



Department of Classics & Ancient History

Research Strategy
2017-2022

I. Vision

The Department of Classics and Ancient History at Durham is committed to the study of Graeco-Roman antiquity as a subject with global relevance and the inherent potential for social and pedagogical benefit. Our approach to research involves: (a) rigour in methodology (including a strong emphasis on the study of Greek and Latin), underpinning (b) innovative explorations of new frontiers in the discipline, which (c) aim to challenge entrenched and parochial views of the subject. We aim, in short, to produce credible and innovative research which has far-reaching effects on the subject and society as a whole.

The particular research identity of the Department is based on a long-term policy of developing areas of critical strength, rather than aiming for breadth of coverage. This creates a vibrant and responsive context for the development of individual research plans, enhances our international visibility, and enables us to realise the potential of Classics to be proactive in contributing to interdisciplinary activity within the Faculty and the University at large. We are now widely known especially for innovative work coming out of concentrations in the study of ancient epic, the social and cultural history of the Graeco-Roman world, and ancient philosophy. This is reflected in the three Research Centres that we now host, which variously look to the diachronic, synchronic and methodological engagement of Classical studies with the Humanities at large. The newest of these Centres, the Durham Centre for Ancient and Medieval Philosophy (DCAMP), aims to build a community of interest in the unbroken tradition of philosophical thought spanning the ancient, late antique and medieval periods; the Centre for the Study of the Ancient Mediterranean and the Near East (CAMNE) places ancient Greece and Rome within the wider cultural contexts in which they flourished, and addresses the issue of cross-cultural encounters; the Durham Centre for Classical Reception (DCCR) fosters the study of the reception of classical culture within and beyond antiquity. These Centres have been at the heart of our recruitment strategy too: they are helping us to use the opportunity for expansion to make imaginative and high-profile appointments, by allowing us to prefer open job descriptions while at the same time giving potential candidates clear reference-points for thinking about how their work complements existing strengths.

II. Aims and objectives

The Department will contribute to the delivery of the University Strategy as it relates to research by maintaining a vital and sustainable research environment maximally conducive to the production of world-leading research whose potential social and economic impact is fully realised.

<u>Aim 1 Excellence in research</u>	§
Objective (i): to create incentives which ensure a focus on the quality rather than (above the threshold for REF submission) mere quantity of research.	III.3
Objective (ii): to encourage especially research at the leading edge of the subject which is recognised as such internationally.	III.4
Objective (iii): to continue to attract funding for early career fellowships, to recruit the best international candidates to them, and to enhance support for them when they are at Durham.	III.3
Objective (iv): to operate recruitment and promotion policies (including policies aimed at promoting diversity) which ensure the appointment of staff best able to contribute to and benefit from the existing research environment.	IV.4
<u>Aim 2 Excellence in postgraduate research and training</u>	
Objective (i): to secure funding for postgraduate students, and attract candidates	IV.5

<p>to our doctoral programme with the highest potential for excellent research; to be among the top three Classics departments in the UK for numbers of doctoral completions per member of staff.</p> <p>Objective (ii): to improve monitoring of training and support needs for doctoral students.</p> <p>Objective (iii): to seek ways of enhancing excellence in research supervision</p> <p>Objective (iv): to maintain and enhance the quality of departmental research facilities, including workspace, IT provision, and the departmental library.</p>	<p>IV.5</p> <p>IV.5</p> <p>IV.5</p>
<u>Aim 3 To increase external funding for research</u>	
<p>Objective (i): to ensure that the Department is among the top three Classics Departments in the UK for grant awards per member of staff.</p> <p>Objective (ii): to improve longer-term planning for grant proposals: to offer better support for early-career researchers in schemes appropriate to their needs; to help promoted staff take the lead in enduring the regular submission of credible applications for major, overhead-bearing grants.</p> <p>Objective (iii): to improve support for the development of proposals, especially large-grant proposals.</p>	<p>IV.1</p> <p>IV.1</p> <p>IV.1</p>
<u>Aim 4 To maintain and enhance international research profile</u>	
<p>Objective (i): to ensure that staff plan strategically for publication of their research to maximise its visibility and influence.</p> <p>Objective (ii) to exploit and develop means of disseminating research associated with the Department as widely as possible.</p> <p>Objective (iii): to maintain and develop international research links – both with established centres of Classical research (especially in Europe and North America) and with major partners in ‘emerging markets’ (especially in East Asia and South America).</p>	<p>III.3</p> <p>IV.6</p> <p>IV.6</p>
<u>Aim 5 To maximise engagement with the ‘impact’ agenda</u>	
<p>Objective (i): to embed the need for everyone to reflect on ‘impact’ potential, at all stages of research planning.</p> <p>Objective (ii): to capture and develop data relevant to improving existing impact case studies, identifying new possibilities, and describing a research environment fully engaged with the impact agenda.</p> <p>Objective (iii): without prejudice to the primary importance of research quality, to embed ‘impact’ as a consideration in recruitment.</p>	<p>IV.3</p> <p>IV.3</p> <p>IV.3-4</p>

III. Formal structures

The systems for delivering the Department’s research strategy are overseen by the **Director of Research** [DoR], who is appointed from time to time by the Head of Department. DoR works alongside the Head of Department in the process of **Departmental Research Planning**, and alongside the Department Mentor to offer advice and support for **individual research plans**. DoR chairs the **Department Research Committee** [ResCom], whose primary purpose is to monitor all research activity undertaken within the Department – including the activity of the **Research Centres**, CAMNE, DCCR and DCAMP.

1. Director of Research: Role Description

The Director of Research works with the Head of Department to manage the delivery of the Department’s research strategy. In addition to chairing the Research Committee, the expectations of the post-holder include:

- working with research-active members of staff on their research plans, within the Department's Mentoring framework;
- working with the Impact Officer to ensure that impact activity and data-capture is maximised;
- communicating timely and relevant information from external departments (including Faculty Office and RIS) to individual members of staff;
- monitoring research activity (including current and planned grant proposals) and updating relevant external departments (including Faculty Office and RIS);
- monitoring longer-term plans for large-grant proposals and ensuring that they are at an appropriate stage of development to guarantee at least one credible application for a major grant (€1M+ including overheads) every year – and that all relevant staff are in the queue to take their turn;
- attending meetings of Faculty Research Group (and other relevant events and meetings outside the Department);
- serving on the Department Progression Committee;
- serving on academic search and appointment committees within the Department.

2. Impact Officer: Role Description

The HoD appoints an Impact Officer – who is not the same person as the Director of Research for the time being, but who works closely with the Director of Research to ensure that the Department maximises its potential for producing and recording social and economic impact (according to REF definitions). Duties include:

- ensuring that the Department maximises its 'impact' performance in REF (without compromising its prior commitment to excellence in research);
- working with the authors of existing case-studies to identify opportunities for further development, and for data-capture;
- helping to identify opportunities for new case-studies;
- ensuring the capture of data needed to give the best account of the Department's 'impact environment';
- encouraging all staff to submit data to the [classic.impact](#) account, and working with the Department Administrator to monitor and sort this data as it comes in;
- liaising as necessary with relevant external Departments (including Business and Innovation, and the Senior Engagement Manager for the Faculty).

3. Research Committee: Terms of Reference

The formal Terms of Reference are given as Appendix 1. Especially to be noted is the 'open door' policy to meetings of Research Committee: an important part of the Department's research culture, ensuring transparency, full availability of relevant information, and corporate ownership of the research agenda.

The strategic principles governing the management of several items for which the Research Committee holds responsibility deserve separate explanation. These include:

(a) Support for applications for institutional research leave

Research active members of staff are allowed to apply for one term of institutional leave for every six terms of service (in which we count buy-outs from external funding sources). Research Committee makes recommendations to the Head of Department, having considered and where necessary prioritised applications – for example to give

extra support to early-career researchers, or to assist with important or time-sensitive projects.

(b) Allocation of Departmental research funds

ResCom advises the Head of Department on the allocation of **research funds**, which are used to cover or contribute towards such things as: visiting speakers; one-day workshops (and similar) on particular themes; major conferences. Allocations may be made to individuals who have exhausted their personal research allowances. As far as possible, these funds are allocated on condition that the applicant also seek external funding elsewhere, and are 'recycled' through the year as these alternative sources bear fruit. ResCom prioritises according to the merits of the applications before it. In general, it gives priority to activities which will enhance the Department's research profile; this includes activities which support of the development of major grant proposals, and impact case studies.

4. Research Centres

The three research centres play an important role in creating new research ventures and ideas for grant proposals, by providing coherent focus for different constellations of interdisciplinary groups within the Department, for linking activity within the Classics Department (including postgraduate activity) with research elsewhere in the University, and for providing a clear outward-facing narrative for our research identity. Its **Directors**, who report regularly to the Research Committee, have the job of seeking opportunities both to initiate research projects and conferences from within its membership, and also to facilitate activities begun elsewhere in the Department.

- CAMNE (www.dur.ac.uk/mediterranean.centre/) draws its membership from the Departments of Classics and Ancient History, Archaeology and Theology and Religion. The Centre aims to promote the study of cultural encounters and exchanges in the ancient world, from India in the East to the Iberian Peninsula in the West; and to foster diverse approaches to, and perspectives on, this area.
- DCCR (www.dur.ac.uk/classical.tradition/) brings together experts in aspects of the classical tradition and classical receptions from a wide spectrum of relevant disciplines, such as Archaeology, Classics, English, French, History, and Italian. It maintains a broad programme of lectures, seminars, workshops and conferences. In particular, it has organized a series of flagship events that explore key aspects or figures of classical reception.
- DCAMP (www.dcamp.uk) has members in Philosophy, Theology, History and English as well as Classics. It normally has co-directors, one with primary interests in ancient philosophy and one with primary interests in theology or medieval philosophy. Its first imperative is to develop interest in the study of medieval philosophy at Durham, with the longer-term aim of creating a distinctive institutional strength in the two-thousand-year continuous tradition of philosophy from Thales to Dante, and organises and offers support to research projects that serve that end.

5. Annual Development Review and Research Planning

Personal Research Planning [PRP] is run within the Annual Development Review [ASR] process: members of staff complete a PRP form as part of the ADR paperwork by the end of November in each year. This is discussed with the Department Mentoring Co-Ordinator in the first place. Individuals subsequently have the opportunity to discuss their research plans in one-to-one meetings with DoR who:

- helps formulate strategic plans for publication (e.g. publishing the right ‘size’ of output at its optimal maturity, in the right forum);
- helps find and develop the ‘impact’ potential of research;
- helps to identify appropriate streams of funding for the development of research appropriate to the person’s career-stage;
- arranges internal peer review for work (research papers in development; grant proposals) where appropriate;
- helps consider the strategic need for research leave.

Research fellows are explicitly included in this process, both to ensure that they are appropriately benefiting from – and contributing to – the Department’s research culture, and also as part of the support they are given to develop their academic employability. The Department has a dedicated ECR review form, which encourages a focus on practical steps towards securing a permanent post or further research funding (CV writing, course development opportunities, feedback on teaching, interview practice and advice, early identification of suitable referees, &c.). (This form is also made available as part of the annual Training Needs Analysis for research postgraduate students where they might be considering a research career: see II.5 below.)

6. Research seminars

The Department currently runs three regular seminar series, which are variously designed to stimulate thought, to forge new contacts with academics around the world, to improve the quality of research produced internally, and to promote the visibility of the Department and its research culture:

- the regular Research Seminar is funded from the Department’s research budget to bring distinguished academics to the Department; a designated member of staff co-ordinates invitations, which may originate from anyone in the Department. Currently, seven sessions of this series are ring-fenced for the Departmental Research Theme (see below, III.6);
- an occasional lunchtime Work-in-Progress Seminar series gives colleagues the opportunity to present early stages of their current research: the idea is to gain feedback which might be useful in enhancing its subsequent development, but also to ensure that colleagues are aware of each other’s interests, and able to identify and exploit opportunities for collaboration at an early stage. Slots in the series are also available to explore ideas for major grant proposals or impact case studies at an early stage;
- the Graduate Seminar (known as ‘Junior Work-in-Progress’) is run *by* postgraduates *for* postgraduates (staff attend only by invitation), and for ends similar to the staff Work-in-Progress series; but is also used a means for graduates to gain practice in presenting their material in a supportive environment.

The range and effectiveness of this activity is kept under constant review (present arrangements are based on the results of a specially-convened working group which reported in 2015-16).

7. Departmental Research Theme

Each year, the Department identifies a collaborative and interdisciplinary project, led by two (sometimes more) members of staff. They are entrusted by the Research Committee with a seedcorn budget with a view to developing a programme of visiting speakers (integrated into the Research Seminar series: see above) and a major conference which has as its ultimate aspiration the publication of high-profile volumes of edited papers. (To date, two such volumes have been

published by OUP and one by De Gruyter, and one further is forthcoming with CUP.) As well as providing a stimulating focus for concentrated thought on a particular research area, the Theme raises profile for the Department, and associates it with new frontiers for the subject found in the intersection of existing staff expertise and thought.

IV. Strategy in action

This section outlines how the Department's major strategic priorities are addressed by the mechanisms outlined in Section III, in conjunction with structures and policies that operate more generally across the Department.

1. Managed development of grant proposals

All staff are expected to plan for regular (normally: annual) submission of proposals to external funding bodies; and promoted staff in particular are expected to take their turn in the periodic submission of a major application (€1M+, to include overhead costs). Under the oversight of the Research Committee, DoR helps to ensure that the right number of applications are made, of the right sort, and to as diverse a range of funding sources as possible, through:

- PRP discussions resulting from the ADR process, to identify opportunities for proposals (including their 'impact' potential) and competitions;
- encouraging staff applications for Faculty funding and University Seedcorn funds, and by making available additional seedcorn funding from the Department's own research funds.

The process for the management of grant applications is described through two indicative timetables. Between them these capture the balance that needs to be struck between the general imperative for encouraging applications for large overhead-bearing grants, and the particular strategic case that can be made for applications for smaller grants and personal fellowships. They also show how and where Department support is available in ensuring that grant proposals are of the highest possible quality.

(a) Indicative timetable for large grant applications

Y[ear]1.1. initial concept

- explore collaborations with colleagues (incl. ECFs, PhDs)
- explore possible contribution of / association with the Centres
- consider appointment of Departmental Project Mentor
- discuss PI time to be factored into workload model in years 2 and 3 with HoD

Y1.2. planning (theoretical and practical)

- workshop ideas (e.g. at a Work-in-Progress session)
- hold a support workshop (including DoR and Impact Officer; and representatives of central support Depts.: including Research Office, CIS, Impact Advisers)

Y1.3. enhancement

- integration of the project with IAS agenda (can it be linked to a current of future Theme under which Fellows could be brought to Durham for collaboration?)
- apply for seedcorn funding

Y2-3.1. support

- PI has priority call priority on time and funding for seminars / workshops (to bring in collaborators / commentators)
- PI has priority support for personal fellowship applications (where these will include work on the grant proposal)

Y3+.1. pipeline

- produce a reliable timetable for submission with HoD approval no later than t-12 months
- hold another WiP-review of a first draft no later than t-8 months
- proposal submitted for internal peer review no later than t-6 months
- proposal submitted for Faculty peer review no later than t-3 months

(b) Indicative timetable for personal fellowship applications

I: NORMAL PROCESS

1. *initial approval*

- submit intention to apply for provisional* HoD go-ahead (this should include a rough timetable and clear indication of the purpose, dates and income associated with the fellowship)
- except in case of special strategic need, this must be done no later than t-12 months (where t = final deadline *for submission*, not the scheme deadline).

2. *pipeline*

- Submit draft proposal for internal peer review no later than t-3 months
- Submit draft proposal for Faculty peer review no later than t-1.5 months.

**Acceptance in case of success is always subject to satisfactory coverage of teaching and admin. needs.*

II: STRATEGIC ADJUSTMENTS

- enhanced support to be available if the strategic case is made, i.e. a case showing that holding the Fellowship will:
 - materially improve the prospects for a project grant application;
 - enable the completion of outputs which are likely to make a material improvement to our REF score (i.e. for the avoidance of doubt: *where an individual will otherwise not have enough 3*/4* outputs*)
 - develop a credible impact case study
- enhanced support could entail:
 - priority call on Dept. research funds to support the application
 - where last-minute opportunities arise, timetable for submission may be agreed with HoD up to t-4 months.
 - a presumption (short of a guarantee) that acceptance of the fellowship will be supported in case of success.

2. Monitoring and enhancement of output quality

The quality of **outputs** is enhanced in two systematic ways. First, there are opportunities for peer feedback within the Department, especially work-in-progress seminars (see above III.6). Secondly, there are PRP discussions and the actions which might result from them. Staff identify outputs in PRP discussions which they believe have potential to form part of a future REF submission; these are discussed with DoR, and also made available for consultation by and feedback from all members of staff. Staff are encouraged to be ambitious in the level of the work that they produce, to be clear in their own description of its significance for the field, and to expect to seek publication in the most prestigious outlets. (Special efforts are made to support early career researchers in these ways.)

From 2016, as part of **REF-management procedures**, the Department is running a rolling programme of reading for outputs. Each year, all outputs (including drafts) not already assessed are read by DoR and, anonymously, by one other member of staff, who agree a predicted REF score, and offer feedback to the author. (Unpublished drafts are prioritised in this process.) Instead of committing this work to a smaller group of people, all non-fixed-term research-active staff are involved in the reading process, as one means of encouraging engagement with each other's work, and of fostering awareness of REF criteria.

3. Embedding 'impact'

The Department recognises that all research has the potential for social and economic impact as defined by REF 2014, and that routes for maximising impact ought to be identified in every research endeavour – including postgraduate research. It also recognises that the initiative for the exploitation of research may come from the 'end user' as well as the researcher, so that publicity and outreach, while not themselves 'impact', may be crucial routes to impact. The impact agenda is managed in the following ways:

- supervisors are expected to ensure that doctoral students are aware of the impact potential of their work as it develops, and to address this explicitly as part of the annual review of research training needs;
- for staff, discussions with DoR in the light of ADR identify potential 'impact' and possible routes for its development;
- the Impact Officer tracks potential case studies and reports regularly to DoR and to ResCom;
- search, shortlisting, and appointment committees look for understanding of, and commitment to, maximising the public benefit of research in candidates for academic posts in the Department (without prejudice to the priority for appointing candidates whose research potential is among the very best);
- a member of staff is appointed as Director of Communications with a brief to establish routes for communicating research to friends of the Department outside the Academy (e.g. alumni) (such routes to include e.g. the Department's Facebook page; its newsletter to alumni);
- all staff actively seeking opportunities for 'outreach' activity around research.

The Department seeks to work with the University's Engagement Officers where appropriate; but we note that planning would be enhanced immeasurably if 'impact' advice were more clearly embedded in University structures for research discussions and – especially – grant-application planning. (Some cognate of impact is required in many grant applications, so this ought to help with their success as well.) Current provision lies at an angle to all of the processes in which the Department is involved, and is restricted in the types of impact envisaged.

4. Recruitment

The recruitment of world-class researchers who will enhance the Department's research endeavours is ensured by:

- international advertising campaigns, coupled with a targeted 'search' process;
- an adaptable research environment which privileges excellence over mere breadth: this allows for maximal flexibility in the specialisms 'essential' for a given opening (understanding, however, that some constraints might in particular cases be appropriate owing to the practicalities of teaching requirements, or the desirability of maintaining a particular 'impact' case study);
- the inclusion of DoR on selection panels (and as part of the search process);

- promotion of diversity, as part of the targeted search process, and through selection panels which meet or exceed University targets for including members of underrepresented groups.

5. Postgraduate researchers

The Department's **Director of Postgraduate Research**, reporting to ResCom, has immediate oversight of the mechanisms to increase postgraduate numbers, to enhance postgraduate provision, and to maximise the quality of their contribution to the research environment (including their visibility as part of the research output of the Department). Relevant activities in the portfolio for this role include:

- working with DoR to support colleagues in the active pursuit of PhD funding, especially from external sources (including the Northern Bridge Partnership) and through the inclusion of doctoral scholarships in major grant applications where possible;
- running effective and proactive recruitment processes, including the exploitation of individual research networks and Departmental links to identify the best potential applicants;
- collaboration with the existing postgraduate community to ensure a good quality experience at Durham maximally supportive of their research ☞ *PhD students are full and active members of the Department's research community, and important contributors to its environment: they participate in the Department's seminar series (one of which they run themselves), and help to shape the intellectual agenda of our Research Centres (CAMNE, DCCR, DCAMP), by serving on their steering committees, co-ordinating postgraduate workshops, and organising annual meetings of research students in relevant departments. Durham students are also strongly encouraged to participate in workshops and conferences outside Durham, propose conference panels, and organise workshops and conferences of their own, typically in collaboration with a more senior researcher;*
- running a rigorous and responsive process for monitoring periodic reports and the Department's enhanced 'Training Needs Analysis' review, to ensure that postgraduates are well supported both in the timely completion of their research, and in their career development needs ☞ *the enhancement to the TNA consists in an additional checklist designed to identify 'milestones' towards the job market, and help ensure planning for publications (including joint publication with members of staff), teaching experience, and other career-development training;*
- identifying good practice in doctoral supervision (for example through the regular monitoring of periodic reports) and ensuring that it is shared and rewarded, e.g. through reports to the appropriate standing item on the annual Awayday agenda; by encouraging applications to the University's Excellence in Doctoral Supervision awards.

6. International reputation

The Department already enjoys a high international reputation, but continues to promote its work through a number of avenues:

- the creation and maintenance of formal links with cognate departments in Europe, East Asia (notably PKU, Beijing), and the Americas;
- the exploitation of these links through individual and group / Centre initiatives backed by funding from the Department research funds, or by networking grants;
- the exploitation of institutional links in the form of the Matiriki Network and Erasmus scheme;
- a visible presence at the American subject association meeting (the Society for Classical Studies), where we regularly present work and also co-host receptions with other high-profile UK Universities (including Oxford and Cambridge);

- the appointment of a Director of Communications charged with developing the ‘communications’ agenda, including the use of social media (Facebook), and the development of websites and newsletter;
- the use of DRO as one way of making publications maximally accessible;

7. Ethics / Integrity

The Department operates to the highest standards of integrity, and with due consideration for ethical issue that may arise in the course of research conducted by its members. The University’s Research Integrity Policy, given during their induction to every new member of staff and research student, ensures compliance to these standards by considering ethical issues raised by every research project presented for approval, funding, support, or any formal association with the Department, under a standing item on the agendas of both ResCom and Board of Studies.

☞ A full statement of the policy and process for ethical review within the Department is given as Appendix 2.

GB-S
DoR
7.9.2017

Appendix 1. Terms of Reference for the Department's Research Committee

1. The Research Committee shall normally comprise: the Chairman / Chairwoman of the Research Committee, the Director of Postgraduate Research, the Chairman / Chairwoman of the Board of Studies, the Impact Officer and the (Classics-based) Directors of CAMNE, DCCR and DCAMP (the 'members' of the Committee).
2. The members of the Research Committee are required to attend all meetings.
3. Except as provided in 4 (below), all permanent members of the Department's teaching staff and all Departmental staff on research contracts are welcome to attend meetings of the Research Committee. All such colleagues who attend have a vote.
4. Only members of the Research Committee and Departmental staff on research contracts may attend and vote on the ranking of candidates for doctoral or postdoctoral competitions.
5. The Chairman / Chairwoman of the Research Committee shall be the Director of Research, as appointed from time to time by the Head of Department.
6. The Committee shall normally meet once a term, but may meet more often.
7. The Committee shall be a sub-committee of the Board of Studies, and shall report to it through the Chairman / Chairwoman of the Committee.
8. The Committee shall appoint sub-committees or working parties as necessary; these shall report to it; the Committee may co-opt persons who are not members of the Committee on to such sub-committees or working parties.
10. The purposes of the Committee shall be to support and manage all forms of research activity by members of the Department, to include activity undertaken by or in the context of Research Centres based in the Department, especially in regard to applications for outside funding. The Committee shall review progress in such activity at regular intervals.
11. The Committee shall monitor individual annual research plans submitted by each member of staff, or delegate the responsibility for such monitoring to the Director of Research; and receive and discuss staff PRPs.
12. The Committee shall consider all applications for Research or Study Leave, and make recommendations to the Board of Studies.
13. The Committee shall receive reports as necessary – from individual supervisors, but normally through the Director of Postgraduate Research – relating to the progress of research postgraduate students. The Committee shall also review the regular progress reports on such students. The Committee shall meet research postgraduate students individually after approximately nine months during their first year of research to monitor and formally review progress, and shall delegate to the Director of Postgraduate Research the formal review of such students at 21 months. The Committee shall ensure that matters of concern arising from these reviews are communicated to the Head of Department and the Board of Studies. The Director of Postgraduate Research will communicate matters of concern to the students.
14. Applications for funding for research purposes from departmental funds, e.g. for expenses incurred in attending conferences or for holding conferences in Durham, may be referred to the Committee by the Head of Department / Budget Officer.

15. The Committee shall organise responses to all queries regarding research, and particularly to the Research Excellence Framework and matters arising from it.
17. The Committee shall consider any aspect of research by staff and / or by research students which may appear to raise ethical concerns, and shall make appropriate recommendations to the Board of Studies.