

Institution: Anglia Ruskin University

Unit of Assessment: Unit 27: English Language and Literature

1. Unit context and structure

Our UoA 27 submission comprises 17 (16.2 FTE) researchers working across English Literature, Creative Writing and Publishing, and English Language and Linguistics at Anglia Ruskin University (ARU), drawn from two Schools (the School of Humanities and Social Sciences (HSS) and the Cambridge School of Creative Industries (CSCI)), both of which are housed in the Faculty of Arts, Humanities and Social Sciences (AHSS). Colleagues' specialisms range across historical periods (early modern to contemporary), genres, forms, and languages, using a range of methods, including: archival research; creative practitioner research; participatory action research; eye tracking; elicitation, and large-scale surveys. The Unit's research profile is therefore diverse, with enhanced strengths in scholarly editing, children's literature, the 'long' nineteenth century, science fiction and fantasy, morphosyntax, sociolinguistics and intercultural communication. Individual scholarly practice is enriched by the collective enterprise emerging from four interdisciplinary research clusters, which have developed out of our established and emerging strengths:

- Centre for Science Fiction and Fantasy
- Nineteenth Century Unit
- New Routes, Old Roots: Art, Migration & Exile
- Anglia Ruskin Research Centre for Intercultural and Multilingual Studies

Each cluster aligns strategically with two of the priority research areas identified in ARU's Research and Innovation Strategy 2018-2022: **social inclusion and marginalised communities** and **creative practice and creative industries**. Managed by a Director and team of Co-directors, each cluster unites Unit colleagues with postgraduate researchers (PGRs), ARU researchers from other disciplines, including History, Sociology, History of Art, and Education, and with colleagues in two **University Research Institutes**: StoryLab; and the Global Sustainability Institute. Each cluster is also supported by external academic colleagues, who bring networks, editorial and peer-review experience, mentorship, and co-production of funding bids. Membership further extends beyond the academy to writers, editors, poets and practitioners, who benefit from research knowledge exchange, whilst ensuring critical mass and further support for PGRs. All Unit colleagues are members of at least one of the four research clusters and several colleagues feature in more than one, enabling a vibrant exchange of knowledge, ideas and practices.

Research and Impact Strategy

We have successfully achieved our three strategic aims for this period as described at the time of REF2014 as follows:

Aim 1: Grow, and enhance provision for, the doctoral student community.

Since 2014, we have increased PGR numbers by 109% (33 to 69) through strategic investment of QR funding, external funding, and the securing of six institutionally-funded competitive Vice Chancellor (VC) PhD Scholarships, launched in 2017/2018, which are awarded to outstanding students to undertake excellent, interdisciplinary doctoral projects that strategically engage with one or more of the University's eleven institutional priority research areas. We have also invested in external specialist training and mentoring for PGRs at every stage of their degree. Consequently, the volume of PhD completions has increased by 147% (15 to 37) during this cycle. The Unit's increased research vitality is further evidenced by the development of PGR-led research initiatives, including: **LitFuse** (2017-present), a PGR-led creative community open to all ARU and non-ARU practitioners, and **Electric Athenaeum** (2018-present), an international Science Fiction and Fantasy magazine, which launched at UK EasterCon. See Section 2.

Aim 2: Diversify income streams and secure external funding.

In this REF period, we have engaged actively with the Research and Innovation Development Office (RIDO), invested in bid writing support for Research Council and other external funding sources, and increased time for writing retreats and internal funding workshops. Consequently, our research has secured support (totalling £403,146) from major funders and UK-based charities on a competitive basis, including the AHRC, EU Horizon 2020, the Leverhulme Trust, the British Academy (BA), and the National Lottery Heritage Fund (NLHF). Several awards have been made for collaborative projects with national and international partners within, and beyond, the academy, including Baxter's heritage project on Basque child refugees in 1930s East Anglia (NLHF, £54,600, 2019-2020) with Norfolk Schools of Sanctuary, the UK Basque Children Association '37, Refugee Week, Amnesty International, and UNHCR (see Baxter's Impact Case Study). We have also grown and diversified our income streams and have nearly quadrupled our funding secured from EU government bodies (£171,659). For the first time we won income of £42,248 from 'EU Other' on a competitive basis. See Section 3.

Aim 3: Foster, strengthen and enhance research and impact through high quality publications and collaborative projects.

We have achieved this through two strategic approaches:

Individual Practice: Unit colleagues produce research of the highest quality according to their own academic interests. We have achieved this through a robust system of research mentoring, internal and external review of outputs, and strategic investment of QR funding to support writing retreats and sabbatical application workshops, and to provide teaching relief for colleagues completing publications (see Section 2). Subsequently, we have produced innovative monographs, special issue journals, articles and essays, and won externally-funded projects in areas as diverse as: feminist literature and queer narratology (Young); the digital short story (Dietz); textual editing and the history of the book (Day); early-modern literature and philosophy (Gorman); morphology and its interfaces with semantics and prosody (Bell, EU Horizon 2020 funded Mercator Fellowship, £42,247, 2015-2018); and grammatical relations and extraction restrictions (Sheehan, BA, £10,000, 2016-2017).

Research Clusters: Since 2014, we have strategically invested QR funding to grow four interdisciplinary research clusters that allow us to enhance existing research strengths further, collaborate across disciplines and beyond the Unit, and enhance our impact and public-engagement profile.

(i) The Centre for Science Fiction and Fantasy (CSFF) is the first UK university-based research centre of its kind. Established in 2017, it unites colleagues working in literature, linguistics, publishing and creative writing, as well as authors, editors and members of the book publishing industry to further enhance and diversify established research strengths in science fiction and fantasy (sf/f) scholarship and practice. Baxter has developed her work on J.G. Ballard by examining the interplay of science fiction, historiography and sound. Brown, secretary of the UK Science Fiction Foundation, has connected two areas of her research expertise to advance new work on the intersections of Shakespeare and science fiction. Gorman's scholarship on early modern literature and science (supported by a Folger fellowship, \$2,500) brings a new dimension to the cluster's research profile, whilst Angus's experiments in historical fantasy writing raise exigent questions about trans-historical female labour. Research expertise in Young Adult fiction has secured two VC PhD Scholarships, which respond to our two priority research areas - **social inclusion and marginalised communities** and **creative practice and creative industries** - both supervised by Giddens and Angus.

(ii) The Nineteenth Century Unit (NCU) was introduced in 2015 to enhance our reputation for research excellence in this area. Ludlow's interdisciplinary scholarship explores nineteenth-century women's writing in relation to the Bible and theology. Claes's work on the late-Victorian little magazine uncovers connections between eighteenth- and nineteenth-century periodicals and their politics of production. Cook's work on the influence of the major Romantic poets on Dickens's writing and sense of vocation is an important intervention in the field. Gardner,

currently on a Leverhulme Fellowship (£54,973, 2020-2022) for a project on literature, engineering and culture, has diversified his scholarship on radical politics and marginalised communities through new cross-disciplinary research (paediatrics, psychology and physiology) into Byron's experience of child abuse. Concerned largely with children's literature from 1830-1920, and in line with one of our key priority research areas – **social inclusion and marginalised communities** – Giddens' scholarship and related AHRC-funded research on decolonising digital collections (with the Universities of Cambridge and Florida) helps to make the cluster an internationally recognised centre for work in the period (AHRC Research Network, £13,007, 2019-2020; AHRC Development Grant, £21,097, 2020-2021).

(iii) **New Routes, Old Roots (NROR)** was set up in 2016 to advance existing scholarship on migration and exile. Baxter has advanced her BA-funded work on surrealist historiography to consider wartime and post-war literary discourses of refugee migration and human rights. Former colleague Houlden's work at the intersection of World literature, Caribbean studies, and queer theory has furthered NROR's commitment to produce research with real-world applications. Similarly, Rasinger's study of the linguistic and semiotic landscapes of Banglatown sheds new light on constructions of identity in the contexts of migrant communities and cultural capital. Day's scholarship on early-modern travel enhances NROR's broader concerns with globalisation, displacement and migrant histories. In response to the priority research area – **social inclusion and marginalised communities** – NROR has secured two VC PhD Scholarships, supervised by Baxter in collaboration with the Global Sustainability and StoryLab Research Institutes at ARU, on climate change, refugees and heritage resilience; and migration and social inclusion.

(iv) The former Research Unit for Intercultural and Transcultural Studies (RUIITS) was transformed into the **Anglia Ruskin Research Centre for Intercultural and Multilingual Studies (ARRCIMS)** in 2016 to connect colleagues working in intercultural communication and diverse areas of linguistics such as syntax, semantics, morphology, pragmatics and second language acquisition. Its emergence also reflects changes in the research landscape towards an increased interest in multilingual studies within intercultural settings. This transformation of RUIITS into ARRCIMS further reflects a wider change in research focus across the Unit (RUIITS was returned as part of UoA36 in REF2014 while ARRCIMS has a stronger home in UoA27) and has reinvigorated our research activities. Beinhoff's BA-funded work (£10,000, 2014-2015) enhances understanding of speech development and perceptive skills in a second language in the Common European Framework of Reference for Languages. Parvaresh's research into aggression in online communication and politeness, and Rasinger's and Sheehan's multilingual research, advance scholarship on minority languages in the UK and Spain, respectively, and make innovative contributions to the fields of intercultural communication, theoretical syntax and sociolinguistics. Collectively, and according to the priority research area – **social inclusion and marginalised communities** – their expertise has secured two VC PhD Scholarships on the syntax of heritage languages (Sheehan & Rasinger; Sheehan & Parvaresh). Two further PhD projects on the teaching of semantic transparency (Bell) and the second language acquisition of pragmatics (Bell) are funded by the Government of Saudi Arabia; another on intercultural competence (Parvaresh) is fully funded by the Indonesian government. For details of collaboration, impact and innovation arising from our research clusters, see Section 4.

Future strategic aims and goals. We will continue to build a vital and sustainable research and impact environment by developing our three on-going strategic aims:

Research and impact

1) Further enhance our research reputation by continuing to produce high quality publications. We will continue to invest in individual research, non-interdisciplinary collaborative research, and interdisciplinary collaborative research within, and beyond, our four research clusters. Four major scholarly projects, including two cross-institutional collaborations, on Pierce Egan, Thomas Kyd, Ovid, and James Shirley, as well as six monographs on C17th Poetry and

Alchemy, E-Books and Real Books, Amazon Publishing and Literary Media, and Shakespeare and Science Fiction, Case and Agreement, and Politeness and Sociopragmatics, are already under contract.

2) Further develop regional, national and international partnerships with heritage and arts sectors, schools, third sector organisations, and NGOs through our leadership of the newly established cross-Faculty 'Communities, Heritage and Migration' research and impact group (Baxter leading on Heritage, Rasinger on Migration). This initiative will provide a focus for cross-disciplinary research bidding and for developing multi-partner research and impact projects that ensure mutual sustainability.

Funding

1) Intensify collaborative and interdisciplinary research and impact by building partnerships with other national and international HEIs and external partners, so enhancing our research reach and reputation, and increasing critical mass for our four research clusters. Supported by RIDO, we will do this by increasing the number of larger collaborative bids in order to grow our overall funding by at least 50-100%.

2) In addition to initiatives above, we will further grow and diversify external income streams by working with RIDO (post-Brexit) to access available EU funding, such as Horizon Europe, and from other sources, including charities, publishers, learned societies, and heritage and arts councils; and grow income from consultancy and commercialisation of research.

PGRs

1) Enhance our PGR environment by continuing to attract outstanding PhD projects and secure PhD funding through partnership development with museums and galleries, external bids for projects, and by increasing VC PhD Scholarships awarded to the Unit from six to ten. Thus, we intend to have a higher proportion of fully-funded PGRs to ensure research vitality and sustainability.

2) Continue to support and grow PGR employability through a dedicated QR funding stream that supports training, development, and other employment related opportunities, and further support our PGRs to secure external funding to supplement internal awards for career development.

Impact Achievement and Enhancement

As exemplified in our two submitted case studies, our approach to impact is to develop strong partnerships with regional, national and international organisations, and to develop and diversify impact funding streams.

We have achieved these aims through co-ordinated Unit, Faculty and University support mechanisms. Since 2014, Unit colleagues have benefitted from impact training led by expert consultants RAND Europe, REF External Advisors, and the central and Faculty-based Research Impact Coordinator and Impact Support Managers. Individual researchers and research clusters have also worked closely with the Faculty Partnership Development Manager and Faculty Partnerships Officer in RIDO on managing partnerships and interdisciplinary collaborations, and devising future impact strategies. Impact is further ensured through institutional support as outlined in the Institutional Environment Statement, including use of QR funding. Since 2014, more than 35% of allocated QR funds has been used to support knowledge exchange and impact activities, far exceeding our 2014 target of ring-fencing 20% of conference and research funding for such activities. Consequently, we are developing an impact pipeline underpinned by individual and collective research strengths, including second language acquisition, language teaching and social marginalisation, and widening participation in sf/f literary communities.

We recognise that achieving impact from research requires strong and collaborative engagement with, and investment in, our partners and communities, responding to their strategic needs. Accordingly, QR funding has been invested in developing and supporting a range of strategic partnerships that extend impact reach through participatory action research. For example, since 2017, colleagues in NROR have supported The Common Lot participatory theatre company in Norwich with research and impact consultancy, bid-writing expertise, and knowledge exchange. This has enabled The Common Lot to secure more than £80,000 from diverse income streams, including the NLHF, Arts Council England, and educational charities. See Section 4 for details of collaborative projects and impacts enabled by this strategy.

We are adopting and shaping our future impact strategy as follows:

- Continuing to embed public engagement, knowledge exchange and impact in research activity at all career stages.
- Further enabling and facilitating the achievement of impact through investment in resources, staff, and mutual investment with our partner organisations.
- Continuing to target QR funds on our existing areas of research and impact strength, including in innovative forms of participatory research.
- Increasing the number of impact projects, and further diversifying our impact funding streams and range of impact partners, ensuring their early engagement from research project design through to delivery.

Interdisciplinarity

Consistent with the University Research and Innovation Strategy, we recognise that interdisciplinary and collaborative research leads to increased creativity and impact opportunities that would not occur through single discipline work and equips us to drive innovation in areas of global importance. Within the Unit, we implement a full spectrum of interdisciplinary activity, including cross-disciplinary, multi-disciplinary, and transdisciplinary approaches and methods to research and impact. Examples include Gardner's Leverhulme project on engineering and literature; Gorman's work on literature and science; Dietz's research on literature, publishing and digital media; and Bell's linguistic experiments using eye-tracking. Strategic avenues for fostering interdisciplinary research are represented by our annual Faculty Research Conference and Unit research cluster activities and seminar series. Interdisciplinarity is also at the heart of our conference strategy, which is committed to organising one biennial international conference and one annual national conference. Where possible, conferences are organised in collaboration with University Research Institutes to generate cross-disciplinary research and pathways to impact such as, 'J.G. Ballard and the Sciences' (CSFF & Veterans and Families Institute for Military and Social Research, 2017). See Section 4.

Open Access

The Unit actively supports the move towards open access (as per the University Open Access Policy). Unit colleagues benefit from University-wide services such as an annual £100,000 Open Access Fund for gold open access, and the Anglia Ruskin Online Repository (ARRO) for green open access (in line with REF requirements) as well as Figshare, which facilitates the sharing of datasets and creative outputs. Three gold open access journal articles have been published by Unit colleagues in this REF period, funded by the Open Access Fund with £4,774. Fifty-five green open access articles and book chapters have been made available via ARRO, as well as all thirty-seven PhD theses completed in the Unit since 2014. Two recent AHRC bids from Unit colleagues include plans to share large datasets via Figshare, and previous datasets have been shared and accessed (for example Parafita Couto, Sheehan, Blokzijl and Schäfer 2019). Unit colleagues also seek other means of making their work available without a paywall. Giddens' *Christmas Books for Children* (CUP, 2020) was available to download for free for two weeks in November 2019 upon release; 262 copies were downloaded; Schäfer has published a

monograph (3,859 downloads) and Sheehan two edited collections with the new fully open access Language Science Press (17,500 & 13,000 chapter downloads). Beyond ARU, we make a vital contribution to fully open access journals through peer review and editorial expertise: Sheehan is on the editorial board of *Glossa* (a fully open access linguistics journal funded by LingOA and the Open Library of Humanities and a member of the free journal network), and the review board for *Snippets* (a freely accessible online-only publication by Led on line). Rasinger is on the editorial board of open access online *Asian EFL Journal*; Parvaresh is an Associate Editor of *IPrA Bibliography of Pragmatics Online*, an Open Source community product.

Research Integrity

Our research is underpinned by the highest standards of rigour and integrity, which are implemented through robust training and support mechanisms overseen by RIDO, and the Research Ethics and Integrity Manager. All research proposals are subject to a tiered ethical approval procedure overseen by ethics committees at School, Faculty and University level. These processes are integral to the Unit's working practices and function as a peer-review process for methodology and good practice. They also help to co-ordinate ethics-related issues with partner organisations for non-academic collaborations, such as those led by Baxter and Giddens, involving participatory action researchers, refugee communities, and school children. Unit colleagues and PGRs also have access to JISC Online Surveys (formerly Bristol Online Surveys) which complies with data protection regulations and stores all data within the EU. Linguistics colleagues have access to five secure laptops for data collection and analysis; they are maintained by our Faculty technical support staff and comply with ARU IT security protocols. All funding bids are peer reviewed and undergo a central formal risk assessment and full economic costing before approval by the Dean for final submission. Anonymous critical peer review and feedback further supports us in maintaining research integrity. As well as staff, all postgraduate and undergraduate research students are required to undertake compulsory ethics training and complete questionnaires on their research which are submitted for clearance to the School's research ethics committee. On matters of Intellectual Property, Baxter has been supported by the University Commercialisation Officer in RIDO on the production of a toolkit for the UK Schools of Sanctuary network (see Baxter's Impact Case Study).

2. People

The Unit incorporates 17 members of staff (16.2 FTEs) made up of four Professors, one Reader, three Principal Lecturers, seven Senior Lecturers, one lecturer, and one colleague who is Deputy Dean for Research and Innovation.

Staff Development Strategy

Time, resources and intellectual investment are essential to a vital and sustainable research environment. Unit colleagues are therefore supported by co-ordinated University, Faculty, School and Unit-level research development mechanisms. Colleagues at all career stages have Personal Research Allowances of £600 p.a. whilst research-active colleagues are allocated at least one day of protected research time per week. Strategic support for developing high-quality research, including public-engagement activities and pathways to impact, is overseen by the Faculty Research and Innovation Committee (FRIC) and implemented by Heads of School and Unit research convenors who discuss annually with colleagues their research plans and priorities, and identify investment and resources. Our Unit has three research convenors with expertise in English literature, language and linguistics, writing and publishing. This is strategic and ensures rigour and parity across the REF submission. Our commitment to supporting each other in the production of high-quality research is further enabled through: internal anonymous peer-review and research mentorships systems; an annual interdisciplinary Faculty Research Conference, and cross-disciplinary research seminars that run alongside those facilitated by our four research clusters. These include a monthly research seminar series for staff and PGRs,

'open' brown bag research seminars to support the wider dissemination of ideas and to report on best practice, and themed seminars to share subject expertise and promote collaboration. The University oversees the criteria for appraisal and the training of appraisers, reflecting commitment to the Concordat to Support the Career Development of Researchers. As outlined in the Institutional Environment Statement, colleagues benefit from a robust appraisal structure, including the completion of Individual Research Reports that help identify career development and strategic actions in relation to research and impact. Staff development is further sustained through the ARU Researcher Development Programme which, in line with the Vitae Researcher Development Framework, offers workshops, events and online courses designed and delivered by external expert facilitators and internal academic and professional colleagues on matters such as research and impact development, and doctoral supervision.

Pathways to promotion in the Unit are clear and transparent. Colleagues are supported at every level by a mentorship scheme whereby senior colleagues assist with career planning and promotion applications. A Research Mentoring Scheme for Aspiring Readers and Professors has supported two Unit colleagues' career ambitions (Baxter and Sheehan) in the review period. Our commitment to supporting career development has produced a stimulating and supportive environment, resulting in high rates of internal promotion. Since 2014, six colleagues have successfully applied for promotion from Lecturer to Senior Lecturer, two from Senior Lecturer to Reader, two from Senior Lecturer to Principal Lecturer, and one from Reader to Professor. This clear career progression pipeline has played an essential part in supporting good staff retention rates across the review period.

Unit Staffing and Recruitment Policy

Research and impact planning plays a key role in shaping our staffing strategy. Accordingly, we appointed eight early to mid-career colleagues in the review period to strengthen and diversify research in: creative writing and publishing (Angus and Marshall (2016-2019)); early-modern literature and science (Gorman); the 'long' nineteenth century (Ludlow); travel writing, print culture and textual editing (Day); world literatures (Houlden, 2015-2019); syntax and heritage languages (Sheehan); and intercultural communication (Parvaresh). One more colleague joined us (Claes) on a fixed term contract (2020-2022) to cover Gardner's Leverhulme fellowship. These appointments were also part of a succession plan to enable leadership opportunities arising from the retirement of four senior colleagues, three of whom remain active supporters of our research environment as Emeritus Professors or Research Fellows: Wymer for CSFF, Gowar for NROR, and Purton for the NCU. For example, Ludlow, now Senior Lecturer, was mentored and supported by Purton to take on the directorship of NCU.

Early-Career and Fixed Term Researchers

We have a strong track record in promoting and investing in ECRs. During the review period, Leah Tether and Zoe Jaques, postdoctoral fellows of CoDE (now StoryLab), were promoted to senior research fellows and given time to complete monographs before securing permanent lectureships at Bristol and Cambridge respectively. In addition to University-wide mentorship and research mechanisms for ECRs, our current ECRs are mentored at Unit level by senior colleagues on career development, grant capture, and research strategy. Furthermore, they are fully integrated into the Unit's research culture through their involvement in the intellectual and operational lives of our four research clusters. Angus was supported by senior colleagues to take on the directorship of the CSFF in 2019, whilst Gorman leads the 'Literature and Science' sub-strand of the cluster, and Dietz the 'Literature and Publishing' sub-strand. In line with the revised ECR Charter (2019), we have extended the period of ECR status from three years to five years. This inclusive approach means that Angus (appointed in 2016) is supported as an ECR following conferment of a PhD in 2015. During his fixed-term appointment (2020-2022), Claes has been mentored by Young on research and career development, resulting in a successful FHEA application and a draft book proposal. He has also been supported by Ludlow to co-direct

the NCU, enabling him to develop skills in research leadership and strategy, and cultivate new and existing networks.

Support for Research and Impact

In addition to sabbatical bidding support from RIDO, the Unit provides mentorship by a senior colleague, and anonymous peer review feedback on all sabbatical applications. Since 2014, this support system has enabled Unit colleagues to secure 21 semester-long sabbaticals (c. £200,000) awarded on a competitive basis. Beyond enabling the production of high-quality research outputs, funding bids, and impact projects, sabbaticals also support colleagues' career development. For example, Dietz, an ECR, was awarded a sabbatical to complete her PhD at University College London (2019). Furthermore, sabbaticals have been used to ensure sustainability by securing high profile research fellowships (Gardner, Leverhulme, 2020-2022), and enabling another of our ECRs (Gorman) to secure promotion and complete her first monograph (forthcoming with Boydell and Brewer).

In line with the University's overall development strategy 'Designing Our Future, 2017-2026', workload models are adjusted to enable our most productive researchers to focus on research and impact-related activities within and beyond our four clusters. Unit colleagues have been further supported by QR funding to provide teaching cover to complete high-quality publications. Beyond the support mechanisms for impact detailed in our Impact Strategy (see Section 1), ICS authors have received additional financial support from QR funds, along with reduced teaching loads, in recognition of the significance of their contribution to research and impact innovation. Since 2014, three VC Awards have been awarded to Giddens, Gardner, and Baxter in recognition of their excellence in research, doctoral supervision, and impact and innovation.

Research students

Our PGR community is integral to the Unit's research culture: since 2014, numbers have increased by 109% (33 to 69) with completions up by 147% (15 to 37). Working across English literature, creative writing, publishing, and linguistics, our PGRs enrich the intellectual life of our research environment by advancing new scholarship in areas as diverse as: Dickens and Algeria; Science as/and Poetry; the Morphosyntax of Heritage Polish; Publishing Innovations in the Fourth Revolution; and Societal Pragmatics. Our development and sustainability strategy has been achieved through two key means:

(i) Robust Support and Monitoring Mechanisms: We recognise the importance of securing funds to support PGRs. Since 2014, various avenues have been available for PhD funding which have helped us to attract and support a diverse range of UK and international students. Building on the funding obtained from the AHRC Block Grant Partnerships: Capacity Building Route in 2011 (Giddens, PI, 2011-2017), which totalled £182,988 and funded a number of PGRs, including two PhDs, we have sought other income sources. For example, since their launch in 2017, we have won six VC PhD Scholarships. These highly competitive institutional awards (12 awarded per year) provided students with a UKRI equivalent minimum annual stipend. Since 2014, two students have received £70,623 through the Skinner-Young (external bequest) Scholarships: Angus (2012-2014), who secured a full-time position in the Unit on completion; and Brunton (2015-2020). Six students have received partial fee waivers through the institutional Research Investment Fund (2015-2016). Additionally, QR-funded full fee waivers have supported twenty-two students on full and part-time modes of study, and two students have received partial fee waivers. We have also supported a student in their writing-up phase to be awarded Funds for Women Graduates (£1,000, 2019), a competitive scheme for students at British HEIs.

Since 2014, PGRs have benefitted from a research funding allocation of up to £500 towards research expenses, and £100 towards printing. This has enabled PGRs in the Unit to visit

archives, collect data and present at external conferences, including Minns who participated in the AILA Europe young researchers' event (2018) in Essen, Germany. Payment for administrative support is offered wherever possible to enable part-time and self-funded students to benefit from co-organizing conferences and events. PGRs benefit from a dedicated Faculty PhD study room with a suite of computers, kitchen, and social space to encourage collegiality and knowledge exchange. Further to their specialist supervision, PGRs complete mandatory training (appropriate to their research stage) provided via a structured Researcher Development Programme and implemented by the ARU Doctoral School. Additional subject-specific research and funding advice is provided by senior Unit colleagues with strong track records in research, impact and grant capture. Progression is supported through monthly (with 1st supervisors) and periodic (whole team) supervisions, and further monitored through an annual review undertaken by senior researchers independent of the supervisory team to provide open discussion on research progression. This monitoring mechanism facilitates timely completion, as well as independent reviews of research studies as 'rehearsal' for final *viva voce* examinations.

(ii) Promoting and Investing in Research Ambition: As part of our thriving research culture, PGRs disseminate their research through a wide range of events, including Annual Faculty and University PGR conferences, the Faculty and Research Institutes' seminar series, and discipline-specific seminars and workshops at Unit and research cluster level. We strongly encourage our students and research fellows in their research and career ambitions and provide specialist training through Unit-facilitated workshops led by internal and external experts. In 2019, for instance, Professor Gina Wisker, a visiting research professor at Brighton University, led training on writing for publication. Our students are further supported by two Royal Literary Writing Fellows, who are professional writers sponsored by the Royal Literary Fund to advise on all aspects of writing. The success of this strategy is evident in the fact that several of our students have published journal articles and books while studying at ARU. Notable examples include Owens, who has two books on Shakespeare on film with Columbia University Press, and Benwell who has a novel published with Simon and Schuster. Furthermore, our Publishing students are supported to gain knowledge of industry through work placements and mentorships with leading publishing houses and presses, including Bloomsbury, Cambridge University Press, Burleigh Dodds Science, and ProQuest.

Our PGRs are active beyond the University, organising and presenting at conferences and seminar series, participating in learned societies, and impacting on wider academic and non-academic communities through innovation and intervention. For example, Kosinska has published a textbook for heritage Polish speakers at Saturday community schools and was an invited speaker at the Women in Polonia Leadership panel at Quo Vadis X: Leaders in Action Conference in Canada (2019). We further support our PGRs to initiate research collaborations. Notable examples include:

1. LitFuse (2017–present), a PGR-led creative community open to all ARU and non-ARU practitioners. Funded by a 3-year University Arts Council Award (£2,650), **LitFuse** provides a supportive and creative environment through seminars, workshops, writing retreats and readings with the likes of Daisy Johnson, Booker-nominated author of *Fen*, and Ali Smith in collaboration with Cambridge Literary Festival (2019). **LitFuse** has also founded and produced two creative writing journals, *MINT* and *CRISP*, managed and edited by PGRs under Dietz.

2. Electric Athenaeum, an international Science Fiction and Fantasy magazine publishing short fiction, articles, poetry, and interviews, which PGRs run out of CSFF. Issues 1 and 2 were funded by ARU's Global Sustainability Institute's Education for Sustainability "Be the Change" grant, and by an ARU Research and Innovation seed fund (totalling £2,220).

The vitality of our environment is further evidenced in the awards and prizes secured by our PGRs since 2014. Notable examples include: Caroline Ward Vine, winner of the Costa Short Story Prize (2019) and the Bath Short Story prize (2019), and Natalya Anderson, winner of the Moth Poetry Prize (2017). Penny Hancock, a Royal Literary Fellow at ARU (2019-2020) and former MA student who secured her first book deal upon graduation, won the East Anglia Novel

of the Year Award for her fourth novel, *I Thought I Knew You* (2019). Beyond academia, publishing and professional writing, our PGRs have developed a range of successful careers, including in research and impact development (Harris), and literary events management (Crawford).

Equality and Diversity

We are dedicated to ARU's drive to embed respect for equality and diversity within its working policies and practices. Unit colleagues regularly take part in specialist training in issues relating to disability, mental health, gender, and BAME students and staff. Our University achieved the Athena SWAN bronze award in April 2015 (renewed in 2018) and is currently working towards achieving Athena SWAN accreditation at Faculty level. Of our 17 submitted colleagues, eleven identify as female and six as male; seven colleagues are at the level of Reader and Professor, of whom five identify as female. As a result of our University's commitment to the Athena SWAN principles, we have dedicated staff support networks: one of which is the women's network, which offers mentorship for women to address gender-based imbalances in career progression. Our Unit comprises staff of six nationalities with 41% being non-British, so encouraging inclusivity and enriching our environment through linguistic diversity, international collaborations and networks.

We actively contribute to the 'Faculty-level BAME Award Gap Working Group' with representation by Giddens. At Unit-level, our research feeds back into our support for equality and diversity through our collaborative impact projects. Two examples include: Giddens' AHRC-funded work on decolonising children's literature with the universities of Cambridge and Florida and Baldwin library; and Baxter's NHLF participatory action research projects, involving refugees, asylum seekers and marginalised communities in collaboration with the City of Sanctuary and Schools of Sanctuary networks, New Routes Integration Charity (Norwich), Refugee Week, Amnesty International, and UNHCR.

In line with the University's flexible working policy, which was highly commended in the Working Families Special Awards in 2017, Unit research events and meetings are increasingly scheduled later in the morning or early afternoon to increase accessibility for those with caring responsibilities. Importantly, this has enabled an increasing number of PGRs to contribute to such events. In further support of inclusivity in the Unit environment, one Unit colleague has benefitted from home working and condensed hours being embedded in their contract. In the review period, two colleagues were supported to return to work after extended sick leave through phased returns and part-time working hours. We further supported one colleague returning from parental leave through KIT (Keep in Touch) Days and the Returner Scheme, which provided up to £4,000 for teaching cover and conference attendance. Mechanisms that enable staff to support research students with protected characteristics include staff training for awareness of disability and special learning needs and digital resources. A Reasonable Adjustment Form for PGR students further contributes to our support of students with protected characteristics.

3. Income, infrastructure and facilities

To ensure sustainability, our funding strategy is three-fold: 1) diversify our funding streams; 2) support staff at all levels, especially ECRs, to bid for smaller awards to build research and funding profiles, and attract HEI and non-HEI collaborators; 3) support senior colleagues to bid for larger funding awards.

We have achieved these aims by successfully utilising University and Faculty support structures for generating external research income, enhanced by Unit-led initiatives. For example. Unit colleagues have been supported to plan and write funding proposals at Faculty-funded writing retreats. All researchers involved in planning and submitting bids have benefitted from the expert advice and peer-review available from the Faculty-funded Research and Innovation Funding

Development Manager (RIFDM) in RIDO. Beyond funding development workshops organised under the umbrella of the Researcher Development Programme, the Faculty Research and Innovation Committee (FRIC) organises workshops on accessing diverse funding sources and bid writing at all stages, including peer review and bid evaluation. We have also diversified income streams with support of the RIFDM and through services such as Research Professional. At Unit level, senior colleagues with established funding profiles provide mentoring and subject-specific workshops, using examples of successful bids. We also maintain a funding planning document, available to all Unit colleagues and overseen by convenors, that records details of all planned bids. This strategy eliminates overlap and internal competition, as well as implementing a culture of continuous bidding activity. An anonymous peer review process, conducted by colleagues within and beyond the Unit who have a record in grant capture, assesses all applications before final submission is given approval.

Strategy in Action

Since 2014, we have secured £403,146 in external income from major funders and UK-based charities on a competitive basis. We have also grown and diversified our income streams and can report a significant increase (nearly quadrupled amount) in secured funding from EU government bodies (£171,659) and, for the first time, from other EU sources (£42,248) on a competitive basis.

Our strategy to secure external funding and diversify income streams has enabled us to produce high quality research in areas of existing strength, and to drive collaborative international research that responds to areas of global importance. Additional notable examples, evidencing strands 2 and 3 of our strategy, include two *Marie-Sklodowska-Curie* Fellowships: (i) Bell (PI) and Schaefer (Tübingen University) for a project on default meanings in compounded interpretation (£72,249, 2017-2018); (ii) and Giddens (PI) and Deszcz-Tryhubczak (Wroclaw University) for a child-led participatory research project on dystopian fiction and environmental literary activism (£84,968, 2017-2018). Strands 1 and 2 of our strategy are further evidenced in awards made to Brown (British Council, £3,000, 2018-2019) for a Writer in Residence Grant (Tashan Mehta) to advance CSFF activities, and to Sheehan (Arts Council England Museums and Universities Initiative, £1,000, 2017-2018) for 'Voices of the Fens', an exhibition and networking project with Peterborough Museum and the National Horseracing Museum.

Additionally, eleven individual grants, fellowships, and smaller awards for projects not shown on HESA data have been secured at all staff levels. These awards total **£44,273** and include competitive fellowships from the Universities of Harvard and Princeton, as well as UK and US library visiting scholarships. These awards have enabled colleagues at all levels to complete high-quality publications for REF2021, including Giddens and Ludlow. They have also supported Gorman, an ECR, to complete her first monograph and progress a major project on early women and alchemical writing for the next REF.

Operational and scholarly infrastructure supporting research and impact

Research in our Unit is supported through our university library, which is particularly strong in its provision of electronic resources (nearly 300,000 e-books; 54,000 e-journals; and 194 databases). 25 specialist databases for English Literature, Language and Linguistics further support our research, including key resources such as: JSTOR, ProQuest, Arts and Humanities Full Text, Zetoc, Gale Literary Sources, Gale Primary Sources, ProQuest British Periodicals, Linguistics and Language Behaviour Abstracts, Project MUSE (acquired 2015) and JISC Historical texts (acquired 2017). Linguistics studies are further supported by SketchEngine corpus software. Specifically, access to JISC Historical Texts, which incorporates both EEBO (Early English Books Online) and ECCO (Eighteenth Century Collections Online) has been essential to Day's research on print culture. The OED online has also been vital to Giddens' production of major scholarly editions in the review period. All Unit staff have full reader access

to Cambridge University English Faculty Library, and Cambridge University Library, which – as a legal deposit library – offers access to all UK publications and also holds rare books and manuscript collections that have been used extensively for Giddens' *Complete Works of James Shirley*. Through our AHRC collaborations with Homerton College, colleagues and PGRs working in children's literature have access to specialist research resources in the college library.

The Ruskin Gallery, homed within ARU's Cambridge School of Art, is an internationally-recognised exhibition space which incorporates a ground-breaking digital gallery. In the review period, it has showcased exhibitions curated by Unit colleagues, including 'Arriving: Objects and Discoveries' (2019). Funded as part of the international Being Human Festival, this project on inter-generational story-telling and refugee migration united NROR and StoryLab colleagues, project participants from Chesterton Sixth Form College and the Cambridge Ethnic Community Forum, and members of the public.

Since 2014, the University has made significant investments into new buildings. Newly-built facilities on our main Cambridge campus, such as the Science building, opened in 2017, have been designed to support conferences across disciplines: our Unit made use of this space for both the 2019 'Language Creation Conference' with over 100 participants (Beinhoff), and the 2019 'International Conference on Im-Politeness' (Parvaresh) with c.120 delegates. Other conferences, including the conference of the British Association for Applied Linguistics (Beinhoff and Rasinger, 2016, with c. 300 delegates) were held in the long-established 'Business Centre' of the Lord Ashcroft Building; a space which can be flexibly adjusted to accommodate conferences. Our University's IT Support team supports our conferences by providing support prior to the event and by assigning dedicated members of IT staff on site for the duration of the event.

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

Collaboration has been increasingly important to the Unit's research and impact strategy during the review period. Key mechanisms for encouraging and enabling collaboration are our four research clusters through their co-ordinated programmes of activities and developing research networks. For ARRCIMS, collaborations include those of Beinhoff, who works with partners in Hong Kong on constructed languages, and in Spain on second language speech; and Sheehan, who contributes to projects on syntactic variation and change in Portuguese, Spanish and Catalan with colleagues in Brazil and France, and with colleagues at Cambridge and Newcastle on a European Research Council project (funded 2011-2015) on modelling syntactic variation. For NCU, Ludlow works with research partners at Baylor University (Texas) and the Universities of Warwick, Exeter, Durham, Lancaster, and St Andrews on the Thecla Project; Gardner works on the AHRC-funded 'Institutions of Literature, 1700-1900 Network' with the Universities of Glasgow and York.

Through collaboration, our research engages diverse communities and audiences beyond academia. For example, CSFF aims to widen participation and expand the *sf/f* community by supporting underrepresented voices, including recognition of 'fan' culture as a powerful voice for personal and cultural change. Organised by Beinhoff, the 'Language Creation Conference' (2019) was featured by BBC News online for its interrogation of the intellectual and cultural significance of constructed languages (such as Tolkien's Elvish languages), so raising awareness of the issues of language development and hegemony beyond academia. Held under the auspices of the international Language Creation Society, the conference exemplifies how our collaborations enrich the research environment and contribute to the wider research community through innovative events addressing issues of diversity and inclusivity.

NROR has developed a network of regional, national and international partners, including Refugee Week, Amnesty International and UNHCR, engaged in the fields of art, refugee migration and citizen action. Subsequently, NROR colleagues integrate new forms of research, including participatory action research, and innovation activities into the research environment.

One notable example, in line with the University Research and Innovation Strategy, is knowledge exchange activities through which colleagues and PGRs support regional and national organisations, such as the UK Schools and City of Sanctuary networks, to drive innovation through access to research expertise, funding and facilities. These projects enhance cultural understanding and mutual respect, as well as develop understanding of heritage, people and place (see Baxter's Impact Case Study). Further examples of impact not captured in the submitted case studies include: Young's participatory research project on life writing for older people with the National Centre for Writing (Norwich); and Baxter's participatory action research with The Common Lot theatre company relating to marginalised communities: 'All Mouth No Trousers' (2018) and 'Anglia Square: A Love Story' (NHLF funded, £51,800 awarded to The Common Lot, 2019-2020) have involved over 400 people in their production and in excess of 5,000 audience members.

Collaborations beyond our clusters have also led to major scholarly editions that further enhance the discipline. Giddens's editorial AHRC-funded project (funded 2008-2013) on the *Complete Works of James Shirley* with the Universities of Warwick and Durham continues to bear fruit. The review period has seen the publication of the first electronic edition in 2017, and the first print volume will appear in 2021. Brown's collaboration with Andrew Taylor of Cambridge University on the second volume of *Tudor Translations of Ovid* for Oxford University Press will offer the first scholarly edition of several fascinating early modern texts. Our editorial leadership is also committed to collaboration that enhances the work of others and advances the diversity and rigour of the discipline. Giddens is lead Editor of a 10-book series for Cambridge University Press (2018-2023), *Gathering in Publishing and Book Culture: Children's Books*, and member of the editorial team for the landmark *Cambridge History of Children's Literature*, along with colleagues at Cambridge University, Florida and Connecticut. Baxter is Series Editor of *Contemporary Critical Perspectives*, a leading international series on contemporary writing (London and New York: Bloomsbury Press) in collaboration with the Universities of Manchester, Nottingham, Wolverhampton and Newman. Dietz is Editor of the Digital Literary Culture gathering of the Cambridge Elements series on *Publishing and Book Culture* (Cambridge University Press), a cross-disciplinary series uniting national and international academics and industry specialists.

Contribution to the discipline

All Unit colleagues regularly peer review for leading national and international academic presses. We also sit on international editorial boards, including *Snippets* (Sheehan), *Journal of Research Design and Statistics in Linguistics and Communication Science* (Rasinger), *The John Clare Journal* (Gardner), and *Critical Engagements* (Baxter), and have edited special editions of *Textual Practice* (Young), *Foundation* (Brown), *Morphology* (Bell), and *The Elizabeth Gaskell Journal* (Ludlow). Our editorial work and peer review supports the diversity and rigour of the discipline by responding to gaps in research expertise, influencing and advancing the wider knowledge base, and enhancing others' work. It further supports our strategy to extend our research reach beyond ARU, whilst enhancing collaborative work within and beyond our four research clusters through our exposure to the latest advances in the discipline.

Our academic expertise is frequently called upon for peer and panel review. Examples include: Giddens, Brown, and Day for the AHRC; Gardner and Giddens for the Leverhulme Trust; Rasinger and Sheehan for the ESRC; and Bell for the UKRI Future Leaders. Sheehan has also reviewed for the French National Research Agency, the German Research Foundation, Polish National Science Centre, and the Swiss National Science Foundation. We have externally examined over 30 research degrees in the UK and abroad since 2014. Gardner also served as academic consultant on the BBC Culture Show on Shelley and the Peterloo Massacre (2014) and the BBC's Portillo's State Secrets (2015) in relation to the Cato Street Conspiracy.

We have further contributed to the research base through collaborative arrangements for PGR training, including courses in Statistics for the Norwegian National Graduate School in

Linguistics (2014, Bell), graduate training on comparative syntax at the University of Campinas, Brazil (2014), the University of the Basque Country (2016), and MIT (2017, all Sheehan), and an Advanced Core Training in Linguistics summer school (London, 2018, Sheehan). Through conferences, we have disseminated research to national and international audiences, generated publications, enhanced PGR training, and delivered over 60 keynotes and invited lectures at universities around the world. Since 2014, the Unit has organised over 20 conferences and workshops, including the John Ruskin 200 Year Celebration (2019, Ludlow), led by NCU, which included a public lecture on Ruskin, environmentalism and 'progress' by Craig Bennett, CEO of Friends of the Earth.