

Institution: University of Nottingham
Unit of Assessment: UoA26 – Modern Languages and Linguistics
1. Unit context and structure, research and impact strategy

OVERVIEW

The Department of Modern Languages and Cultures (MLC) sits in the School of Cultures, Languages and Area Studies, one of three schools in the Faculty of Arts. The Head of Department oversees research, together with the Director of Research, the Impact Officer and the Director of PGR. All sit on the relevant School committees to ensure the unit's research and impact strategies are aligned with School, Faculty and University priorities. MLC is the result of the merger in 2017 of four language departments and has 33 (31.2 FTE) research staff working across French, German, Portuguese, Russian, Spanish, Dutch, Serbian/Croatian, Slovene and Chinese. Our research ranges from medieval to contemporary studies, with strengths in literature, linguistics, translation, Cuba, Lusophone studies, post-conflict, postcolonialism, and critical theory. Three interdisciplinary Research Centres – the Centre for Translation and Comparative Cultural Studies (CTCCS), the Centre for the Study of Post-Conflict Societies (Post-Conflict Centre) and the Centre for Research on Cuba (Cuba Centre) – channel collaborations, grant capture, PGR and ECR recruitment, impact and KE. MLC staff have helped drive the University's Beacons of Excellence and Interdisciplinary Research Clusters (IRCs) (see *Institutional Statement [IS]*, 2.1): MLC co-directed the Languages, Texts and Society Research Priority Area, co-leads the Creative and Digital IRC, is on the Leadership Team of the Future Food Beacon, and on the board of the Improving Health and Wellbeing IRC.

ACHIEVEMENT OF STRATEGIC OBJECTIVES 2014–2020

1.1 RESEARCH

The unit's core strategy is to sustain research excellence and diversity by fostering individual scholarship and building up collaborative research and impact. The three key priorities established in REF2014 remain in force. The first priority, to **strengthen cross-language synergies**, was achieved through the creation of the new Department and the restructuring of research into five cross-language research areas – literature; history, memory and post-conflict; theory and intellectual history; audio-visual culture; and linguistics and translation. These areas anticipate disciplinary and societal challenges and build on our established decolonising and decentred approach to the cultures on which we work. Responding to the University's global research engagement ambition (*IS*, 2.1d), the second priority, to **extend regional, national and international collaborations**, was met through collaboration with 11+ departments across UoN's Nottingham, China and Malaysia campuses (see 4.4), and through larger, funded external collaborations (total £497k), such as the European Union 'Memosur' project, the Leverhulme International Research Network 'Landscapes of Realism', and the AHRC OWRI project 'Multilingualism: Empowering Individuals, Transforming Societies'. These initiatives deepened our impact and KE activities and led to further collaborations, e.g. Stockey's involvement in MEMORYLAB and McLelland's 'World of Languages' work (4.1 and 4.3). The third priority, to **increase external research income through national and international research collaboration**, was delivered with a £267k increase (3.1). Following REF2014 feedback, a fourth priority was established: to **improve postgraduate research culture**. Through better recruitment, monitoring and training, PhD completions increased by 57% (2.3).

These objectives have been achieved with 39 research awards (54% to women, 46% to men; 56% to Associate Professors, 23% to Professors, 21% to Assistant Professors), supporting 26 monographs, 24 edited volumes/special journal issues, and 140 journal articles and book chapters across five research areas.

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In **Literature**, an established Nottingham MLC strength, highlights include Roberts's Lorca biography, Götttsche's 'Landscapes of Realism' project, Bartel's *Men Writing Eating Disorders*, Miranda's *The Personal Infinitive*, Sabine's *José Saramago*, García's *Space and the Postmodern Fantastic in Contemporary Literature*, Kumaraswami's *The Social Life of Literature in Revolutionary Cuba*, Ridon's *L'Étrangement du voyageur*, and Ford's *Nottingham French Studies* special issue on Bernardin de St Pierre. A cluster of work on literature and conflict includes Norris's *Haunted Serbia*, Zoric's *The Rhetoric of Exile*, Frank's articles on WWII Russian literary émigrés, Mertens's on Mortier's *Marcel*, and Götttsche's three co-edited volumes on postcolonialism. In **History, memory, and post-conflict**, research from all language areas on the interface between culture and power includes Hitchcott's *Rwanda Genocide Stories* (Leverhulme and AHRC awards); the Leverhulme project 'Beyond Havana' (Kapcia, with Kumaraswami) and Kapcia's monographs, *Leadership in the Cuban Revolution* and *A Short History of Revolutionary Cuba*; Stockey's articles on Franco's Spain; Collins's on the history of violence in Brazil; and White's Leverhulme-funded work on medieval Byzantium-Rus relations.

In **Theory and intellectual history**, work in literary, political, technological, cultural, gender and feminist studies continues the interdisciplinary Nottingham Critical Theory tradition. Achievements include Johnson's 'French Cybernetics' and Gilonne's *L'Apocalypse déçoit* on French philosophy and technology; Still's *Derrida and Other Animals* and special journal issue on disorderly eating; Lane's *Republican Citizens, Precarious Subjects* and Marks's articles on work in France. In German, Oergel produced *Zeitgeist. How Ideas Travel* (Leverhulme-funded), Carroll *Anthropology's Interrogation of Philosophy from the Eighteenth to the Twentieth Century*, while in Ibero-American studies Sharman published *Deconstructing the Enlightenment in Spanish America*, and Vidal Bouzon, *A Galiza (não) é longe daqui...?*. Identified as a growing presence in REF2014, **Audio-visual culture** has been strengthened with the appointments of Hegarty and ECR Harries. Spanning French, German, Russian and Spanish, research stretches from direct visual material analysis, through adaptation theory, to biography. Work includes: Hegarty's *Annihilating Noise* and *Peter Gabriel*, McMichael's on Soviet/Russian rock music, Uecker's on Weimar Republic visual culture, Palfreyman's on Reitz's *Die andere Heimat*, Shingler's *The French Art Novel, 1900–1930*, Lawrence's work on the painter Carducho, and Andrews's *Painting and Devotion*, the first book in English for 50 years on the painter Morales.

Finally, **Linguistics and translation** has since 2014 developed major grant-capture and impact capacity. McLelland's AHRC and BA projects yielded two monographs, including the first comprehensive history of language learning and teaching in Britain, plus a three-volume edited collection (with Smith, Warwick). McLelland was Co-I of the AHRC project 'Multilingualism: Empowering Individuals, Transforming Societies'. Linguistics has been strengthened by Walsh in French (monograph: *Linguistic Purism*) and post-doc Hui Zhao in Chinese. In Translation Studies, the Centre for Translation and Comparative Cultural Studies underpinned Batchelor's volumes, *Translating Frantz Fanon* and *China and Africa*; ECR Gray's work on translating science fiction; and Mével's *Subtitling African American Vernacular English into French*.

The unit actively encourages work on equality, diversity and inclusion, e.g. Collins's on black history, Sabine's on LGBT poetry, and postdoctoral fellow Smith's on inclusive education in Cuba. The individual creativity that remains the bedrock of MLC research has been stimulated by collaboration within research areas and cross-pollination between them, e.g. the annual MLC conference: 'Other 68s' (2018), 'Modernist Art Writing/Writing Modernist Art' (2019), 'Emotions, Memory and Media in Comparative Literature' (COVID-postponed). Other events include six Luso-Hispanic Tate Lectures (e.g. by former Ambassador to Brazil, Alan Charlton), and Languages, Texts and Society's three conferences, four PGR-led conferences and nine workshops. In total we ran 46 conferences, including 'Parler et habiter ensemble' with Luce Irigaray (2015).

100+ academic and non-academic visitors enriched our research environment. 13 men and 11 women have given MLC Research Seminars since 2017. There were two Visiting Fellows/Professors (e.g. Kibbee, Leverhulme) and 10 Visiting Special Professors – French VSPs running an interdisciplinary conference in their final year. Prize-winning translators Margaret Jull Costa's and

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Anthea Bell's UoN connections were recognised with Honorary Degrees. The 'Encounter: Writers and Authors in Translation' series hosted seven international authors and their translators.

1.2 IMPACT

A key strategic development has been the expansion of impact and KE activities. Underpinned by infrastructural improvements (3.3), Research Centres and seed funding (e.g. £40k from Santander), a supportive environment facilitated: Mével's collaboration with English, Computer Science and Red Earth Theatre on an inclusive project providing technological access to theatre for D/deaf audiences; Hegarty's seven music events with cultural sector partners; two Zarzuela concerts (Andrews); the Post-Conflict Centre's work with Falklands/Malvinas War veterans (four events), and two major initiatives on Spanish Civil War archaeology with Spanish policymakers, practitioners and museums (see 4.2, 4.3).

The three impact case studies demonstrate the breadth of our research and different facets of our approach to achieving impact. 'Providing Intelligence on Cuba to Shape Policy and to Inform Governmental Communities and Journalistic Practice' (ICS1) influenced government policy nationally and internationally through an **established Research Centre** (Cuba Centre) and **media engagement**. "Hungry for Words": Using Narratives to Transform How Eating Disorders in Men and Boys Are Understood in Healthcare, Education, and by Creative Practitioners' (ICS2) influenced the attitudes and policies of healthcare institutions and practitioners, charities and schools through **partnerships with charities and media companies**, direct **school engagement**, and an **Interdisciplinary Research Cluster** (Improving Health and Wellbeing). With **major funding sponsorship** and **postdoctoral support**, 'Reshaping How Language Learning and Multilingualism Are Valued and Understood' (ICS3) raised public awareness of multilingualism and influenced the debate on language teaching policy, producing an exhibition (3000+ attendees) and an open access teachers' journal issue (40,000+ views).

1.3 RESEARCH AND IMPACT OBJECTIVES 2020–2025

RESEARCH

The Department's key research objectives are:

- **to support colleagues at all career stages to produce excellent individual, impactful research**
- **to sustain a thriving PGR culture** at a challenging moment for the discipline
- **to continue to embed EDI principles and practices**
- **to enable high-quality research through grant-capture at all career stages**
- **to maximise the benefits of collaborative interdisciplinary research**
- **to ensure that, whatever the research, consideration is always given to languages**
- **to respond to societal challenges**, by extending work on Health Humanities, culture and technology, and social cohesion
- **to expand Open Access capacity**, in line with UKRI's 2020 review

These objectives inform staffing strategy and research area plans:

In **Literature**, expected monographs include *New Canons: Zeitgeist and Cultural Transfer* (Oergel); plus studies of images of dissidence in Yugoslavia (Zoric), émigrés in Nazi-occupied France (Frank), counter-cultural travel narratives (Ridon), Unamuno's politics (Roberts), literature beyond Havana (Kumaraswami) and *Different Stories of Illness* (Bartel). Roberts will participate in a Spanish Government-funded project, 'Narrativas en transición'. Bartel is CoI in a £4m interdisciplinary bid (AHRC and Medical RC) for 'Adolescence, Mental Health and the Developing Mind' (see also **IMPACT**).

In **History, memory, and post-conflict**, key outputs will be White's *The Special Relationship: Byzantium and Rus, c. 860-1453* (CUP), Collins's *Enslaved Motherhood and Emancipatory Narratives* (Liverpool UP), Miranda's *Transitions: Film, Literature and Politics in Argentina, Chile and*

UNIT-LEVEL ENVIRONMENT TEMPLATE (REF5B)

Brazil, and Hirsekorn's work on GDR Free German Youth functionaries. Miranda will bid with the Global South Research Centre (Cologne) for a project with Falklands/Malvinas veterans, while Kumaraswami will oversee the digitisation of the unique Hennessy Collection (see 3.3).

In **Theory and intellectual history**, projects will include the relationship between Enlightenment psychology and German philosophy (Carroll), 'Queer Portugal since the 1974 Revolution' (Sabine), representations of Iberian post-Transitions (Vidal Bouzon), and 'The Agony of Liberalism' (Roberts, Sharman and Vidal Bouzon). Gilonne will publish *Futurs antérieurs*, and Vidal Bouzon, Sharman and Shingler *Other '68s* (Peter Lang).

In **Audio-visual culture**, planned monographs include *Francophonía* (Hegarty); studies of Russian musical counterculture (McMichael), Lotte Reiniger (Palfreyman), Zarzuela and the Spanish Empire, and Painting in Iberian convents 1550–1750 (Andrews). Hegarty plans bids for 'Francophonía' (AHRC) and 'The Future of Live Experimental Performance' (EPSRC), and will continue to co-lead the Creative and Digital IRC.

In **Linguistics and translation**, Walsh will publish on French language columns, and, following the MEITS project, McLelland on attitudes to norms in German. In Translation, planned monographs include studies of the sociology of literary translation (Gray) and transfiction (Mével). McLelland will seek funding for under-explored areas (bilingual lexicography in Europe, and Chinese-European linguistic relations) to create postdoctoral positions. Two ECR successes already include a Marie Curie award (Stojanov, £171k, March 2021) studying the standardisation of Croatian, and Hellewell's ESRC Fellowship in Translation (£112.1k, Oct 2020).

IMPACT

The work underpinning the case studies and other impact initiatives will be extended. With AHRC follow-on funding (£90.7k; COVID-extended June 2021), McLelland will continue to embed the history of language teaching and learning in teacher training and CPD, and to promote language learning and multilingualism through an exhibition and local partnerships. New lines of impact have been and will continue to be nurtured through three principal mechanisms. a) The **Annual Research Forum** (2019) identified several projects with impact potential, particularly Mével's on immersive technologies for D/deaf audiences. b) **Research Centres**: Kumaraswami will develop the Cuba Centre's impact, her wellbeing research offering synergies with Bartel (below), while Miranda's collaborations with war veterans, institutions and NGOs in Argentina and the UK will advance Post-Conflict's impact agenda. c) **Strategic IRC roles**: Bartel's role in the Improving Health and Wellbeing IRC made her PI for the Global Challenge Research project (phase two) on South African healthcare training (see 4.3). Hegarty's co-leadership of the Creative and Digital IRC will enable him to develop impact projects in audio culture and global experimental music, and MLC to develop interdisciplinary impact work closely informed by UoN's Digital Research Strategy (*IS*, 2.1c). The unit's impact work currently involves three men and three women and is split evenly between Professors and Associate Professors. These experienced colleagues, also using the three mechanisms above, will mentor ECR colleagues working on impact to achieve a sustainable impact culture.

We will use all the mechanisms at our disposal, including supporting extensions to funded projects (McLelland, Hegarty), to enable colleagues particularly affected by COVID-19 to pursue their work (see 2.4).

1.4 INTERDISCIPLINARY RESEARCH, OPEN RESEARCH, RESEARCH ETHICS AND INTEGRITY

Building on a strong tradition of interdisciplinarity, the Department has supported **interdisciplinary research** through its Research Centres, e.g. Post-Conflict working with Politics, History and Law; participation in University Beacons of Excellence, e.g. Future Foods (Bartel); and involvement in and leadership of Interdisciplinary Research Clusters, e.g. Languages, Texts and Society (20 colleagues), Creative and Digital (four), and Improving Health and Wellbeing, fundamental to Bartel's ICS. Other interdisciplinary collaborations, including with 11+ UoN Departments/Schools, are outlined in 4.4.

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The UoA has a healthy **open research** (OA) environment, with a history of OA publishing dating back to 2009. School Research Committee oversees implementation of the University's policies on open access and research data management (*IS*, 2.3), with support for UKRI grant applicants' data management plans provided by the Library and Digital Transformations Hub. PGRs are also supported to complete data management plans. Faculty funds Gold Open Access publishing, notably McLelland's 2015 monograph, and journal issues with Smith. MLC debated OA at a Research Forum featuring OA expert Gary Hall (2019) and co-organised the full-day event 'Open Access and the Future of Scholarly Publishing in the Arts' for staff, PGRs and experts to debate OA (May 2020: COVID-cancelled). School DoR Still sat on the University's Plan S working party, while the unit led postgraduate OA training through the e-journal *LTS*, published OA since 2017. McLelland and Hegarty sit on international OA presses. The UoA produced 66 OA outputs overall.

On **research integrity**, MLC is fully compliant with the *Concordat to Support Research Integrity* (October 2019) and the University's *Code of Research Conduct and Research Ethics* and misconduct policies (*IS*, 2.4). Conduct and policy are guided also by Athena Swan. Ethical practice is overseen by School Ethics Officer, MLC's Miranda, who sits with DoR Sharman on the School's EDI and Research committees, which deal directly with research integrity. Best practice, informed by UKRI Vitae research integrity code and training (attendee: Still), is shared through whole-department meetings and online training. Beyond formal obligations, MLC researchers weave ethical considerations into the fabric of their research: e.g. Bartel's work including vulnerable individuals as subjects rather than objects of research, and McLelland's with multilingual refugees.

2. People

2.1 STAFFING AND RECRUITMENT POLICY

Following the retirement of senior colleagues and moves (e.g. Hitchcott and Batchelor to Chairs at St Andrews and UCL), strategic appointments were made at Chair level to secure senior research leadership (Hegarty 2018, Kumaraswami 2020, French and Spanish respectively), and at Assistant Professor level to develop new talent (Walsh, García, Harries, Gray); all these new colleagues have permanent contracts. Kumaraswami's appointment was succession-planning to secure the Cuba Centre and create new impact potential. Hegarty and Harries strengthen Audio-visual culture. Initially a Leverhulme postdoctoral fellowship, Walsh's permanent post (2019) increases critical mass in Linguistics. Two appointments expanded Translation research: ECR Gray (2019) replaced Batchelor in French, while García also strengthened Comparative literature and Theory. The unit has embedded EDI in the recruitment of outstanding researchers at all career stages: e.g. a fixed-term cover post (Davies Hayon) allowed Harries to complete her Junior Research Fellowship at Cambridge before joining UoN. Future recruitment priorities include junior posts to strengthen Spanish history and Audio-visual culture.

The Department also prioritised the recruitment of postdoctoral fellows as a strategic investment in the next generation of researchers. Of nine recruited (BA: Scott; Leverhulme: Krylova, Walsh, Garfi, Serem and Smith; MHRA: Szypula; AHRC OWRI: Zhao; Nottingham Research Fellowship: Whitt), four have permanent academic posts: Walsh with us, Serem in UoN History, Whitt in UoN English, Smith at De Montfort. The unit offers two-year HONORARY RESEARCH FELLOWSHIPS to recent PhD students and those finishing post-docs or other fixed-term contracts (e.g. Scott covering maternity leave) to help them transition to academic careers. Fellows enjoy library, space, computing and other facilities, and work with an academic mentor. Seven (Clayfield, Martí Martínez, Story, L.Collins, Scott, N.Sharman, and Runner) used this route. Cuban Studies postdoctoral fellows alone produced one co-edited volume (Kirk, Story and Clayfield, *Cuba's Forgotten Decade*) and two monographs (Smith, *Education, Citizenship, and Cuban Identity*; and Story, *When the Soviets Came to Town*).

2.2 STAFF DEVELOPMENT STRATEGY

MLC's research staff development strategy involves providing well-conceived support underpinned by an open, collegial ethos to create the maximum possible space for research activities and career

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advancement. The strategy is delivered through policies, infrastructure and funding at School, Faculty and University level, underwritten by the *Concordat to Support the Career Development of Researchers* (IS, 3.1).

Policies to support permanent 1.0 and 0.8 FTE staff include: a designated research day per week; one-in-seven semesters research leave; personal annual research allowance (£600); School Research and Conference Fund allowance (up to £1,200 p.a.). For the one fixed-term (0.2) researcher, support includes a pro rata research allowance, study leave entitlement, full School Research and Conference Fund allowance, and the timetabling of research meetings (and UG teaching) on one day.

Holistic staff development begins with **mentoring**. All new staff have a mentor; any member of staff can also request a University-level mentor (e.g. Slade, UoN/NHS Institute of Mental Health, mentored Bartel). Staff applying for grants are mentored by relevant academic mentors and the Centre for Advanced Studies (CAS). Mentoring with senior colleagues to address specific obstacles to progress is available to all; successful outcomes include two monographs (2020, 2021) plus completed fieldwork leading to an article. Additional mentoring used by colleagues includes a writing retreat and a writing group (2.4). ECRs are paired with experienced doctoral supervisors to learn University procedures and best practice in PGR supervision.

As well as an assigned mentor, ECRs have a probationary period with **workload planning allowances**, including a reduced administrative load in their first year designed to approximate a two-thirds workload. All colleagues have **appraisal** opportunities, via the annual RESEARCH INTERVIEW with Director of Research or Deputy to reflect on their year's work and plans. More than 231 research interviews have provided mentoring and guidance. All staff also have APPRAISAL AND DEVELOPMENT CONVERSATIONS (IS, 3.1), where promotion and career development are discussed.

Research staff development is also enabled through **training** opportunities. Training has been crucial in succession planning. The unit's investment in RESEARCH LEADERSHIP is evidenced by Bartel, Carroll, Sabine, Shingler, White and Yacavone's completion of the Arts Faculty Research Leaders programme. McLelland's completion of the University Research Leaders scheme in 2013 (Oergel currently enrolled) facilitated promotion and grant success. Research TRAINING EVENTS include the Department's Research Forum featuring Open Access presentations and University-level CAREER DEVELOPMENT AND PROMOTION WORKSHOPS to support career advancement. Staff can undertake the University's Calibre bespoke career development programme for disabled staff. The Department provides valuable career development to its Research Associates by including them in Research Forums, Departmental Meetings and impact case study workshops.

Procedures to stimulate and facilitate exchanges with business/industry and third sector bodies include University and School mechanisms. Kapcia received funding from the Nottingham HERMES scholarships (£9.8k) to establish the Cuba Consultancy Unit for business collaborations. The School's staff development policy facilitated Davies's five-year secondment to the Institute of Modern Languages Research.

The unit supports and enables staff to achieve impact from their research through workload planning and active participation in the Faculty's impact funding, additional leave and buy-out schemes. Centrally-allocated funding and the Arts Impact Accelerator Fund together provided £16k for impact support (Bartel and Kapcia), including for an expert advisor and teaching buy-out, and the Faculty Pro-Vice Chancellor's Fund (see 3.2) sponsored an additional semester's leave (Bartel).

MLC recognises and rewards staff for research and impact work by recommending salary increments or bonuses, teaching buy-out, and promotion. Nine female and eight male R&T staff have been promoted since 2014: Hirsekorn to Assistant Professor; Batchelor, Carroll, Frank, García, Miranda, Sabine, Shingler, Stockey, White and Zoric to Associate Professor; Hitchcott, McLelland, Oergel and Ridon to Professor (Lane and Roberts to Professor from August 2020). The 17 promotions (including one part-time colleague) are in line with the Department gender demographic and betoken the effectiveness of MLC's mentoring and support mechanisms.

2.3 RESEARCH STUDENTS

Feedback from REF2014 highlighted the low number of PhD completions. Following the implementation of new recruitment, monitoring and training policies centralised at School level, doctoral degrees awarded are up 57%, to 54.3 FTE compared with 34.6 for REF2014. The Department has had 47 new PGRs in the period and supports flexible pathways, including part-time study (10 p/t students in the period).

MLC belongs to the AHRC Midlands4Cities (formerly, M3C) Doctoral Training Partnership, ranked first in the 2018 round (*IS*, 3.3); Oergel is joint UoN site director and four staff contributed to panels. Staff handling PGR recruitment have completed Unconscious Bias and interview training.

Recruitment strengths include: Lusophone Studies, with one new M3C/M4C PGR for five consecutive years; Linguistics, with four (three M3C-funded) since 2016; Cuban Studies, with four. Translation Studies, with 10, marks a new area of growth. Alongside an MRes, taught MAs in translation have provided another route to M3C/M4C funding (three students). PGR studentships include: 12 M3C/M4C plus 11 other AHRC; eight School; four Vice-Chancellor's International and three V-C's EU scholarships; one US government; two Brazil CAPES-funded (co-supervised with CMVS); one Portugal FCT-funded; one *Nottingham French Studies*-funded.

PROVISION AND SUPPORT FOR PGRS

Support for PGRs' academic development and general wellbeing has been enhanced through the appointment of a sole MLC Director of PG Studies (Ridon), improved shared training and monitoring practices at School level, and a designated, experienced Faculty PG administrator responsible for tracking and recording. All PGRs belong to the Researcher Academy, which ensures policy and training are mapped to the *Researcher Development Framework*, the *Research Council's Statement of Expectations for Postgraduate Training*, and the *QAA Quality Code (IS, 3.3)*.

All PGRs (including Part-time/Distance) are supported via supervision, annual review, core training and skills development (including inter-institutional training (4.5)), publishing/presenting opportunities, funding support, preparation for future careers, and teaching experience.

All PGRs have at least two supervisors, including a named lead, assigned according to expertise. Full-time students receive a minimum of 10 **supervisions** annually; part-time a minimum of six. Agreed written action points are lodged with the administrator. A more robust, School-wide **annual review** process, which monitors progress and provides a channel for student feedback, is overseen by the Director of PGR. Particularly important for first-year PhD candidates, the process involves reviewers from outside the supervisory team and is a supportive means of airing doubts and offering guidance. Supervisions contribute to monitoring wellbeing as well as intellectual progress, while a dedicated School Postgraduate Student Advisor deals with serious pastoral matters such as maternity leave arrangements, caring responsibilities, bereavement and severe ill-health, following policies formulated in the University's *Quality Manual*.

The unit offers extensive generic and tailored **skills development training**, including:

- a School Research Skills module
- a Faculty Research Methods module
- core researcher training, including a mandatory research integrity element, by the Researcher Academy
- regular Work-in-Progress seminars where all PGRs present their work annually to encourage peer-support and disciplinary cross-fertilisation
- a Tradition of Critique lecture series run by Critical Theory
- MLC Research Seminars

All students are invited to present at the annual Faculty PG Conference and the biennial MLC PG Conference or, now in its 15th year, the annual Spanish, Portuguese and Latin American Studies PG Forum – all student-led. The Cuba Centre runs the annual PG workshop on Cuba, sharing practical advice including for those working on Cuba elsewhere who lack resources or specialist supervision

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(10–15 people annually). Götttsche runs a peer-reviewed e-journal (four editions to date), based on the Faculty-wide PG conference, edited by PGRs from UoN, Nottingham Trent and University of Leicester. This affords PGRs training in research and conference organisation and professional editing, and a publication platform for high-quality ECR research. PGRs have published more than 30 articles, in journals such as *German Life and Letters* (Thomas), *Journal for French Language Studies* (Humphries), *Studia Historica. Historia Contemporánea* (Oviedo), *Cadernos de Literatura Comparada* (Kirkby, Haysom), *Identities: Global Studies in Culture and Power* (Abadia), *European Journal of Higher Education* (Mundt co-author), *Humanities* (Waller). Other striking PGR achievements include Costa's conference '100 Years of Sophia and Jorge de Sena' (2019), Oviedo's co-edited *Madrid, una ciudad en guerra (1936–1948)*, and Hellewell's translation from Slovene of *None Like Her* (Ni druge) by Jela Krečič-Zižek, completed while a PGR.

PGRs are supported by diverse **funding** (total £50.3k). Students may apply to the School PGR Travel Prize Fund and the School Student Experience Fund (combined total awarded: £21.8k); the Researcher Academy (£4.3k), and the Santander Mobility Fund, e.g. £1.1k to Montalva Armanet for a Chile conference. M4C students may also apply to the Student Development and the Cohort Development Funds (£24.2k since 2017). This support has enabled PGRs to conduct research or present papers in 48 different locations, including Havana (Story), Kyoto (Martí Martínez), Chicago (E. Kirk), St Petersburg (Miller), Bonn (Padden), Vancouver (Todd), Rio de Janeiro (Grossi), Taiwan (Liu), New York (Taylor), Mexico City (Escobar) and Beijing (Li). PGRs secured an additional £16.6k external funding: e.g. a German Academic Exchange Service scholarship for four months' study in Germany (Cotgrove, £5k).

Preparation for future careers includes the Centre for Advanced Studies' Early Career Event open to PGRs contemplating a career in academe. M4C students have access to an external partners' scheme to enhance their transferable and employability skills (e.g. Harrison's funded internship); other PGRs to the Researcher Academy's award-winning 'Postgraduate Placement Programme' (see *IS*, 3.3). To help recent PhD students secure a post or funding, the School operates a POSTDOCTORAL BURSARY scheme: Oviedo and Hellewell were each awarded £9k (2020); Hellewell publishing a translation, with a £500 award from English PEN, of *Felix After the Rain* (Srečkov kovček) by Dunja Jogan during the fellowship, and Oviedo 'Paz a mano armada. Los atracos y su represión en el Madrid de la posguerra (1939–1944)', in an edited volume, *Morir en Madrid (1939–1944)* (2020). As preparation for academic careers, MLC offers TEACHING EXPERIENCE to PGRs, subject to interview and teacher training offered through the Researcher Academy: 45 have taught since 2014.

17 PGRs have progressed to lecturing or research posts (Smith, Pepe, Liu, Harrison, Story, Thomas, Gardiner, Nicholls, Todd, Sun, Hu, Williamson, Rato Rodrigues, Gray, Vidal, Oviedo and Kirk).

2.4 EQUALITY, DIVERSITY, AND INCLUSION

The Department has 33 research staff: 17 men, 16 women; one BAME colleague; 13 international; none with a declared disability. 26 are full-time permanent, six 0.8 permanent, one 0.2 fixed-term. At census date, eight were Professors (four men: four women), 15 Associate Professors (nine men: six women) and 10 Assistant Professors (four men: seven women). Two are ECRs. A body of emeriti enriches our research culture: e.g. Knight's internationally recognised work on Roland Barthes (edited volume); McGuirk's video-interview project with war veterans.

Our commitment to an inclusive environment is shown by the diversity of our PGR community and its own contributions to global issues of equality, diversity and inclusion. Of the 64 students (54.3 FTEs): 44 were women, 29 international, eight non-white, six gay or bisexual, six with a declared disability. Students' research includes: 'The Normalisation of Sexual Diversity in Revolutionary Cuba' (Kirk), 'Feminism and the University' (Telling), 'Representing Queer Women in German and British Film and Television' (Harper), plus projects on Rwandan women genocide survivors (Williamson, Gilbert), animal welfare (Lazutkaite), indigenous schooling in Brazil (Ribeiro Meireles), and Pepe's

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organisation of the 'Re-gendering and (De)Queering Post-Conflict Societies' conference (UoN 2013).

STRATEGIES TO SUPPORT AND PROMOTE EDI

The Department's EDI strategy is underwritten by the University's EDI Strategic Delivery Plan (IS, 3.5), the School's Athena Swan action plan (Bronze award, 2018) and the School EDI Committee's priorities.

Workload planning is managed by HoD to ensure fairness and transparency. All full- and part-time staff are entitled to **study leave** (total 69 semesters). **Flexible and/or remote working** is facilitated by the requirement that staff need only be on campus for teaching, pastoral duties and meetings. **Career pathways for part-time and fixed-term staff** are forged through annual appraisal conversations, an annual research interview, career development workshops, research support from the Centre for Advanced Studies, and equal eligibility for promotion and performance rewards. All requests to reduce from full- to part-time have been approved. Fixed-term staff finishing their contract may apply for Honorary Research Fellow status to maintain institutional affiliation. Emeriti have office space, access to computing and other facilities; two continued paid co-supervision of PGRs, in line with UoN policy. A **Conference and Training Care Fund** meets additional costs (principally, childcare) associated with conference attendance (one colleague; COVID-cancelled). **Maternity leave** is fully covered (e.g. one colleague by Scott), while two colleagues took a year's unpaid **paternity leave**. Staff on leave receive appropriate notifications (e.g. of research seminars of interest). Support for colleagues returning from leave, managing long-term illness, or with caring responsibilities includes paid Keeping in Touch days, where desired; phased return options (e.g. to part-time in the first instance); timetabling blocks on certain hours/days; return-to-work meetings with line manager, plus appropriate ongoing support (e.g. regular meetings, targeted mentoring). MLC runs a writing group for women/non-binary staff, and Faculty a new parents group. For **staff and PGRs with disabilities**, the UoN disability team works with individuals to ensure needs such as access are met, general well-being monitored and any special equipment recommended by Occupational Health purchased; supervisors regularly review the situation with the student. **Support for staff and PGR wellbeing** is guided by University wellbeing and HR policies. PGRs experiencing difficulties may interrupt their studies and extend their thesis-pending period.

Promotions applications explicitly invite disclosure of relevant personal circumstances and ask about part-time status. **Performance rewards** are checked by Head of School, supported by HR, for distribution by gender, part-time/full-time, career stage and protected characteristics compared to the make-up of the staff body. Where colleagues' or PGRs' ability to undertake research has been particularly affected by **COVID-19**, mentoring will be intensified, in some cases to fortnightly meetings, and colleagues given the opportunity to describe the impact of COVID in all promotion, study leave and internal funding applications, impact that will be taken into account explicitly in the process. EDI representatives on Faculty and University promotions committees will ensure active scrutiny of this and all other EDI aspects of applications.

EDI strategy and implementation are overseen by the School's EDI Committee, chaired by the Director of EDI, with key role-holders, including Directors of Research and KE, as ex officio members. The committee oversees the Athena Swan action plan and ensures School operations consider equality, diversity and inclusion in all their aspects. It reviews key data on staff and student recruitment, staff progression, and research grant success, as well as Head of School's proposed research leadership portfolio allocations for gender balance. Actions are referred to other departmental or school committees, including School Research Committee, where EDI is a standing item. An EDI-related session features in School Away Days, and new policies now undergo Equality Impact Assessments. A concrete change since 2014 is the moving of MLC Research Seminars to family-friendly hours. All staff completed mandatory EDI training, while senior role-holders took additional training (e.g. Stonewall Allies: McLelland, Hegarty).

CONSTRUCTION OF OUTPUTS PORTFOLIO

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The outputs portfolio was constructed following the University's Code of Practice (*IS*, 3.6). Individuals were invited to declare personal circumstances; reviewers undertook Unconscious Bias training; every output had two reviewers, using a proforma based on *Guidance on Submissions*; the REF coordinator or a third reviewer resolved disagreements; female-authored outputs usually had at least one female reviewer; a statistical analysis of the submission against all protected characteristics was conducted, followed by appropriate re-reading. 53.8% of our submitted outputs are by men, 46.2% by women (unit profile is 53.1% male, 46.9% female). Current Associate Professors contributed 42.3%, Professors 40.4%, and Assistant Professors 17.3% (unit profile is 46.9% Associates, 25% Professors, 28.1% Assistants) – a distribution which reflects the 10 promotions from Assistant to Associate.

3. Income, infrastructure and facilities**3.1 EXTERNAL INCOME****Table 1**

	REF2014	REF2021
External income	£1,551.5k	£1,818.5k (£1,716.1k HESA + £102.4k)
External inc per FTE	£26,889	£58,285

Strategies and mechanisms to support the generation of research income include University, Faculty and School seed funding, together with networking events, Research Centres, mentoring of grant submissions, and regular study leave to lay the groundwork for successful grant applications (e.g. Bartel, McLelland). This strategic investment increased the Department's external research income on REF2014, markedly so per FTE (up 117%), and enabled the unit to advance work in all five key areas:

Literature (total £198.5k): Götttsche's Leverhulme International Research Network award (£93.1k) for 'Landscapes of Realism: Rethinking Literary Realism(s) in Global Comparative Perspective' (two volumes due 2021); Oergel's Leverhulme Research Fellowship for 'Zeitgeist around 1800: Containing Historical Complexity and Stimulating Cultural Activity' (£40k: monograph); emeritus Giles's 'Brecht into English' (AHRC, £16.8k); and Bartel's 'Hungry for Words' (AHRC, £31.5k) and 'Consider Male Eating Disorders' (AHRC, £17.1k), which returned a monograph and an impact case study.

History, memory, and post-conflict (total £286.6k): comprising Hitchcott's Rwandan genocide project (Leverhulme Research Fellowship and AHRC Research Grant, combined £114.5k: monograph); White's Leverhulme Research Fellowship (£24k) for her monograph-project on the relationship between Byzantium and Rus; Kaptcia's £68.9k (Leverhulme) for 'Beyond Havana and the Nation?', with Kumaraswami (then Reading); McGuirk, with Miranda, Sharman, Stockey and Lawrance, for 'Memosur' (EU Marie Curie, £56k: edited volume); Miranda's British Council Researcher Links Travel Grant (£3.8k) for 'Transitions in Latin America'; 'Ridon's 'Re-Enacting the Silk Road' (AHRC Network Grant Col, £4.4k), and Leverhulme 'Artist in Residence' project (£15k).

Theory and intellectual history (total £99.7k): Johnson's Leverhulme Major Research Fellowship (£88.4k) for his seminal work on prehistoric technology; Lane's BA/Leverhulme Small Grant (£2.5k) for *Republican Citizens, Precarious Subjects* (monograph); and García's 'Gender and the Fantastic in Hispanic Studies' (BA, £8.8k), published as a *Bulletin of Hispanic Studies* special issue.

Audio-visual culture (total £72.5k): Yacavone's BA/Leverhulme Small Research Grant (£8.4k), Society for French Studies Prize Research Fellowship (£25.1k), and BA/Leverhulme Small Research Grant (£5.5k) for her 'Portrait of the Writer' photography project; McMichael's 'Notes from the Zone of Kaif' (AHRC Fellowship, £32.2k); and Hegarty's Small BA/Leverhulme grant (£1.3k; COVID-affected £7.9k award) for 'Francophonía: A Sonic Archaeology of French Cultures'.

Linguistics and translation (total £514.3k): McLelland's 'Towards a History of Modern Foreign Language Teaching and Learning' (AHRC network grant £12.3k; three-volume collection and two

UNIT-LEVEL ENVIRONMENT TEMPLATE (REF5B)

special issues), 'A History of Modern Language Education in the UK, 1600–2000' (BA Mid-Career Fellowship, £60k: monograph), 'Using the History of Language Learning and Teaching to Engage the Present and Improve the Future' (AHRC Follow-on-Funding, £17.1k; cf. ICS3), 'Multilingualism: Empowering Individuals, Transforming Societies' (AHRC, £279.3k), and Visiting Professorship for Kibbee (Leverhulme, £22.6k). In Translation, Batchelor's 'Exploring 21st-Century Sino-African Dynamics' (AHRC, £80.9k: edited volume), 'Interlingual Translation and Healthcare Communication in West Africa' (Wellcome Prime Scholarship, £17k) and 'Translating Frantz Fanon' (£5.6k: edited volume); and Mével's 'Integrated Immersive Inclusiveness' and 'Making Accessibility Accessible' (AHRC, £19.5k).

Of the awards that constitute HESA external income, 39 principal grants were awarded to 21 different recipients: 11 women, 10 men. Colleagues at all levels secured awards, evidence of effective mentoring at all career stages: seven Professors, 17 Associate Professors, and seven Assistant Professors. The unit's strong record in nurturing ECR talent is also apparent in the eight postdoctoral fellows or ECRs (totalling £543.6k) funded via three external schemes. Additional minor amounts of external income totalled £1.7k.

HESA external income came mainly from traditional sources: Research Councils (50.6%), UK Charities (41.6%), UK Government Bodies (4.7%), EU (3.1%). However, recent impact and KE work in Health and Food (Bartel) and with museums and arts outlets (Roberts, Shingler, Hegarty, McMichael), together with a recent successful EU postdoctoral fellowship (see 1.3), indicates success in diversifying our income base to meet the shifting demands of the discipline and new societal challenges. A Faculty review (2020) introduced a new Research and KE Strategy to strengthen further mechanisms for generating diverse research investment in key areas.

The principal sources of non-HESA income (total £102.4k) include Banco de Santander (£40k), e.g. £5k towards archival research for 'African and Black Family History in Slavery and Freedom in Brazil (Bahia 1830–1888)' (Collins); the Partridge Bequest to Russian and Slavonic Studies (£17.5k), e.g. £4k for the symposium 'Was There Ever a Yugoslav Literature?', Belgrade (Zoric, 2018); the Instituto Camões for Post-Conflict Centre activities (£5.3k, see below); and *Nottingham French Studies* (£39.6k) for a PhD studentship in French.

3.2. INTERNAL INCOME

Internal pump-priming investment totalling £161.4k has provided additional support for research, impact and KE activities. All levels of staff have benefited, including postdoctoral fellows (e.g. £600 matched funding for Scott's conference on French song). Internal support is available from diverse Faculty, School, and University sources. The **Faculty of Arts** provided support for MLC research totalling £90k. The **Faculty Pro-Vice Chancellor's Fund** enables an additional semester's leave for research or impact activity, e.g. allowing Sharman to complete his Enlightenment monograph. The fund has yielded three monographs and 25+ articles/chapters, as well as pump-priming new initiatives, e.g. Bartel's African Health Care project (4.3) and Sabine's 'Queer Portugal'. Eight colleagues at all levels, from Assistant Professor (García, Sabine) to Associate Professor (Bartel, Lane, Sharman, White; Miranda's COVID-cancelled) and Professor (Göttsche) have benefited. The Faculty has pump-primed other research activities (£17,104), such as the annual symposium of the Comparative History of Literatures in European Languages Committee (Nottingham, May 2020; £2k plus School's £2.25k, COVID-postponed), and £20.1k to support research outputs and impact, e.g. £1.4k and £1.9k for aspects of Bartel and Kacpica's impact work, while the **Arts Impact Accelerator Fund** furnished £12.5k, including £4.8k for an expert advisor and £4.1k for a Research Associate for Bartel's impact work; and £3.6k for 'Pop-up World of Languages' (see ICS3). MLC's three Research Centres (3.3 below) each received School funding (total £49k, COVID-affected) to support their activities, which delivered 15 conferences and 50+ outputs. The Interdisciplinary Research Clusters were likewise supported by internal funding: Languages, Texts and Society (£12.1k), e.g. for 'Memory and Postcolonial Studies' conference (edited volume); and Digital and Creative, for projects with New Art Exchange (£3k) and Nottingham Contemporary (£1.2k; Hegarty, COVID-delayed). The **School Research Committee** provides funds for conference travel and organisation, fieldwork, outputs and impact-related activities (total £80,652), e.g. £3.5k towards monograph image rights

UNIT-LEVEL ENVIRONMENT TEMPLATE (REF5B)

(Andrews) and £1.6k to present an overseas conference paper 'Social Meaning, Style, and Language Variation in Beijing' (postdoctoral fellow Zhao). Besides these sources, MLC colleagues have also accessed the **University International Collaboration Fund** (£8.3K; /S, 4.1c) to build new collaborations with Bonn and Halle (Oergel), and Toronto (Frank); and a Wellcome Prime Scholarship to explore 'The Role of GPs in Diagnosis and Treatment of Male EDs' (Bartel, £6k).

3.3 INFRASTRUCTURE AND FACILITIES

UoN's infrastructure, internal investment and commitment to interdisciplinarity (/S, 2.1a) underpin the vitality and sustainability of MLC research and impact. Following REF2014, MLC had significant leadership input into one of the University-level Interdisciplinary Research Clusters (IRCs), created to produce a step-change in **scholarly infrastructure** for interdisciplinary and collaborative research and KE/impact work. The Languages, Texts and Society IRC facilitated work by seven colleagues, and conference and publication opportunities for 26 PGRs at and beyond UoN. MLC co-leads Creative and Digital, a new Interdisciplinary Research Cluster. Bartel participates in the Improving Health and Wellbeing IRC, leading to her appointment as PI for the South Africa project (GCRF, £10K). The Department's three Research Centres provide vital additional scholarly infrastructure. The Cuba Centre organised six annual conferences (three each Havana and UK), involving 300 delegates; the Post-Conflict Centre ran seven conferences; the Centre for Translation and Comparative Cultural Studies hosted two conferences on translation software. The Department also benefited from the Nottingham Research Fellowships scheme (Whitt) and the major resource of UoN's two international campuses: notably, Sabine and Miranda's conference, 'The Indian Ocean: Terrains of Meaning and Materiality', in Malaysia (40 delegates); and McLelland's 2017 conference in China (output: 2021).

Administrative infrastructure is led by the Research and Innovation team and the Researcher Academy. The Faculty's Centre for Advanced Studies provides Arts-based training, bid-writing workshops, and practical support with finances, and ensures all applications are mentored and peer reviewed before submission. Headed by Bowden, its research support staff contribute to School Away Days, REF planning, and School Research Committee. Impact support has been significantly enhanced by a full-time Faculty Impact Support Officer (Walas), who coordinates impact across the Faculty and sits on the Faculty Research and KE Committee, and by a dedicated Research Associate (Vytniorgu). Both work closely with MLC's Marks, who is the School Knowledge Exchange and Impact Officer, chairs the School Impact and Knowledge Exchange Sub-committee, and sits on School Research Committee. The Midlands3Cities/M4C Doctoral Training Partnership has also benefited staff and PGRs (see 2.3) through funding and infrastructure for collaborations and research training.

Improved **physical infrastructure and facilities**, along with the expertise of support staff, has benefited research and impact activities. Mével used the new Monica Partridge Building (named after the University's first woman professor, a Modern Linguist) for technical rehearsals for the Hackfest performance, and the Mixed Reality Lab and its support staff in Computer Science for the immersive technologies project. Equipment from the Video team also produced a video trailer (Mével), while university studio filming facilities enable follow-on funding impact (McLelland). To secure the impact legacy of the scholarship subtending ICS3, UoN library has established a Language Learning Textbooks collection as part of its Special Collections. Central to the impact underpinning ICS1 is the unique Hennessy Collection, an archive of newspapers and books from Cuba not normally easily available in the UK, which has also yielded seven PhD theses since 2014 and drawn one international doctoral researcher (Spain) and two postdoctoral visitors (Australia and Spain). The University's Djanogly Theatre produced two Zarzuela performances (director: Andrews). Its Digital Transformations Hub runs workshops for research staff and students using the Gale Digital Scholar Lab, and Digital Media sessions with support from the Video Production team to help create digital content. The University's Trent Building housed 'Barbed World', a public photographic exhibition (2016) by PGRs Grossi and Martí Martínez, part-funded by the School's Centre for Research in Race and Rights, of around 80 pictures from global locations including Brazil, Cuba, Czech Republic, Italy and the USA.

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Staff have their own offices, postdoctoral fellows share offices, and PGRs hot-desk. Staff and fellows have UK standard digital and IT resources while PGRs access workstations in a shared PG space (50 desks for ca. 80 School PGs). In September 2013 the postgraduate accommodation was moved to be near the School's administrative hub and supervisors' offices. All staff, postdoctoral fellows and PGRs have equal unlimited use of print facilities.

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

The Department has collaborated with HEIs from 30+ countries and with diverse academic and non-academic, national and international partners, research users and communities.

4.1 ARRANGEMENTS AND SUPPORT FOR RESEARCH COLLABORATIONS, NETWORKS AND PARTNERSHIPS

Underpinned by the University's IRCs and the Department's Research Centres, arrangements to support collaborations range from workload planning, e.g. teaching cover for Bartel's impact work, to travel grants, funding for visitors and pump-priming for KE workshops. Interdisciplinary **UoN collaborations** are outlined in 4.4. Meanwhile, major funding body sponsorship, our Research Centres, and UoN's overseas campuses provided support for **international collaborations**. These included: Göttsche's Leverhulme network of 50 scholars from 18 countries; and 'Memosur – A Lesson for Europe: Memory, Trauma and Reconciliation in Chile and Argentina', led at UoN by the Post-Conflict Centre, with 26 members at all levels from four countries. 'Memosur' led to Miranda's inclusion in the Portuguese-funded project 'Women, Arts and Dictatorship' and the Spanish-funded project 'Literature, Rhetoric, Discourse', and to Stockey's as a consultant at the Madrid workshop of MEMORYLAB (2017), an international network of memory and human rights scholars/practitioners. Colleagues collaborated with three UK universities and Girona in the AHRC-funded 'MEITS' project; with Brazil, Mexico, Bangladesh, Slovenia, Senegal and Jamaica in the AHRC 'Poverty Research Network' (Collins); and with Sefako Makgatho Health Sciences University (see 4.3). Further collaborations included the International AHRC network 'Culture and its Uses as Testimony' (Hirse Korn); 'Saints at War' (Norwegian University of Science and Technology, Trondheim) and the AHRC network 'Defining the Global Middle Ages' (White); 'Zeitgeist', with Bonn and Halle (Oergel); and the Canadian Research Council-funded 'The Final Chapter of Russia Abroad', with Toronto (Frank).

4.2 RELATIONSHIPS WITH KEY RESEARCH USERS, BENEFICIARIES AND AUDIENCES TO DEVELOP IMPACT

Across all staff levels, MLC deepened long-standing relationships, and established new ones, to develop impact beyond academia. The Post-Conflict Centre's work since 2006 with **war veterans** from both sides of the Falklands-Malvinas conflict has profoundly enriched our research environment, leading to the publication of veterans' testimonies and to engagement with **governments, politicians and diplomats**, e.g. the 'Trauma and Memory: Europe and Latin America' conference at the Argentine Embassy, with eight Latin American ambassadors (2015). Following their involvement in two Spanish archaeological projects to discover Lorca's and other victims' remains, Roberts and Stockey hosted the first conference (2017; 50 attendees, including archaeologists and journalists) to assemble representatives from Spain's major political parties to debate historical memory policy. The Cuba Centre continued its internationally known work promoting academic and public knowledge of Cuba, with Foreign and Commonwealth Office consultations, ambassadorial briefings, and a report for a foreign government (ICS1). MLC received £181,228 European Regional Development Funds from a £23m institution-wide initiative ('Enabling Innovation') working with **SMEs**; McLelland secured £8.2k ESRC Impact Accelerator funding (2019) for a postdoctoral fellow-authored report evaluating business language needs against local language skills. Bartel's relationship with **healthcare bodies and charities** helped double Britain's second largest eating disorders charity's income (ICS2), while Mével worked with **D/deaf audiences** designing a video offering accessible paratext with integrated captions (500 views). We developed partnerships with the **cultural sector** to expand and diversify the region's cultural offer and creative economy (JS, 2.2d). Highlights include the Granada Book Fair round table (c. 120 people) to celebrate the UNESCO City of Literature partnership between Granada and Nottingham (the first-

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ever 'invited city'), part-initiated by Roberts. Irish RTÉ Radio 1 interviewed Roberts about his Lorca biography, reviewed in two Irish newspapers. Part of Zoric's *The Rhetoric of Exile* was broadcast on Radio Belgrade (2018). Stockey gave interviews to Gibraltar media outlets, principally on Brexit. Mével co-authored a creative captions article for *The Stage* (2019). Hegarty collaborated with musician Romain Perrot, curated the *Deliquium* music festival (London, 2018: 300 attendees), and recruited members from five cultural sector organisations to the Creative and Digital board. McLelland's work on multilingualism was used directly by **schools and colleges** (see below).

4.3 ENGAGEMENT WITH DIVERSE COMMUNITIES AND PUBLICS

We have been fortunate to engage with diverse communities. A mix of male and female staff (five Assistant Professors, three Associates and two Professors) were involved in 22 public talks, six exhibitions, two operettas, two videos and a film series. **Locally**, Collins spoke on African slave families in Brazil at Nottingham Art Exchange as part of **Black History Month**, and Sabine gave a lecture-recital, 'To Walt with Love', aimed at the **LGBT community**, at the AHRC 'Being Human' Festival, Nottingham Contemporary gallery. Mével's performances for **D/deaf community** audiences showed at 13 venues (18 performances, 2000 people) locally and nationally, while Bartel engaged with **healthcare professionals** (the Royal College of GPs recommends her clinical training tool to 50,000+ members) and **schoolchildren** from seven East Midlands secondary schools, and McLelland with 600 pupils from 13 schools, plus 2,500 members of the public, through the 'Pop-Up World of Languages', Nottingham City Library. Hegarty engaged with **cultural event publics** at four events at Nottingham Contemporary, while Andrews staged two concerts for Nottingham Lakeside Arts (audience: 65), Roberts spoke on Lorca at Five Leaves Bookshop, Nottingham, and Palfreyman and Marks at Nottingham's Broadway Cinema. Broadway and the Kino Klassika Foundation, London jointly screened a Soviet/Russian music films season curated by McMichael (300 attendees).

Further **national engagement** included PGR Resinente's work on access to HIV services among Brazilian expats, especially sex workers, in London, but was principally with **cultural event publics**, including talks at the Margarethe von Trotta retrospective, Sheffield Showroom (Palfreyman); Richmond-Scott's production of *Blood Wedding*, Omnibus Theatre, London (Roberts); and 'Boulez at 90 Festival', Barbican (Shingler). Exhibitions included: 'Aurel Stein and the Silk Road', the Royal Geographical Society (Ridon with Heffernan), and 'Figures with Absent Landscape', UoN (Frédéric Lecloux, with Ridon); audio commentary for Tate Modern's Sonia Delaunay exhibition (Shingler); and work with Café Oto, London, and Milik and Lead Galleries, including supporting their successful bid for charity status (Hegarty). Extending her Women in Latin American Independence project, Davies (with Thomas) engaged with the **London Latin American female diaspora** in the exhibition, 'Empowerment through Art: Photography and Latin American Migrant Girls', Institute of the Americas, London.

Internationally, Bartel worked with 25 South-African **women survivors of sexual violence** in townships, 16 students and 24 staff from Sefako Makgatho Health Sciences University, while PGR Kirk worked with sexual healthcare professionals in Cuba. Roberts was the first foreign academic to curate an exhibition at the Carlism Museum, Estella, Spain, 'El Carlismo en la novela española finisecular' (Oct 2019–June 2020), involving six talks/training sessions to **pupils and teachers** (150 people). The exhibition (YouTube video: 446 views) led to 120 Navarran pupils studying Carlism.

4.4 CONTRIBUTION TO THE SUSTAINABILITY OF THE DISCIPLINE, SUPPORT FOR INTERDISCIPLINARY RESEARCH, AND RESPONSIVENESS TO NATIONAL AND INTERNATIONAL PRIORITIES AND INITIATIVES

One of the Department's principal contributions to the sustainability of the discipline, and evidence of its responsiveness to national and international priorities and initiatives, is its leadership of **professional associations and learned societies**. The major French and German subject associations had Nottingham leadership (Still, President of the Society for French Studies; McLelland, Vice-President of the Association for German Studies). Still prioritised improving ECR funding and representation in the Society and addressed ECR support at the University Council of Modern Languages. Colleagues have also served as: executive member of the British Comparative Literature Association (Oergel); Executive Committee Chair of the Henry Sweet Society for the

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History of Linguistic Ideas (McLelland; Executive Secretary: Walsh); and AHRC Modern Languages advisory board member and British Academy Modern Languages Advisory Group member (Davies). Internationally, service includes: Honorary President of the International Raabe Society and Fellow of Academia Europaea (Göttsche); vice-president of the International Vladimir Nabokov Society (Frank); and member of the Galician Academy of the Portuguese Language (Vidal Bouzon).

The unit's support for **interdisciplinary research** was driven by IRCs, Research Centres, research networks, and individual initiatives. In addition to the international collaborations described in 4.1, UK/UoN interdisciplinary projects include McMichael's on Soviet Russian rock music cultures with historian Fürst (Bristol; AHRC); Ridon's Travel Culture Network with Business and Geography (13 speakers, two exhibitions, one monograph); and Carroll's Theory and Modernity research group with Cultural, Media and Visual Studies (two symposia, with invited external speakers and homegrown PGRs). Further work includes Languages, Texts and Society's ten interdisciplinary events, notably Shingler's 'Modernist Art Writing' conference with English and Art History; Bartel's with five UoN Schools in the Improving Health and Wellbeing IRC; Hegarty's with English and Cultural, Media and Visual Studies in the Creative and Digital IRC; Mével with English and Computing (4.3); and Andrews with Music (two operettas).

4.5 INDICATORS OF WIDER INFLUENCE, CONTRIBUTIONS TO AND RECOGNITION BY THE RESEARCH BASE

An important contribution to the research base is the **journal editorship** of *Nottingham French Studies* (editor: Shingler), a major peer-reviewed journal, with frequent special issues, published by Edinburgh UP; all French staff sit on the board. We have been editors of three other major journals (*Language & History*, McLelland; *Comparative Critical Studies*, Oergel; and *Journal of Romance Studies*, Davies), and of eight special journal issues, including *Modern and Contemporary France* and *Bulletin of Hispanic Studies*. Kapcia was Book Series Editor for *Bulletin of Latin American Research*.

Editorial board membership: Colleagues have served on 30 journal boards from 10 countries. Service includes ECRs (Walsh: *Language & History*) and other Assistant Professors (Mertens: *Dutch Crossing*, Vidal Bouzon: *Boletim da Academia Galega da Lingua Portuguesa*, Yacavone: *Barthes Studies*). We sit on the advisory boards of five national and international journals, including *Paragraph* (Still) and *Hispanistica XX* (Roberts). Göttsche was re-elected member of the International Comparative Literature Association's Committee overseeing the book series *Comparative History of Literatures in European Languages*; Kapcia sat on the boards of University Press of Florida and Lexington Books; and Davies, on those of University of Wales Press and Legenda. Hegarty edits Bloomsbury's 'ex:centrics' series and McLelland is on the editorial board for Amsterdam UP's Languages and Culture in History, while Davies has been Series Editor for MUP's Hispanic Texts since 2001.

Membership of national and international Research Councils and participation on grants committees: MLC staff have served on seven national and nine international research councils or grant-awarding bodies, including the British Academy (Still, Kumaraswami, Kapcia), Leverhulme (Kumaraswami, Kapcia), the AHRC Peer Review College (seven colleagues), AHRC Strategic Review panels (Göttsche and McLelland, three panels, plus a Strategic Peer Review panel for the DTP2 scheme). **Internationally**, Still belongs to the peer review college of the European Science Foundation, and Sabine to the advisory board of the Social Sciences and Humanities Research Council of Canada. Other colleagues have assessed for multiple councils in Ireland, Poland, Estonia, Austria, Switzerland, Germany, Holland, and Spain.

Invited keynotes, lectures and/or performances, or conference chair role: Colleagues delivered 360 conference papers at 17 UK and 33+ international institutions, notably Collins's invited paper at the Sixth Annual Global Brazil Conference, Duke University (2020). We gave 32 keynote addresses, including Kapcia's at the Association for Iberian and Latin American Studies for Australasia (2018), Palfreyman's at the Family Sagas conference (2017) and McLelland's at the International Conference of the History of Linguistic Sciences (Paris 2017). White was invited to give the Summer Lecture for the Society for the Promotion of Byzantine Studies (COVID-cancelled).

Refereeing academic publications or research proposals: colleagues from ECRs to professors across all our language areas have done **journal refereeing/peer-reviewing** for 73 journals, **peer-reviewing of monographs** for 30 presses, and **book reviews** for 51 journals.

External assessors for chair appointments, promotions or departmental reviews in other HEI: Colleagues have been research, REF or quality reviewers, or appointment assessors, at 21 HEIs, including King's College London, Nottingham Trent, Edinburgh, Warwick, UCD, Vienna, Freiburg, NUI Galway, Oxford, Durham, St Andrews and Swansea. McLelland was expert assessor for German at the OU, and Davies Strategic Research Review assessor of Modern and Medieval Languages, Cambridge.

Co-operation and collaborative arrangements for PGR and postdoctoral fellows: The unit collaborated with five universities in the Midlands4Cities DTP and offered PGR training at the Institute for Modern Languages Research. **International collaborations** include supervising nine visiting PGRs: from Madrid (x2), Cordoba (Argentina), FU Berlin, Münster, Gießen, Wuppertal, Higher School of Economics, Moscow and University of Iceland. We held 25 **PG External examinerships** nationally and 21 internationally (including Paris 8, Monash, Oulu, Madrid, Bergen, Venice and Münster).

Research fellowships and other awards, honours and esteem indicators: In addition to the above indicators, the Department's standing within the discipline has been further recognised at all staff levels. Kaptcia won two UoN Impact Prizes (2017, 2018; IS, 2.2a), and Bartel UoN best Health Humanities contribution award (2019). **Nationally**, Yacavone won the Society for French Studies Prize Research Fellowship (2017), Bartel was Reviewer of the Year (2017) for *Modern Languages Open* and runner-up for the Men and Boys Coalition Award for Public Understanding (2020), while Davies was seconded to be Director of the Institute of Modern Languages Research, and McLelland elected to the Council of Philological Society, Britain's oldest learned society for the study of language(s). Lane's status as a leading UK authority on Pierre Bourdieu was highlighted in his centrepiece contributions in *Social Epistemology Review and Reply Collective* (2013 and 2014), while White's 2013 *Military Saints in Byzantium and Rus, 900–1200* and Oergel's *Zeitgeist* were reissued in paperback. **Internationally**, work by junior, mid-career and senior colleagues was translated into Turkish, French, Spanish, Serbian, Croatian and Bosnian. Essays by Miranda and Sharman were reproduced in a post-conflict anthology, while Sabine's 2010 'Nós Matámos o Cão-Tinhoso: A emasculação de África e a crise do patriarca negro' has become the Brazilian journal *Via Atlântica*'s second most read article on-line. Roberts was elected to the Instituto de Historia Social at the Complutense, Madrid and the Instituto Universitario 'La Corte de Europa' at the Autónoma de Madrid; Sabine was Visiting Professor at the Universidade Federal do Mato Grosso, Brazil, funded by the Mato Grosso State Research Support Foundation; García won an EU Eurias Fellowship (2018–19), spent at the Helsinki Collegium of Advanced Studies; and Yacavone secured a prestigious Humboldt Scholarship (2019). McLelland was awarded the Jacob and Grimm Prize 2020 by the German Academic Exchange Service for exceptional contribution to German Studies internationally. In 2018 Still's contribution to French Studies and Critical Theory was recognised with her election as a Fellow of the British Academy, joining emeritus UoN colleagues Boa, Knight and Lawrance.