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| Institution: University of Huddersfield |
| Unit of Assessment: 26 Modern Languages and Linguistics |
| <p>1. Unit context and structure, research and impact strategy</p> <p>Huddersfield's UOA 26 research is situated primarily in the subject area of <u>Linguistics and Modern Languages (L&ML)</u>. L&ML is part of the Department of History, English, Linguistics and Music, within the School of Music, Humanities and Media. L&ML is composed of seven full-time permanent staff: two Professors (Jeffries and McIntyre), one Reader (Gold) and four Senior Lecturers (Devlin, Holt, Nuttall and O'Driscoll). A further full-time permanent Senior Lecturer (Karpenko-Seccombe) with close links to L&ML colleagues is based in the University's Research and Enterprise department. In addition, we have one temporary 0.6 FTE Senior Lecturer (Evans), one temporary 0.4 FTE postdoctoral Research Fellow (Price) and one temporary 0.2 FTE Research Assistant (Stradling). All staff in the UOA have doctorates, with the exception of Stradling, who is registered for a PhD at Huddersfield. All permanent staff are Fellows of the Higher Education Academy. Over the REF cycle we have also employed a number of temporary research staff whose contracts ended before the census date, three of whom are referred to in this statement. They are Earnshaw and Ross (Research Assistants) and Sanjurjo-Gonzalez (Research Fellow).</p> <p>L&ML has a strong international reputation in stylistics, corpus linguistics, pragmatics, conversation analysis and phonetics (particularly forensic speech science), as well as in applied linguistics generally. External recognition of this expertise includes 17 international conference plenaries during the current REF cycle; 24 external PhD vivas; visiting professorships at Fuzhou University, China and Jean Moulin University, Lyon 3, France; and links with various overseas institutions, including Heidelberg University (Germany), Leiden University (Netherlands) and Waseda University (Japan). Research in L&ML is focused in the <u>Institute for Applied Linguistics</u> which consists of two research centres (the Stylistics Research Centre and the Centre for Intercultural Politeness Research) and one research group (the Language Variation and Change Research Group). In REF 2014, researchers now in L&ML submitted to UOA 29 English Language and Literature, along with colleagues in literature and creative writing. In line with the strategy outlined in our previous submission, L&ML is now an independent subject area. Our strategic aims for this REF cycle, described in our REF 2014 submission, were as follows:</p> <p>A1 Consolidate our existing expertise in stylistics and intercultural pragmatics and extend this into applied linguistics generally.</p> <p>A2 Shift from a lone researcher model to the team-based model more common in the natural and social sciences.</p> <p>A3 Communicate the subject matter of linguistics to a wider, non-academic audience and use the findings from our research in the solution of real-world problems.</p> <p>A1 had three components: (i) consolidate expertise in stylistics, (ii) consolidate expertise in intercultural pragmatics, and (iii) extend our research base into applied linguistics. To achieve (i), we made a strategic appointment (Nuttall) to add expertise in cognitive stylistics to our team, giving us broad coverage of all major fields of stylistics (corpus, critical and cognitive). We have also worked to increase our already considerable external profile in this area. For example, in 2017 McIntyre took on the editorship of <i>Language and Literature</i>, the premier journal in stylistics, and Nuttall joined McIntyre as co-editor of the Bloomsbury book series <i>Advances in Stylistics</i>. The stylistics team also organised and hosted the 7th Conference of the International Association for Literary Semantics (2017), with Nuttall subsequently elected secretary of that organisation. McIntyre was an invited plenary speaker at the 37th conference of the Poetics and Linguistics Association (PALA) in West Chester, Philadelphia, USA in 2017, and Nuttall at the 40th PALA conference in Aix-Marseille, France in 2020 (postponed due to COVID-19). Jeffries has led the development of Hansard at Huddersfield, a major AHRC-funded web resource to support the corpus stylistic analysis of the UK's parliamentary record.</p> <p>To achieve (ii) and consolidate expertise in intercultural pragmatics, we have worked to integrate existing capability in conversation analysis (CA) into our Centre for Intercultural</p> |

Politeness Research (CIPR), giving us a unique direction in pragmatics research. Evidence of this can be seen in the international workshop on 'Interfaces between CA and Pragmatics' that Holt organised in 2016. Holt took over the directorship of CIPR in 2017 and is currently working with O'Driscoll to extend its remit.

To achieve (iii), we made a strategic appointment (Gold) who established the Language Variation and Change Research Group and set up a forensic speech science lab, supported by a £54k investment from the University Research Fund (URF). This investment was key to Gold's successful application for a three-year ESRC Future Research Leaders Award (see section 3). A further post in phonetics (Devlin) allowed us to build critical mass in this area. Further investment of £101k from the URF also allowed us to appoint a Research Assistant (Price) to a three-year post as part of our strategy to develop our impact-focused work (on completion of her PhD in 2019, Price was employed as a postdoctoral Research Fellow). Ultimately this activity led to the establishment of the Institute for Applied Linguistics. The Institute provides a base for our in-house consultancy service (Language Unlocked), which offers research expertise in corpus-based stylistic and pragmatic analysis to public, private and third-sector clients.

The establishment of the Institute was also intended to support the second strategic aim, A2 (shift from a lone researcher model), by integrating the work of all our staff under an overarching research umbrella with a clear strategic goal: to ensure that all the research we produce makes a contribution to the solution of real-world problems. By structuring our subject area in this way and focusing our work around a single common goal, we have opened up opportunities for collaborative work between colleagues, enabling us to support the research development of ECRs and resulting in 58% of our REF outputs being co-authored. For example, Evans and Jeffries (2015) have collaborated on the corpus-based analysis of textual meaning while Gold and McIntyre (2019) have collaborated on the integration of corpus linguistic and phonetic analytical methods for forensic purposes.

Our final aim from REF 2014, A3, was an impact strategy objective, aimed at communicating the value of linguistics to a non-academic audience and using our research to tackle real-world problems. To this end, the Institute has facilitated our development of research impact during the current cycle by providing a management structure to support this. We have been supported in our impact-focused work by our School's Impact Officer. We also continued to use our linguistic consultancy, Language Unlocked (one of our impact case studies in REF 2014), as a vehicle for collaborating with outside organisations, to enable the methods and findings from our research to be made accessible to the outside world (for example, we have carried out consultancy work for the House of Lords, investigating ways of improving the speed and quality of live subtitling of parliamentary debates). Moreover, our reputation for consultancy work enabled us to establish one of the collaborations that facilitated our achievement of specific research impact in this cycle. The work detailed in the Hansard at Huddersfield impact case study (ICS) has benefitted from our collaboration with John Vice (House of Lords), editor of Debates (Hansard). Our second ICS (Babel: The Language Magazine) is also a direct outcome of the benefits we have gained from structuring our work around the Institute for Applied Linguistics. To further support our aim to communicate the value of linguistics to the public, we invested significant time and resources into Babel, the language magazine that we founded and continue to produce at Huddersfield. Babel is the only popular linguistics magazine in the world and is now subscribed to and read across the globe (more information on this development is provided in section 4 and in the relevant ICS). This growth and development was made possible by the network of support provided by the Institute. Both our ICSs evidence the successful achievement of our impact strategy objectives.

In addition to achieving our aims from REF 2014, we have also deepened our commitment to interdisciplinary research. The benefits to our profile of structuring our work in the Institute for Applied Linguistics have led us to establish a range of valuable connections with academics and practitioners outside our discipline. Our achievements in interdisciplinarity are evidenced in several collaborative projects. For example, through our membership of the University's interdisciplinary Secure Societies Institute, we established a collaborative relationship with the Visualisation, Interaction and Vision Research Group in the School of Computing and Engineering. This led to a two-year project, supported by the University Research Fund, to develop web-based software for Text World Theory analysis of statements given to police (this software is open access via GitHub). We have also continued to collaborate with colleagues working in Peace Studies and

Conflict Resolution, and with mediation professionals, resulting in our editing of *The Routledge Handbook of Language in Conflict* (Evans, Jeffries and O'Driscoll 2019). The Co-I on our Hansard at Huddersfield project is a colleague from History (von Lunen), and our consultancy work on subtitling for the House of Lords has involved working with a freelance subtitler (Moore). We have continued to develop our interdisciplinary profile, most recently by collaborating with colleagues in Politics on the use of corpus linguistic methodologies in the analysis of post-conflict community building in Bosnia. This collaboration was initiated and funded through an internal research sandpit event. The collaborative relationships we have established over the current cycle will be taken forwards through a series of planned external funding applications to continue the projects we have initiated.

In addition to developing our interdisciplinary profile, we have also aimed to make substantial progress towards an open research environment with regard to outputs, data, methods and research findings. For example, our ESRC-funded West Yorkshire Regional English Database (WYRED) is freely available via the UK Data Service. Similarly, the code for our AHRC-funded Hansard at Huddersfield software is available on GitHub, and we have made the various specialist corpora that we have constructed freely available where copyright allows (e.g. our 13m-word HUM19UK Corpus, built in collaboration with Utrecht University, is indexed in the University of Helsinki's Corpus Resource Database and freely downloadable). Open access outputs are available via the Elsevier's PURE management information system, used by the University. Alongside this commitment to open research is a commitment to a culture of research integrity. All research projects, from undergraduate to post-doctoral level, are subject to ethical approval from our School Research Ethics Committee, whose membership is drawn from the constituent departments of the School.

Having achieved our goals from REF 2014, during this cycle we have developed a further set of strategic aims to underpin our work leading into the post-REF 2021 period. The driving theme for our work as we move forwards is Applications for Linguistics. Our aim is to further develop our work in applied linguistics so that its relevance becomes ever clearer to the world outside the academy. We will support the achievement of this aim by (i) capitalising on the public profile we have developed via *Babel: The Language Magazine* (see section 4 and ICS for details) and (ii) developing our network of partnerships both locally and internationally in pursuit of knowledge transfer opportunities and social/economic impact. The underpinning aims of our development plan are:

- A1 To consolidate our proven research excellence in stylistics, pragmatics, corpus linguistics and phonetics.
- A2 To create a step change in our public engagement activities by embedding the concept of public linguistics in the work of all our research centres and groups.
- A3 To expand our provision of applied linguistics generally, with a specific focus on practical applications for linguistics.
- A4 To generate clear applications for our research findings and to implement these in collaboration with research users.
- A5 To strengthen our postgraduate provision by expanding training and support for PGRs and by intensifying the link between PGRs and the work of the Institute for Applied Linguistics.

2. People

Staffing strategy

Our staffing strategy emerges from the strategic aims that underpin the internal structure of our subject area. Our aim in developing Linguistics and Modern Languages (L&ML) at Huddersfield has been to focus on first establishing excellence at the level of the research group. Once a reputation and public profile has been established in a particular area, we then formalise this by upgrading the research group to a research centre, with a concomitant addition to staffing in this area, supported financially by any or all of the following: increased undergraduate and taught postgraduate numbers, increased PhD numbers and external grant income. This strategy has seen the development of the Stylistics Research Centre and the Centre for Intercultural Politeness Research, and is currently underway with our Language Variation and Change Research Group. This strategy enables us to build capacity in particular areas in a sustainable way and to develop

critical mass by focusing expansion around a common core of activities. In all instances, we have aimed to employ early career staff and support their research development, as opposed to buying in senior staff. In this way we have been able to foster an environment in which all staff feel personally invested in the strategic development of the subject area.

Support for researcher development

Huddersfield is committed to Vitae's Concordat to Support the Career Development of Researchers, and in L&ML we provide a variety of support mechanisms to ensure that this development takes place at the level of the UOA and that we meet our obligations to the Concordat. We have aimed to support research across the whole potential span of a career, from undergraduate to professor. This has the ancillary benefit of supporting our recruitment of PGT and PGR students. For example, the research culture that we have embedded at undergraduate level cultivates interest in our postgraduate programmes; specific initiatives that we have put in place to create this culture include establishing an annual undergraduate dissertation conference, offering internships on our Babel and WYRED projects, and encouraging undergraduates to attend our weekly research seminars alongside postgraduates and staff. In this way, we have generated an appetite for research among our undergraduate population and opened up a defined route to a research career. We have also put in place measures to mitigate any financial barriers to students wishing to continue their education. For example, via a University policy we have been able to offer fee-waiver scholarships for MAs by Research to our own students who graduate with a first class degree. Subject to satisfactory progress, MA (Res) students have then been able to apply for further University funding to transfer from the MA to a PhD programme. Through this initiative we have been able to support the research ambitions of a number of our best undergraduate students, thereby enabling us to retain talent. We have also offered full and partial fee-waiver scholarships at PhD level to all applicants (home, EU and overseas), regardless of whether they studied at Huddersfield previously. Throughout most of the REF cycle, applications for fee waivers required the support of the prospective supervisor and the agreement of the Head of Department and School Director of Graduate Education, and were assessed purely on the basis of academic merit. More recently, these schemes have been succeeded by the Vice Chancellor's Scholarship scheme for Huddersfield alumni (offering a combination of fee-waiver scholarships and £3000 bursaries) and the School of Music, Humanities and Media scheme, which is open to home, EU and overseas students and offers fee-waiver scholarships in areas of strategic research importance (for L&ML, these include variation and change in English dialects and the stylistics of TV and film drama).

Finally, at the same time as bolstering PGR recruitment, we have sought to develop links with the Further Education community by offering Bridge Fellowships to A-level English Language teachers. The concept of a Bridge Fellowship was developed in L&ML and has since been rolled out across the School. Bridge Fellows receive a fee-waiver scholarship to support either an MA by Research or a PhD, along with all the benefits of a university affiliation. In return, they commit to advising on our curriculum content to ensure it builds on A-level schemes of work, and to offering talks/advice to undergraduate and postgraduate students on entering the teaching profession. As a result of these initiatives, we have been able to (i) build critical mass in particular areas (e.g. stylistics, forensic speech science, applied linguistics), (ii) support the development of a diverse PhD community underpinned by a principle of inclusivity (e.g. 21 of our 30 completed PhDs are women; 16 of these were overseas students), and (iii) ensure that access to doctoral-level education is not restricted to the independently wealthy or those with research council support.

Underpinning the support we offer to our academic staff is the general principle that staff should retain autonomy over their research careers, and should not feel compelled to pursue particular research agendas for purely utilitarian purposes. Consequently, our strategic aims for the subject area have emerged through a bottom-up process of peer-to-peer discussion. This process began at the onset of the current cycle with a reconvening of our international Research Advisory Panel for a two-day research strategy meeting in summer 2015. Membership of the panel has been expanded since REF 2014 and currently consists of Prof. David Hoover (New York University, USA), Prof. Keith Johnson (Lancaster University, UK), Prof. Anne-Marie Simon-Vandenberg (Gent University, Belgium), Prof. Mick Short (Lancaster University, UK), Prof. Chris Butler (York St John University, UK) and Prof. Manuel Jobert (Jean Moulin University, Lyon 3, France). Our general research strategy for this cycle was agreed on during the meeting and later

finessed in our subject area committee meetings. This approach helped to ensure that all staff felt able to contribute to our strategic direction and support our general research trajectory. We value creativity in research and strive to maintain an environment in which this can flourish and in which staff can be productive, whatever their personal circumstances. To this end we have put measures in place to support those staff with caring responsibilities, those with part-time contracts and those returning from periods of leave (for example, maternity leave). In all cases, we take into account individual requirements. The annual appraisal system offers a forum for discussion of these issues but in cases where individual circumstances arise mid-year, these can be dealt with through discussion with the Head of Subject. We have supported staff by, for example, clustering teaching responsibilities to free up time at the beginning and end of the day, bringing forward sabbatical terms so as to append these to periods of maternity leave, and providing teaching relief where appropriate. In this way we have aimed to ensure that our research environment is one in which staff feel supported to achieve their personal goals while also working towards the achievement of the strategic goals of the UOA.

Equality, diversity and inclusion

The commitment to equality, diversity and inclusion described above is formalised through a number of University and School initiatives. The University holds an Athena Swan Bronze Award for its commitment to gender equality and inclusive working practices, as does the School of Music Humanities and Media, of which L&ML is a part. The School also has an Equality, Diversity and Inclusion Committee to ensure these issues are properly considered in the work of all its constituent subject areas. All staff involved in the recruitment and/or selection of staff are required to undergo the University's e-training programme in unconscious bias. This training underpinned our identification of staff as either having significant responsibility for research (SRR) or as being independent researchers (IR), as well as our selection of outputs for submission to the REF. In the identification of SRRs and IRs, the University's Equality Impact Assessment indicates no evidence of bias relating to age, sexuality, religion, marital status, or whether staff have taken maternity or paternity leave. No disability declarations were made for our UOA. Concerning gender, the University data reveals a variance of 0% in the percentage of males and females identified as SRR or IR for UOA26. Concerning output selection, 56.5% of our outputs are attributed to females and 43.5% to males, against a 60:40 female/male balance. This slight variance (which equates to one publication) was taken into account in the selection of outputs and was considered not to be significant. The practical measures that have enabled us to be confident of our equal treatment of academic staff and students are described below.

Support for academic staff

All staff have an annual research audit with the L&ML Research Coordinator and the School's Associate Dean for Research and Enterprise. This is used for setting an annual research agenda, for tracking progress towards the UOA's strategic goals and for determining the resources needed to support each member of staff's research ambitions. All academic and research staff have one research day per week (pro rata) that is kept free of teaching and administrative commitments and up to 30 days' additional research leave per annum to provide consolidated time for research. Research leave of one term is available to permanent staff after seven teaching terms (approximately four years), subject to approval by the School Research Committee of the proposed programme of work to be completed. Financial support for travel during a sabbatical term has been offered on a competitive basis by the University, and during the current cycle this has been awarded to McIntyre (for a period as a Visiting Scholar at the University of Heidelberg), Gold (to support a research visit to the University of California San Diego) and Jeffries (to support a research visit to the Pontifical Catholic University of Chile). Additionally, the School offers impact sabbaticals of varying lengths of time to support the development of impact from specific research activity. All permanent staff are eligible to apply to this scheme, with the support of the UOA Research Coordinator. Impact sabbaticals take the form of teaching replacement. Jeffries's work on the Hansard at Huddersfield project and Gold's work on WYRED were supported by this scheme.

A range of financial support for research is available to post-doctoral academic staff, both permanent and temporary, full-time and fractional. At UOA level, funding for conference attendance is provided from the L&ML QR budget. No specific allowance is made to staff, since

we have to date been able to cover all costs of conference-related travel. Our QR budget also supports a range of other costs associated with research; for example, purchase of hardware and software, payment to participants in experimental work, registration costs for research methods events, general travel expenses, etc. Staff in L&ML are also eligible to bid each year for a larger sum from QR funding. This funding is aimed at supporting the development of impact-focused research. For example, in 2018/19, this funding was used to extend the contracts of Ross and Earnshaw, following the end of our ESRC-funded WYRED project, and to employ Stradling and a former RF, Sanjurjo-Gonzalez, to do additional work on our AHRC-funded Hansard at Huddersfield project.

At School level, further funding for conference travel is available to early career researchers (ECRs). ECR staff are also eligible to apply for pump-priming money to initiate research projects. This is offered in order to support ECRs in developing a significant new project post-PhD. Additionally, the School has provided £87k over the REF cycle in teaching relief for lecturers and senior lecturers, in support of the production of high quality outputs.

At University level, funding is available on a competitive basis from the University Research Fund (URF) and the Collaborative Ventures Fund (CVF), which offers matched funding for impact-related work with outside agencies. We have used URF funding to support physical infrastructure development (e.g. our Forensic Speech Science Lab) and operational development (e.g. the three-year RA post held by Price which we used to support the development of the Institute for Applied Linguistics). We have used CVF funding to develop collaborative work with the House of Lords on live subtitling, and to carry out consultancy work on subtitling for IOU Theatre Company, Halifax. CVF funding has also enabled us to provide pro bono work, via Language Unlocked, in situations where the project partner is only able to provide in-kind funding. An example of this is our work with the archive and database company Microform Imaging Ltd, for whom we carried out a scoping exercise exploring the potential of integrating corpus linguistic methods into Microform's search engines.

The purpose of the range of internal funding schemes is to facilitate a broad range of research and impact work and, where appropriate, to provide seed corn funding for projects likely to gain external Research Council support. Staff have been supported in grant writing by a School Research Development Manager and a School Impact Officer, whose posts were dedicated to external grant capture and impact creation respectively.

In addition to providing financial support for the research of all our academics, we are also committed to supporting the long-term career development of staff, including those staff on fixed-term contracts. To this end, we have used L&ML QR funding either to increase the FTE contracts of fixed-term staff (in the case of Sanjurjo-Gonzalez), or to employ them beyond the life of the projects to which they were contracted (in the case of Stradling, Sanjurjo-Gonzalez, Earnshaw and Ross). The purpose of these increases and extensions, beyond supporting valuable colleagues, has usually been to develop impact from the project. We have also committed to providing an institutional affiliation and associated benefits (e.g. a University email address, access to the library and electronic resources, and the title Research Affiliate) to all fixed-term staff after the end of their contracts, until they secure a permanent post. This is done via the University's Affiliates scheme.

The success of our support mechanisms for the career development of staff is evidenced by a number of measures, including, among others: external grant capture (Gold, 1 ESRC grant; Jeffries, 2 AHRC grants and a grant from the UK Parliament), plenary invitations (Jeffries, 4; McIntyre, 13, Nuttall 1), invited talks (all staff, 30+), prizes (Price's 2019 PALA Prize for best article by an ECR) and election to board membership of scholarly societies (Jeffries, Chair of the University Council of General and Applied Linguistics [UCGAL]; Nuttall, Secretary of the International Association for Literary Semantics [IALS]). Additionally, four of our team received promotion during the current cycle (Devlin and Nuttall from Lecturer to Senior Lecturer, Holt from Senior Lecturer to Head of Subject and Gold from Senior Lecturer to Reader) and two temporary staff gained permanent posts elsewhere (Sanjurjo-Gonzalez at Universidad de Deusto, Spain, and Earnshaw at JP French Associates, UK).

Support for postgraduate research students

Our postgraduate research students all have both a main and a second supervisor and receive the equivalent of one formal hour of supervision per fortnight. In addition, our social infrastructure

(see section 3) provides opportunities for informal contact with staff, as well as opportunities to network with other academics nationally. Records of supervisions are kept by both students and supervisors in SkillsForge. Progression vivas are held after 9 and 21 months; students are required to submit an annual report detailing their progress and give a short presentation to a panel consisting of two academics from the subject area not involved in the student's supervision (allowing for frank discussion of the student's level of satisfaction with the supervision provided). The examiners must be satisfied that the student has made sufficient progress both intellectually and in terms of timescale for completion. Research training needs form part of the discussion in these vivas. PGR students are also able to access specialist support for academic writing via the In-Sessional Academic English Support Programme provided by the University's Research and Enterprise department. This is managed by Karpenko-Seccombe from our UOA. Consequently, course content is strongly informed by findings from our research in applied linguistics. For example, the workshop 'Concordancers for Academic Writing' is based on Karpenko-Seccombe's research into the use of corpus linguistic methods for improving the writing ability of postgraduate students (now published as *Academic Writing with Corpora: A Resource Book for Data-Driven Learning*, Routledge 2020).

We also support students to develop their research careers by attending and presenting at conferences. To this end, we run an annual postgraduate linguistics conference organised each year by PGR students. Funding for this event comes from L&ML's QR budget. The conference provides an opportunity for students to gain experience of attending, presenting and chairing, prior to attending a national or international conference for the first time. The student organisers are responsible for writing the call for papers, timetabling sessions, inviting an external plenary speaker, and dealing with travel and catering arrangements. They are supported by the UOA Research Coordinator. Prior to the conference, we run a workshop on presenting, incorporating advice on public speaking, dealing with questions, and chairing sessions. We then encourage our students to present their work nationally and internationally at external conferences. School funding is available to support this, with PhD students able to access £800 in conference funding over their degree cycle. Release of this funding is at the discretion of the School Director of Graduate Education and is subject to a satisfactory application (consisting of the abstract for the conference the student wishes to attend and a brief outline of why attendance is of value to their research). In this way, students are introduced to the process of making high quality funding applications. We also encourage all our PhD students to publish prior to their viva and support them in doing so, often by co-authoring with our students in order to introduce them to the publishing process (e.g. Earnshaw and Gold 2019, McIntyre and Price 2018). PhD students are also eligible to apply to the University's Postgraduate Researcher Environment Development Fund, for up to £2k to support the development of public engagement or impact-focused projects designed to be of benefit to other PGR students; for example, in 2018, Price used such funding to organise a symposium on Impact in Linguistics to establish a national conversation among linguists about research impact and to launch a book on the topic edited by her and her main supervisor (McIntyre and Price 2018; discussed in more detail in section 3). We also encourage our PhD students to see research and teaching as symbiotic; to this end we provide opportunities to gain teaching experience to those students who wish to do so. This experience encompasses seminar tuition, workshop provision, lecturing (supported by permanent staff), and co-teaching of small groups (in collaboration with permanent staff). Students are also encouraged to take the University's Teaching Assistant Preparation Programme. In this way, graduates emerge from our PhD programmes well prepared for careers in research, teaching and related careers.

Our staff have also been centrally involved in the provision of international PGR training. For example, Jeffries and McIntyre, along with Brian Walker (former Senior Lecturer and now Visiting Research Fellow), have taught three summer schools for the Poetics and Linguistics Association, in 2014 (University of Maribor, Slovenia), 2015 (University of Kent, UK) and 2018 (University of Birmingham, UK), on corpus linguistic and critical stylistic methodologies. McIntyre has also taught workshops on corpus linguistics at University College Roosevelt (Utrecht University, Netherlands; 2015 and 2016) and at Jean Moulin University, Lyon 3 (France; 2019).

3. Income, infrastructure and facilities

Income

Our strategy for income generation through external grant capture arises from the measures for supporting people described in section 2. We use annual research audits to discuss prospective projects with individuals and identify appropriate funding streams. Where appropriate, we then encourage staff to apply for internal seed corn funding to carry out pilot projects. This funding includes L&ML QR funding, School funding for ECRs, University research funding for larger projects and CVF funding for impact-focused work. Our School has a dedicated Research Development Manager based in the University's Research and Enterprise department, who provides advice and support on the process of developing external bids (both the financial and academic aspects). Through this strategy, over the current REF cycle we have secured £432,038 in external research funding. This income includes Gold's three-year ESRC Future Research Leaders Award (grant reference: ES/N003268/1) for the project 'Using BIG data to understand the BIG picture: overcoming heterogeneity in speech for forensic applications' and Jeffries' AHRC-funded project 'Hansard at Huddersfield: making the parliamentary record more accessible' (grant reference: AH/R007136/1). This latter project was supplemented by £44k in follow-on funding from the UK Parliament. In addition, staff have also secured funding from a range of non-HESA-recognised sources. This includes £5k from the BBC and £2.5k from the House of Lords for consultancy work via Language Unlocked; £2k in Santander Mobility Awards to support the development of collaborative links with international institutions; and £1k from the Arts Council England Museum Resilience Fund, to support a pilot study by Devlin of Caribbean English speakers in the East Midlands. In addition to research income, we have also generated enterprise income from Babel: The Language Magazine of approximately £83k over the cycle.

Infrastructure and research facilities

There are three components to infrastructure development in our subject area: (i) organisational, (ii) operational and scholarly, and (iii) social. Together these facilitate the high quality research and research impact that we produce.

Concerning (i), the Institute for Applied Linguistics, with its constituent research centres and groups (see section 1 for details), provides the organisational infrastructure for all our research activity. The Directorship is a rotating role among senior staff in the UOA, in order to ensure regular refreshment of ideas. All staff in the UOA are members of the Institute and are attached to one research centre or group in particular (though often collaborate across these). Research strategy development is managed through the Institute, as are applications for project support from QR funding (which are judged by a rotating committee with representatives from both the subject area and the School). The Institute also manages internal peer review of draft funding applications and outputs, and administers L&ML's research mentoring policy, with each member of staff being appointed a mentor senior to them (professors are mentored by the Associate Dean for Research and Enterprise).

Concerning (ii), with regard to operational and scholarly infrastructure, L&ML is situated in purpose-built accommodation in the University's Oastler Building, opened in 2017 at a cost of £27m and shortlisted for the Guardian HE Award for Outstanding Building (2019). In addition to dedicated teaching space and staff offices, Oastler includes a forensic speech science lab, three language labs, an interpreting suite, a language resource centre with a specialist linguistics library, and dedicated social space. Our forensics lab is equipped with state-of-the-art hardware and software for speech science research, including Vocalise voice recognition software, BioMetrics software for computing and presenting voice recognition results, a purpose-built sound booth, a range of hand-held and solid-state recorders, headband microphones, GoPro cameras, and an ultrasound machine. Our language resource centre includes dedicated computing facilities for linguistics students and is staffed by PhD researchers who are able to provide advice and support to undergraduates when necessary. Both the resource centre and our language labs are equipped with a range of electronic resources specifically for language research, including a suite of licensed corpus linguistics software (e.g. Wmatrix, WordSmith Tools and Sketch Engine) and a wide variety of linguistic corpora (including the BNC corpora, the ICAME corpus collection, a large number of specialist corpora constructed by Huddersfield staff, and licensed access to english-corpora.org). Additionally, all expected freeware for linguistic research (e.g. Praat, AntConc, Aegisub, etc.) is available as standard on all PCs, as is access to standard databases such as Ethnologue, Early English Books Online, Proquest (providing access to news archives), the online Oxford English Dictionary (OED) and the Historical Thesaurus of the OED. The University also subscribes to an

extensive range of online journal packages (e.g. ScienceDirect, Wiley, Taylor & Francis, Project Muse), and provides a free interlibrary loan service to access resources beyond the available collections. Academic librarians are assigned to each subject area to assist academics and PhD students in accessing literature and resources. The Library also contribute to a programme of regular skills development sessions for PhD students.

Scholarly infrastructure is formalised through our regular weekly research seminars, 95% of which are given by external speakers. This practice ensures that our research staff are connected to the national network of linguistics research, and in addition provides opportunities for informal networking. As a result of COVID-19, for the academic year 2020-21 we have moved these talks online and opened them up for anyone to attend. This has resulted in weekly audiences of over 50, with attendees and speakers from all over the world. A wide range of other events are held throughout the year to support the ongoing vitality of the UOA; these include our annual Babel lecture (see section 4 for details), annual postgraduate conference and annual A-Level English Language conference, as well as frequent international conferences (e.g. IALS 2017 and IAFPA 2018). We also run an academic visitors programme which usually sees at least two visiting scholars per year joining us for anywhere between one term and 12 months. This programme invigorates our subject area and, as well as being of benefit to the visitors themselves, provides further opportunities for us to establish international links and collaborations. Recent visitors have come from, for example, China, Japan and Indonesia.

Concerning (iii), our establishment of a strong social structure is as important as our operational, organisational and scholarly infrastructure, since the development of good interpersonal relationships increases the likelihood of productive professional collaborations emerging. We strive to ensure that our collegial and supportive work environment extends across the full breadth of our department, encompassing undergraduates and postgraduates as well as academic staff. For example, weekly research seminars begin with an informal gathering at which refreshments are served and are usually followed by a social event (2020-21 is an exception as a result of COVID-19). We take care that these events are as inclusive as possible; for instance, we ensure that venues vary between those that serve alcohol and those that don't, and we fully fund at least one social event per term for postgraduate students (PGT and PGR) to ensure that money is no barrier to participating in the informal life of our subject area. For academic staff, we ensure as far as possible that no-one has teaching scheduled at lunchtime, in order to make it possible for colleagues to spend time informally with one another; we value the creative and serendipitous outcomes that can emerge from the unscheduled discussions that take place during these times.

The development of impact from our research is central to our strategy as a research Institute. This focus is reflected in a recent collection edited by McIntyre and Price, entitled *Applying Linguistics: Language and the Impact Agenda* (Routledge, 2018). We facilitate research impact through a number of initiatives. Staff are encouraged to discuss possible impact from their research during annual research audits. This allows for the building-in of impact from the outset of any new research projects. Pump-priming funds can then be made available from the L&ML QR budget to facilitate impact activities. Throughout this REF cycle these have been planned in collaboration with our School's Impact Officer. Where appropriate, we also draw on University-level resources, such as the Collaborative Ventures Fund (CVF; see section 2 for details).

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

External partnerships

In pursuit of our objective of developing a research base in applied linguistics, we have established partnerships and/or collaborated with a range of private companies and public organisations in order to ensure that our research reaches those who will benefit from it. Examples include:

- Collaboration with forensic speech science labs: Our forensic speech science team benefits from our association with Soundscape Voice Evidence and JP French Associates, leading private forensic speech and acoustics laboratories. JP French have provided us with data and an opportunity for staff to gain consultancy experience (e.g. Gold has consulted on numerous cases; Earnshaw went on to a permanent post as an analyst). We in turn have developed the ESRC-funded West Yorkshire Regional English Database (WYRED), a resource for the forensic speech science community generally, which will improve the reliability of speaker

comparison work. WYRED has become an integral resource for Soundscape Voice Evidence after collaborative work by Gold and Soundscape's Director, Christin Kirchhübel.

- Partnership with the UK Parliament: Our AHRC-funded Hansard at Huddersfield project (see Impact Case Study) was carried out collaboratively with the House of Lords and uses corpus linguistic methods to improve the searchability of the parliamentary record. We have also collaborated with the House of Lords on a feasibility study investigating the potential for the live subtitling of parliamentary debates to be taken in-house, and for the speed and quality of live subtitling to be improved using insights from corpus linguistics. Our report on this work was used by John Vice (editor, Debates, Hansard) to inform the decision to appoint subtitlers to the Hansard editorial team.
- Various partnerships with organisations focused on mediation and conflict resolution: Our team has a long-standing relationship with mediation services throughout the UK. Jeffries and O'Driscoll have led 16 workshops for these services, including the London Community Mediation Council's AGMs 2016-2018, where Jeffries also gave a plenary lecture in 2018. One result of our work with these organisations is The Routledge Handbook of Language in Conflict (2019), edited by Evans, Jeffries and O'Driscoll, which combines theoretical research and practical approaches to the question of the role of language in conflict and in its transformation/resolution.

We have also continued the work of our consultancy, Language Unlocked (a REF impact case study in 2014), to ensure our research contributes to wider society; e.g. we have consulted for the BBC (exploring whether corpus analysis of viewer responses can be used to trace the long-term decline of a programme's popularity), for Microform Imaging Ltd (investigating the potential for integrating corpus linguistic analytical tools into Microform's search engine for better searching of their archives and databases), for the House of Lords (exploring methods of improving the speed and quality of live subtitling of parliamentary debates), and for a major financial company (using corpus linguistic tools and methods to test the effects of a new marketing campaign; N.B. commercial sensitivity means we are unable to reveal this company's name, though the research was commissioned by Bulletin Academic, who can testify that the work was carried out).

Contributions to the research base and society

In addition to facilitating knowledge exchange between the University and outside agencies, we have also worked to make a contribution to the general health of our discipline by providing linguists nationally and internationally with an outlet for popularising their research. We have done this by raising the profile of our publication, Babel: The Language Magazine (<https://babelzine.co.uk>), to the extent that it is now recognised as the world's premier popular outlet for research in linguistics (see our impact case study on Babel for more details). Babel is based on Jeffries' and McIntyre's pedagogic research and was founded by them in 2012. Published quarterly, Babel's guiding principle is that articles must be written by linguists who have carried out the research they are writing about, rather than by journalists. To further increase the magazine's profile, we established an annual Babel Lecture at Huddersfield, which is given by a high profile speaker. Lectures are free and have seen upwards of 300 people per lecture coming on to campus to learn about linguistics. Our Babel lecturers to date have been Brendan Gunn (dialect coach, 2015), David Crystal (writer and public linguist, 2016), Peter French (forensic linguist and founder of the UK's first forensic speech and acoustics company, 2017), Susie Dent (writer and TV presenter, 2018) and Jessica Coon (consultant linguist on the 2016 film Arrival, 2019). Jean Berko-Gleeson (professor and inventor of the Wug test) was scheduled to give the 2020 lecture which was cancelled due to COVID-19 (we aim to reschedule as soon as practicable). The range of Babel's influence can be seen in our 11k followers on Facebook (Babel: The Language Magazine) and 12k followers on Twitter (@Babelzine). The effect of our work on Babel has been to increase the public profile of linguistics as a discipline, as well as to extend the range of opportunities open to linguists for engaging with the public and generating impact from their work. To this end, we view Babel as providing a service to our wider discipline.

Service to the discipline

In addition to the above activity, all staff are committed to providing service to the wider discipline of linguistics. This aspect of our work is focused around four commitments: (i) supporting the work

of students; (ii) supporting the work of peers; (iii) supporting the management of the discipline; and (iv) advancing the discipline.

With regard to (i) our commitment to supporting the work of students is evidenced by a number of measures. For example, over the REF cycle, staff in the UOA have acted as external examiners for 24 PhDs, nationally and internationally. Examples include the University of Nottingham (5), University of Birmingham (2), University of Copenhagen and Universidad Autónoma de Madrid. This commitment extends to postdoctoral students, as evidenced by Jeffries' examination of a Habilitation at the University of Southern Denmark. We have also championed undergraduate research in linguistics through the annual Young Writers' Competition that we run in Babel: The Language Magazine (see Impact Case Study for more details).

Regarding (ii), our support for the work of our peers can be seen particularly in our peer review work. We have reviewed articles for over 25 journals during the cycle, as well as manuscripts for such major publishers as Cambridge University Press, John Benjamins, Mouton de Gruyter, Palgrave, Routledge and the University of Chicago Press. We have also reviewed grant applications for a wide range of funding bodies, including the Austrian Science Fund, British Academy, ESRC, European Research Council, French National Centre for Scientific Research, Irish Research Council, the Leverhulme Trust and the Swiss National Science Foundation.

With regard to (iii), staff in the UOA are centrally involved in the management of learned societies. For example, Jeffries is Chair of UCGAL, Nuttall is Secretary of IALS, Gold is on the research committee of the International Association for Forensic Phonetics and Acoustics (IAFPA), and McIntyre is a committee member of PALA. Senior staff have also acted as reviewers for other national research assessments. For example, McIntyre acted as an external reviewer for the 2016 VQR (Valutazione della Qualità della Ricerca), Italy's national research assessment exercise, while Jeffries acted as impact assessor for the Chinese University of Hong Kong in 2017 for their mock REF-equivalent exercise and was a panel member of UOA 28 for REF 2014.

Concerning (iv), staff in the UOA are committed to contributing towards the scholarly infrastructure needed to advance our discipline and apply its findings. For example, Gold is an Affiliate Member of the Organization of Scientific Area Committees for Forensic Science in the US, helping to create standards for the field. And our staff edit a range of journals and book series. McIntyre is editor of Language and Literature (SAGE) and O'Driscoll was appointed editor of the Journal of Politeness Research (Mouton de Gruyter). Jeffries and McIntyre are series editors of Perspectives on the English Language (Palgrave) and McIntyre and Nuttall are series editors of Advances in Stylistics (Bloomsbury). Six staff serve on editorial boards for such major journals as English Text Construction, Journal of Corpora and Discourse Studies, Social Psychology Quarterly and the Journal of Language, Aggression and Conflict. In addition to publishing, the opportunity to present work at conferences is also key to the development of ideas. We frequently organise events to facilitate this, such as the Stylistics Research Centre 10th Anniversary Symposium (2015), the Impact in Linguistics Symposium (2018) and frequent CA data sessions (e.g. 2019). In addition to small colloquia like these, we have organised four major international conferences during the cycle: the 8th International Conference on Politeness (2014), Interfaces between CA and Pragmatics (2016), the 7th IALS Conference (2017) and the 27th IAFPA Conference (2018).