements at Ruhr University Bochum and, in 2014, he was Visiting Fellow at the Contemporary History Unit, Johannes Gutenberg University Mainz. **McStay** held the William Evans Research Fellowship at the University of Otago (2019), and with **Bakir** was awarded Data and Society Fellowships at the Centre for Information Technology and Intellectual Property Law at the University of Leuven (2019).

Much of Bangor's Sociology research is pursued in **cross-disciplinary collaboration** within Bangor and with other Welsh HEIs, developing projects within the unique cultural, social, economic, and political infrastructure of Wales, with the multi-locational WISERD project as a prime example. The Royal Commission on the Ancient and Historical Monuments of Wales has worked with **Robinson** within the *Nations, Communities, and Culture* research group to better understand and protect cultural heritage. Within the same theme, the SWRC is an important

conduit for our research in environmental and rural sociology to reach relevant stakeholders, also enabling Bangor Sociologists to also respond directly to government policy. For instance, in 2018, **Dandy** was involved in putting together a joint response to the 'Brexit and Our Land' consultation by the Welsh Government. The response encouraged bespoke policies which delivers for the Welsh economy, society and natural environment. **Wynne-Jones** has served as an advisory group member for Woodland Trust Wales and for Rewilding Britain's Summit to Sea community engagement initiative, as a Trustee for Cambrian Wildwood, and on the Welsh Government's Brexit Roundtable Land Use Subgroup. For the latter, she brought a unique Sociological perspective on stakeholder decision-making and the human impacts of policy transitions.

For the *Rights, Justice, and Regulation* research group, **Roberts** is a member of the Legal Affairs Committee of the Welsh Centre for International Affairs, a member of the Wales Observatory on the Human Rights of Children, and Chair of the Wales-wide Law, Criminology and Policing Subject Panel. She has also organised several funded research seminars, including a Welsh-medium legal research conference held in the Welsh Assembly in Cardiff Bay, attended by the Law Commission of England and Wales amongst other key figures. She has submitted evidence to Assembly and Parliamentary Committees; for instance, her research on summer-born children was referred to the Assembly's Children, Young People and Education Committee. Her submissions to national consultations have affected relevant policies, such as in the Welsh Government's Consultation on Managing the Marine Historic Environment of Wales. **Mawhinney** aided the Welsh Standing Advisory Council on Religious Education in developing guidelines for schools concerning requests for opting out of religious education and other activities. In 2016, she co-presented a shadow report to the UN Committee on the Rights of the Child, arguing that in significantly reducing the budget of the Welsh-language public service broadcaster (S4C), the UK Government failed to respect the right to freedom of expression of Welsh children and their right to enjoy in their native language access to information important to their cultural identity, language and values.

### Research Collaborations with Private, Public, and NGO Sectors

Research on policing and security conducted by the *Rights, Justice and Regulation* group is taken up by North Wales Police. One example relates to research on how the police both understand and implement Domestic Violence Protection Notices, funded as part of KESS supported by European Social Funds (**Feilzer, Loftus**). This collaboration has provided research data and access for further research, more recently around diversionary schemes within police custody (**Feilzer, Machura**). In addition, **Feilzer** and **Loftus** are offering research advice to local public sector organisations to improve evidence-based practice (youth justice, probation and police services). Others have worked intensively with the UK Home Office Asylum Division on applicant cases; for instance, **Wali** prepared reports for immigration lawyers, their professional organisations, and the Joint Council of the Welfare of Immigrants. He generated expert reports on the socio-political and religious circumstances in specific countries (the UK, Pakistan, Afghanistan, and India) and carried out extensive ethnographic fieldwork in countries of origin for asylum seekers, which serves as the basis for expertise in asylum and human rights procedures.

Within the *Political Power, Legitimacy and the State* research group, **Bakir** partnered with 10 Co-Investigators from the Universities of Cardiff, Sheffield, Kings College London, Brunel, and Bangor (including **Feilzer** and **McStay**) to deliver the above-mentioned ESRC Seminar Series 'DATA-PSST on Privacy, Security, Surveillance and Trust' (2015-17). This included 6 x 1-day conferences with over 30 diverse end-users in data transparency, multiple policy reports, 3 documentaries, a blog and numerous academic outputs. **Bakir's** research on digital disinformation, fake news and public accountability has also led to 9 consultancy reports, written and oral evidence, and talks to UK parliamentary inquiries and committees; these include House of Lords Select Committee on Democracy & Digital Technologies; All-Party Parliamentary Group on Electoral Campaigning Transparency; Digital, Culture, Media & Sport Committee Parliament Inquiry into Reality TV (all 2019), Joint Committee on Human Rights Inquiry into Attitudes to

Enforcement of Human Rights (2018), Digital, Culture, Media & Sport Committee Inquiry into Fake News and Disinformation (4 submissions across 2017-18 and citation in the Inquiry's interim and final reports), and Welsh Cabinet Office and *Comms Cymru* (2017). In addition, her ESRC-funded work on data transparency in a post-Snowden landscape led to a televised panel on Journalism post-Snowden at the European Broadcast Union's/Eurovision 10th Annual conference (Berlin 2015), comprising over 150 Head of News and Editors-in-Chief from over 60 TV/Radio Member stations in Europe and beyond. Her work in this area led to her co-production of the 50-page guide *Journalism post-Snowden: a simple guide to protecting your information & contacts* (2019), and a benchmark to enable civil society organs to hold intelligence agencies to public account (2018).

Also, a member of the *Social Movements, Civil Society and the Public Sphere* research group, **McStay** regularly consults, advises, or participates in expert workshops on AI and ethics for: United Nations, UNICEF, House of Lords, UK Government Cabinet Office, DCMS, Information Commissioner's Office, Advertising Standards Authority, Committee of Advertising Practice, Institute of Electrical & Electronics Engineers, UK Government Centre for Data Ethics and Innovation, Royal United Services Institute, Nexus Studio on AI ethics, CognitionX, Re-Work AI, Open Rights Group, Sensing Feeling. **Bakir** and **McStay** co-produced a European Commission 2018 white paper to shape the research agenda (H2020, FP9) on *Opinion Forming in the Digital Age: Fake News, Echo Chambers & Populism*. They also collaborated with the artist Ronan Devlin to produce theory-practice art installations *Veillance* on transparency and surveillance of personal digital data (exhibited across the UK). Furthermore, **McStay** collaborated with Devlin to co-produce *Aura* (2018-19), which exhibited across the UK (approx. 600,000 views); Nexus Studios' installation at 'Meet the AI' at London Barbican (positively reviewed by *The Times*, *Financial Times*, *Evening Standard*, *Artlyst*, *Artnet*, *British GQ*); *Intimacy in the Age of AI*, a Europe-wide art, music, thinking and activism festival (Slovenia, 2018) where **McStay's** book *Emotional AI* structured the thematic panels. He also gave the keynote.

### Editorial Duties, Invited Talks and Peer Review

During the assessment period, Sociology researchers have acted as **Editors-in-Chief, Editors and Co-Editors** of journals including: *Archaeological Journal*; the *British Journal of Criminology*; *Environmental Values*; *International Journal of Jungian Studies*; *Mediterranean e-journal of Communication and Media Studies*; *Theoretical Criminology*; *Zeitschrift für Rechtssoziologie*; *The German Journal of Law and Society*. We have also (co-)edited special issues of: *Area*; *Behavioral Science*; *Big Data & Society*; *Comparativ*; *Conservation and Society*; *Critical Sociology*; *European Review of History*; *International Journal of Press/Politics*; *Journal of Rural Studies*; *Policing and Society*. We have been **members of journal editorial boards**: *Behavioural Science*; *Frontiers in Political Communication*; *Journal of Greek Media and Culture*; *Keltische Forschungen (Celtic Research)*; *Media and Communication*; *Media, War & Conflict*; *Moving the Social: Journal of Social History and the History of Social Movements*; *New Media & Society*; *Parliamentary History*; *Patterns of Prejudice*; *Public Law*; *Quadrant*; *Social Policy & Administration*; *Spring: Journal of Archetype and Culture*; *Voluntary Sector Review*, and the *Asian Journal of Communications*. Sociology researchers are also **co-editors** and members of academic **advisory boards** for various book series.

Bangor's Sociology researchers routinely receive invites from around the world to present their research. Examples of national and international **plenary and keynote lectures** include: Royal Dutch Institute in Rome, and Federal Ministry of Justice and Consumer Protection, Berlin (**Sedlmaier**); Linnaeus University, Kalmar, Sweden (**Bakir**); and the online conference *Virtual Mind the PR Gap 2020: AI, creativity and fake news in a post Covid-19 world* (**Bakir** and **McStay**); Centre for the Politics of English Identity (**Mann**). **Conference (co-)organisation** includes 'Shaping the Labour Party' (**Shapely**); an international conference on freedom of religion as part of **Mawhinney's** AHRC Research Network on Collective Worship (2015); an international conference on administrative justice, leading to the publication of a collection (**Nason**); **Bakir** and **McStay** led a conference on Media & Human Rights at Bangor University

(2014) and three full-day workshops on Emotional AI: Comparative Considerations for UK and Japan across Commercial, Political and Security Sectors, funded by the ESRC and Japan Science & Technology funds, these took place in Tokyo and London. Colleagues are frequently invited to present their research at **prestigious seminars**, including at the University of Oxford (**Loftus, Smith**), the University of Cambridge (**Jing**), Duquesne University, Pittsburgh (**Huskinson**); and the University of St. Andrews (**Papadogiannis**). Colleagues also act as **external examiners** on PhD theses, both nationally and internationally. Recent examples include the examination of doctoral theses at SOAS, University of London (**Shi**), the University of Western Australia, Perth (**Huskinson**) and Aalborg University, Denmark (**Loftus**).

Bangor Sociology researchers act as **members of several research councils' peer review pools**: AHRC Peer Review College (**Huskinson, Karl, McStay, Sedlmaier**), AHRC Public Policy Advisory Group (**Mawhinney**), ESRC Peer Review College (**Bakir, Feilzer, Loftus**), the EPSRC and UKRI Canada-UK Artificial Intelligence Initiative (**McStay**), the European Research Council Evaluator Pool (**Bakir, Sedlmaier**); and they have served on panels to evaluate grant proposals for the Austrian Science Fund (**Bakir**), the Research Foundation Flanders (**McStay**), the Netherlands Organisation for Scientific Research (**Bakir, Sedlmaier**), the Research Council of Norway (**Bakir**), the Independent Social Research Foundation (**Papadogiannis**), the Research Council of the University of Leuven, and the European Union's BiodivERsA network (**Dandy**).