

Institution: Swansea University
Unit of Assessment: 26 Modern Languages and Linguistics
<p>1. Unit context and structure, research and impact strategy</p> <p>The Unit comprises 17.5 FTE (headcount 19) researchers and 39 postgraduates in the Departments of Welsh and of Modern Languages, Translation and Interpreting (ML), both within the University's College of Arts and Humanities. Our research specialisms include language policy, applied linguistics, translation, literature, film and theatre studies, cultural studies and creative writing. Our linguistic coverage includes specialists in French, German, Spanish, Polish, Arabic and Welsh, as well as multilingualism. Through excellence in research, our ambition is to make a difference locally, nationally and globally as we develop cutting-edge language tools, change language environments and help communities celebrate cultural diversity.</p> <p>In a nation where government policy promotes both the daily use of Welsh and the early teaching of modern languages, working as a team with shared objectives energises researchers to achieve significant cultural and policy impacts. We are proud to work in a City of Sanctuary; supporting linguistic and cultural understanding is key in bringing Wales to the world and the world to Wales.</p> <p>A gender-balanced and diverse team of researchers and specialisms, has allowed us to enjoy considerable success in this census period. Notable achievements are:</p> <ul style="list-style-type: none"> • a 158% increase in research income on REF2014 • an 81% increase in PhDs Awarded from REF2014 • six new Category-A staff (and nine new research assistants/associates) • increased interdisciplinary collaborations and demonstrable impact. <p>Unit Structure</p> <p>The UoA is structured around four outward-looking Research Centres.</p> <p>The Language Research Centre supports empirical research into language data and processes, producing high-impact applied research in education, government, health, security, language policy and translation. It hosts two of our research groups: Applied Linguistics and Welsh (ALAW), which focuses on critical language research related to Wales, and the Swansea Translation and Interpreting Research Group (STING), which considers how technology impacts on cross-language creative work in translation.</p> <p>Unique to the UK, our Centre for Contemporary German Culture (CCGC), founded in 1993, focuses on contemporary German-language authors and filmmakers and makes an important contribution to German Studies in Britain, Europe and North America.</p> <p>The Centre for the Comparative Study of Portugal, Spain and the Americas (CEPSAM) is the interdisciplinary Luso-Hispanist Hub for Wales, promoting research collaboration and public engagement. It continues to be the home for the journal <i>Romance Studies</i>, which was founded in Swansea in 1982.</p> <p>The Richard Burton Centre for the Study of Wales pursues research into Wales, its languages and cultures. It functions as an interdisciplinary research forum for a range of individual projects in Welsh cultural studies, including our student-led creative writing group, Grŵp Sgwennu Creadigol [Creative Writing Group].</p>

A significant research grouping created during the period is the **Arabic Research Group**, established by staff and postgraduate research students to develop interinstitutional links and impact around linguistics, translation and interpreting, and cultural studies.

Research Strategy

Our strategy has been to build on proven strengths whilst developing a broader spectrum of specialisms through targeted appointments. Our goals were to:

1. facilitate individual scholarly innovation and achievement
2. foster a collaborative and supportive research environment in support of our agreed priorities via our research centres
3. further develop the impact of our research, recognised as a strength in REF 2014 (7th for ML), through effective partnerships with government, the third sector and community groups.

Progress against each of these goals has been strong.

Goal 1: Our support for individual scholarly creativity (section 2) has led to the publication of a series of specialist monographs (22 books in total for REF2021), as well as articles in prestigious journals, book chapters, and edited volumes. Compared with REF2014, this submission has a wider range of fields, including translation and creative writing, Arabic, media history, comparative literature and theatre, language legislation, and presents for the first time datasets in applied linguistics. All colleagues have equal access to research support mechanisms (section 3) that have helped individuals to achieve fellowship awards, advisory positions on external bodies, membership of local community-based programmes and prestigious awards.

Goal 2: Evidence of our success in nurturing a collaborative and supportive research environment can be seen in the activities delivered by our Research Centres and groups. For example:

In collaboration with colleagues at Cardiff, Bangor and Lancaster, ALAW researchers delivered the ESRC/AHRC-funded **CorCenCC project** (Corpws Cenedlaethol Cymraeg Cyfoes/National Corpus of Contemporary Welsh). Work in applied linguistics also includes the transnational EU-Erasmus+ funded project on Communication Competences for Migrants and Disadvantaged Background Learners in Bilingual Work Environments (**COMBI**).

STING researchers played leading national and international roles in **pioneering techniques and applications in computer-assisted literary translation (CALT)**, spearheading innovative working practices and bringing together academics and PGRs in languages, translation studies, linguistics, and computer science, alongside professional practitioners.

CCGC colleagues have delivered a range of activities, including **Modern Humanities Research Association-funded work on Günter Grass**, special issues of *Oxford German Studies* and *German Life and Letters*, and two new volumes in the Centre's own book series. It regularly holds public events (section 4), and, with CEPSAM, was instrumental in organising and delivering the outreach activities of **AHRC Open World Research Initiative (OWRI)**.

CEPSAM secured funds from British Academy/Leverhulme, Institute of Latin American Studies, Institute of Modern Languages Research (IMLR), AHRC's Language Acts and Worldmaking Strand, Spanish Embassy, Camoes and Cervantes institutes and the Spanish and Argentine governments. This has allowed it to develop into a national Hub, attract new members and produce seminal interdisciplinary monographs on literature and mental health, literary theory and social semiotics, and postcolonial theory in Patagonia.

The Richard Burton Centre produced numerous **Welsh-language monographs**, including scholarly editions of medieval and twentieth century poetry, seminal works on law and literature, the history of S4C and multiculturalism in Wales, a series of literary biographies, poetry collections and contributions to the *Cambridge History of Welsh Literature* (co-edited in Swansea).

Goal 3: Our focus on research impact is an integral feature of our strategy and our approach and successes are described below.

Interdisciplinary Research and Impact

The Unit's growth in large, interinstitutional projects is a result of its interdisciplinary approach to research and its commitment to collaborations with local, national and international organisations. This has enabled high impact from core research strengths in language policy and cultural studies, with projects intersecting across Modern Languages, Welsh, Applied Linguistics and Digital Humanities. Our interdisciplinary work is further enhanced by collaborations with Media Studies, Computer Science and the School of Management.

Our contribution to the **AHRC Open World Research Initiative** drew on this collaborative environment. Working with Manchester, London and Durham on the 'Cross-Language Dynamics: Reshaping Community' project, we addressed multilingualism and shifting attitudes towards languages among policymakers, stakeholders and publics.

The initiative is also an excellent example of our approach to engaging research users. We worked with language-diverse migrant communities in Swansea, providing training events with community interpreters and participant research on informal interpreting in women refugee therapy groups. We promoted new, cross-community understandings of language and culture through multilingual poetry and music events, where celebrated writers appeared alongside regional performers. Many new multilingual texts and translations were created, and an enduring collaboration was established with Turkish exile theatre professionals. Extending this research, subsequent outputs, and a 'Multilingual Literatures' conference drawing delegates from five continents, identified previously invisible multilingualism in a range of literary productions. Further dissemination plans include a conference for Wales A-level teachers in partnership with the government's SEREN network.

ALAW has a strong focus on **influencing language policy**, developing close links with Welsh Government and with researchers and policymakers in education. **CorCenCC** produced the first comprehensive corpus of contemporary Welsh, which will inform a range of linguistic applications for years to come. Its *Tiwtiadur* is an open access educational resource, as is ALAW's Welsh Government-commissioned review of L2 teaching methods to inform policy. Through COMBI, Swansea and partners in six EU countries addressed the communication needs of migrants entering bilingual settings; findings were presented at conferences in Swansea, New Zealand and the European Commission. Project beneficiaries include tutors and learners who now use the **open access pedagogical method and toolkit** developed with the National Centre for Learning Welsh.

STING's work in computer assisted translation has **impacted practitioner expertise and application**, bringing together multidisciplinary contributors (critical translation studies, neural machine translation, stylometry) and providing app training for practitioners from the Emerging Translators Network and other fora, including the European Commission's European Masters in Translation Network. Outreach activities have included an international workshop on the ergonomics of translation tools, addressed by officials of the European Commission's Directorate General for Translation.

Our pioneering online **Version Variation Visualisation** app (updated 2017 with British Academy/Leverhulme funding, collaborators in Bristol, Berlin, São Paulo) has been adopted by

a research group at Moscow University of the Humanities, funded by the Russian Foundation for Basic Research. An AHRC-funded PhD led to development of a CAT tool which was acquired by SDL Trados.

Research within CEPSAM has included BA/Leverhulme- and EPSRC/CHERISH-DE-funded projects involving the **co-creation of digital educational resources** where indigenous Patagonian communities tell their own histories, and the co-design of an **open-source digital platform** enabling them to digitally republish ancestral records and restore links with their cultural and linguistic heritage. These entailed collaboration with Argentinean, Chilean, German and UK national institutions. Funding from the Spanish National Research Council also enabled collaboration with 72 researchers and playwrights based at universities in Spain, Latin America and beyond, focusing on Ibero-American dramaturgy.

Other examples of our impact include:

- Our input as Technology Co-Chair to the European Masters in Translation Network has helped **frame postgraduate curricula** across the EU. We also collaborate with the Network and the European Commission on **design and evaluation of technology training**, especially simulated translation agencies, crucial for the next generation of professional translators.
- Our research approach to understanding the Qu'ran **feeds into the field of deradicalisation**, with key partners (section 4). Users of our expertise include the Metropolitan Police, the FCO, the UN, NATO, and UK Parliament.
- We create research-based experiences for public benefit by partnering with **schools** and the SEREN network, developing 'ethical, informed citizens of Wales and the World' in line with the New Curriculum for Wales.
- Our impact strategy also sees researchers advising government and holding key positions for national institutions such as The Arts Council of Wales and PEN Cymru (section 4).

Our approach to impact is evidenced in our case studies, '(Re)Discovering Europeans' Visions of Wales' and 'Reversing Language Shift in Wales'. Each has contributed to the Welsh Government's target, 'Miliwn o Siaradwyr Cymraeg'/'A Million Welsh Speakers' and supports multilingualism as envisioned in the Welsh Government 'Global Futures' strategy.

Open Scholarship and Research Integrity (see also REF5a)

The University's Open Access policy requires researchers to make research publications available on its publicly accessible, indexed repository, Cronfa. CorCenCC resources and underpinning datasets are open access, as are our COMBI toolkit, *Yr Esboniadur*, and *Llawlyfr Meistrol'i'r Gymraeg*. We comply with Wellcome Trust guidance on fairness in research assessment.

The University is a signatory to the Concordat to Support Research Integrity and subscribes to the UK Research & Integrity Office (UKRIO). Our Vice-Chancellor chairs UUK's UK Research Integrity Forum. Our *Research Integrity: A Policy Framework on Research Ethics & Governance* document (2015) was developed in accordance with UKRIO's Code of Practice and is monitored by our Research Ethics & Governance Sub-Committee. Our Impact Lead is Deputy Chair of the University's Ethics Committee. Research integrity training (via OUP's Epigeum) is mandatory.

Future Plans

We aim to:

- build on the step-change achieved in this census period, continuing to produce world-leading and high-impact research in a range of fields. As we respond to the pandemic and its effect on communities in a post-Brexit world, the connected agendas of **linguistic equality**, **cultural diversity** and the **well-being of future generations** are increasingly important to our researchers.
- further explore the theme of **Wales to the world and the world in Wales**, encompassing global multilingual interfaces, diverse settings where migrants enter bilingual spaces, complex postcolonial spaces and artistic and economic recovery. The interconnectedness of health and heritage and what might be learnt from artistic representations exemplify contemporary global issues.
- **promote the value of language acquisition and cultural diversity**, and their positive effects on **wellbeing**: creating research-based outputs and experiences promoting language diversity for public benefit, as in our two case studies. Our ambition is to confront the falling uptake of modern languages in UK schools and the demographic decline of Welsh.

ALAW will increasingly intervene in policy via community work, advisory boards and government consultations as we develop new projects and promote the impacts of **CorCenCC** and **COMBI** with our partners. STING will develop the next phase of **CALT** with UK and international academics, professional translators and language industry partners, to maximise the benefits of new technologies while promoting the essential human character of culturally engaged translation.

We will continue to explore the role of **languages in various communities** and will develop a focus on comparative theatre, where we have expertise in Welsh, Catalan, Spanish and German and links with Turkish exile performers.

We will further **develop the impact capacity** of CCGC, CEPSAM and the Richard Burton Centre to support research in cultural studies. Arabic and Chinese will be supported to grow in importance, enabling us to **diversify our reach globally**.

We will **continue to develop our Early Career Researchers** (ECRs), placing equality and diversity at the heart of everything we do. We will seek new links and further strengthen strategic postgraduate research partnerships with Oklahoma, Texas and Grenoble, and build on CEPSAM's all-Wales Hub and the links developed within the AHRC's CDT consortium in Celtic Studies.

2. People

The UoA comprises 19 Category A submitted staff (all eligible staff, 17.5 FTE) on permanent contracts (cf. 21% on fixed-term contracts by REF2014) and 39 research students (8 MAs/31 PhDs).

Our staffing strategy seeks to develop high-quality staff, and recruit into the UoA individuals who share our ambitions in terms of research excellence and significant impact in languages and linguistics. Within a collegial environment, the UoA offers individuals the support and time needed to undertake and produce high-impact quality research.

We have in this census period become more diverse across subjects, languages and disciplines, recruiting **six research staff** to support our strategic goals. Of these, three ECRs work on comparative cultural studies: (i) Welsh/Catalan theatre, (ii) Hispanic/comparative

theatre and political cultures, and (iii) language teaching and acquisition in multilingual contexts.

We have also brought three specialists into the UoA to strengthen our expertise in (i) challenging perceived thinking in relation to international law and language policy, (ii) Anglocentric definitions of multiculturalism, (iii) media history in Wales. Another vital appointment is in Arabic Studies, driven by the success of PGT and PGR recruitment in Arabic Translation and Interpreting, with expertise in Quranic linguistics and deradicalisation.

Our UoA's successes in external grant capture have led to the recruitment of **nine research assistants/associates** to support the delivery and impact activities of projects funded by AHRC (OWRI x2), ESRC/AHRC (CorCenCC x2), MHRA (*Grass Unkenrufe* x2), EU (COMBI), Coleg Cymraeg Cenedlaethol (*Esboniadur*) and Higher Education Academy (pedagogical methodology research).

Our research environment is further enhanced by a number of Honorary Research Fellows, both scholars and successful professionals, who share their expertise and participate in UoA events. Some **former staff are regularly involved** with our research activities, be it from their new roles (e.g., the Director of the British Centre for Literary Translation (Large), or as Emeriti (e.g., Cofiadur and first female Archdruid of the National Eisteddfod Gorsedd (James), General Editor of *Modern Language Review* and elected Chair of the Modern Humanities Research Association (Connon)).

Staff Development

Staff development is supported at University, College and UoA level. Personalised support mechanisms have helped us increase our grant capture and expand our community of research assistants, and have supported several staff promotions. Two ECRs from the previous census period have been promoted to Senior Lecturer and Associate Professor while three mid-career researchers gained Associate Professorships and Professorships. Three lecturers appointed in the current cycle have already been promoted to Senior Lecturer.

As well as being mentored when applying for promotion, staff are supported through biannual Professional Development Reviews, an opportunity to discuss and develop research goals, monitor progress and consider any training or resource requirements.

The UoA is committed to **nurturing all ECR staff**. ECRs have lighter teaching workloads, are assigned a mentor to support career development, and are integrated into activities and networks. Testimony to the success of the UoA's mentoring strategy are internal promotions and increased grant capture, with two female ECRs awarded the Learned Society of Wales' Dillwyn Medal 2020 and a Florence Mockridge Fellowship. Fixed-term postdoctoral researchers were also supported to gain fellowships (IMLR) and secure university positions (at Swansea (x2), Panteion, Ruhr-Bochum).

Directors of Research meet individuals regularly to help plan research and impact activities and the UoA REF team supports the unit's researchers as needed. Regular meetings of all UoA members, introduced after REF2014, have **deepened collegiality and cross-disciplinary collaboration**. In this space, individual and collaborative projects are presented and discussed, and ideas for events and funding bids explored. This forum has been key to increasing our research income, impact activities and PGR numbers. Feedback on draft outputs prior to submission has resulted in improvements to output quality.

A total of 17 UoA staff have been awarded leave in this cycle (9f/8m) to initiate or complete projects, prepare grant applications, plan and develop impact. While enhancing the quality of our outputs and projects, sabbaticals were also instrumental to both our impact case studies,

enabling core research and impact evidence collection. In addition to formal sabbaticals, UoA staff may maximise research productivity by requesting heavy/light teaching semesters.

COAH provides researchers with a comprehensive package of support, designed to help them achieve their research and impact goals (section 3). All staff are entitled to a research day and have access to the University's excellent libraries and archives. Researchers are also supported by the **Research Hub for Arts, Humanities and Law**, who help develop research ideas, network, write grant applications, manage them post-award and enhance impact (section 3).

University-level support (see REF5a) is based on the 2008 Concordat to support researchers' career development (European HR Excellence in Research badge, renewed in 2017). Training courses are mapped to the Vitae Researcher Development Framework and include Research Integrity & Ethics (compulsory) and Diversity & Unconscious Bias Training (compulsory for staff involved in recruitment or REF management) as well as CPD on leadership, supervision skills, project management and other research-related areas. Staff have benefitted from University-wide schemes promoting interdisciplinarity and innovation through collegial events, funding sandpits, mentoring, and project seed funding.

Postgraduate Research Students

REF2014 highlighted support for PGRs as a strength of our environment and we continue to prioritise this. They are fully integrated into our research culture. We aim to recruit excellent candidates with promising research proposals, which are supervised expertly by at least two of our researchers.

Since 2014, the number of **PhDs awarded has increased by 81%**; we have supervised 24.5 full- and part-time PhDs to completion (REF4a). These include interdisciplinary projects, co-supervised with Media Studies, English Literature, Applied Linguistics (one of them via the ESRC Wales DTP), Computer Science and Psychology. MA schemes have proved to be a successful preparation for PhD research.

We have benefitted from the prestigious **AHRC Collaborative Centre for Doctoral Training Centre (CDT) in Celtic Studies** in terms of scholarship awards (five) and research training, with another four PGRs based in Bangor and Edinburgh benefitting from interinstitutional co-supervision. The UoA also hosted the CDT's annual training conference in 2018, co-organised by staff and students. Membership of the CDT provides our students with access to specialised training and supervision from a consortium of 12 universities and three partner institutions.

We have secured studentships under our University's strategic co-supervision agreements with Université Grenoble-Alpes and University of Central Oklahoma. In addition, we have been awarded postgraduate research funding from the Coleg Cymraeg Cenedlaethol, Libya Culture Office, Maney Publishing, Pantyfedwen Trust, Saudi Arabia Cultural Bureau.

Supervisors provide mentoring and feedback to develop PGR's research and publications profiles. Induction, supervision and progression meetings are monitored through the University's online system (e:Vision). The College provides PGRs with dedicated workstations, a common room, video conferencing facilities, and up to £600 towards research and conference expenses.

Students with disabilities or chronic health conditions are served by dedicated Disability Officers at College and University level. A College PGR representative speaks for students at a University-level staff-student consultative committee and at the Graduate Research Committee facilitated by the College Graduate Centre, led by a Director of Postgraduate Research (currently our Impact Deputy Lead). Students co-design their environment and are encouraged to contribute to the development of research practices in our UoA.

From induction to graduation, PGRs benefit from a range of skills and career development workshops and training. The Graduate Centre organises training and social sessions which foster a cross-disciplinary PGR community and staff-student collegiality. The Coleg Cymraeg Cenedlaethol and the AHRC CDT in Celtic Studies offer additional specialised training courses, residential workshops and annual conferences.

ALAW's half-day seminars with external speakers provide opportunities for PGRs (and ECRs) to network with policy makers and leading researchers. STING seminars have welcomed leading EU officials to discuss professional translation practice in their organisations. Grŵp Sgwennu Creadigol students enjoy sharing their work with a Swansea-based Book Club.

We also support PGR professional development by offering specific training which complements University provision as per the Vitae Research Development Framework. PGRs gain teaching experience via schemes such as Yr Iaith ar Daith (the Coleg Cymraeg Cenedlaethol's national outreach campaign), Routes into Languages Cymru or the Student Mentoring Project. PGRs are supported and encouraged to plan and deliver research centre/group activities. OWRI's events provided many opportunities, with PGRs undertaking administrative support, marketing, translation and interpreting. Student-led programmes include STING, Grŵp Sgwennu Creadigol, Arabic Research Group, some CEPSAM events, the Annual Symposium in Welsh Studies and the Annual Arts and Humanities PGR Conference.

Additionally, the **College Employability Office** organises additional skills training and a range of internships, including placements in industry. Internally, the Swansea Paid Internship Network (SPIN) and Week-of-Work schemes allow students at all levels, including PGRs, to work alongside Swansea researchers. A SPIN placement hosted by CCGC enabled a PGR to assist the Centre's MHRA Research Associate in creating a section of the University's Centenary Exhibition at the National Waterfront Museum devoted to the Centre's longstanding Visiting Writers' Programme.

Student destinations provide evidence that our training equips students for excellence. Notable PGR successes include students who:

- developed a CAT tool of major commercial interest which is now integral to the world-leading Computer-Assisted Translation tool Trados Studio, where our graduate now works as a principal research engineer;
- won prestigious awards: National Eisteddfod poetry Chair (2016); Inter-Collegiate Eisteddfod poetry Chair (2019), Coleg Cymraeg Cenedlaethol's Meredydd Evans Memorial Award for Outreach and Gwyn Thomas Memorial Award for Best Essay;
- had work commissioned by Theatr Genedlaethol Cymru
- earned eminent fellowships: Leverhulme Early Career at Edinburgh University; IMLR's OWRI Fellowship in Languages and Communities;
- secured academic positions (at Aberystwyth, Bretagne Occidentale, Bristol, Landau, Lodz, Swansea).

The Richard Burton Centre facilitates the student-led Grŵp Sgwennu Creadigol, with affiliated poet-researchers in Welsh engaging regularly with the media and high-profile events. Three members were commissioned as BBC's Bardd y Mis [Poet of the Month], and two won Literature Wales' Poetry Book of the Year Award (2016, 2019). During lockdown, the group organised an online poetry slam as part of the Tafwyl Festival, the first of its kind, and new video-poems commissioned by the National Eisteddfod, accessible on YouTube.

Support for PGRs during the **COVID-19** pandemic has been a priority. Extensions were granted and networks maintained through online coffee mornings and symposia, including our annual PGR conference. The library implemented a click-and-collect system, scanned materials upon request, and lent laptops to PGRs who needed equipment.

Equality and Diversity

Equality, Diversity and Inclusivity is intrinsic to the UoA, which is gender balanced (9f/10m). 13 staff belong to ethnic-national minority groups in UK terms (10 Welsh, 3 BAME); 23% report a disability. Nine speak Welsh as their first language; other first languages are Arabic (one), French (one), Polish (one), Spanish (three); only four have first-language English. The UoA REF Team is gender-balanced (3f/3m) and representative of different career stages (lecturer, associate professor, professor). Its selection procedures followed the University's Code of Practice, which emphasises transparency, consistency and accountability, with staff members encouraged to read and amend draft documents. In addition, all members of the UoA team with responsibility for decisions on the selection of outputs and impact case studies for this submission undertook mandatory equality training, including specialised courses on equality and diversity and unconscious bias. The submission comprises the one best-quality output from each Category A submitted staff member with the balance made up of the best-quality outputs from the available pool of eligible outputs that includes outputs of former eligible colleagues.

In line with Swansea University's commitment to equality of opportunity as recognised in its institutional **Silver Athena SWAN Charter award**, our UoA supports female staff to take pre-professorial and professorial responsibilities. Six staff have taken part in the all-Wales Women in Universities Mentoring Scheme and one in the Aurora Leadership Programme. UoA members are involved in the University's Mary Williams Group, established in 2013 to support women in senior roles – Mary Williams was the first woman in the UK to be appointed Chair of French (at Swansea in 1921).

UoA staff benefit from the University's **LGBT+** Staff Network, which holds social events and training, and offers confidential support and advice to all staff, not just those identifying as LGBT+. These and other practices sustain the University's place in the top 50 of Stonewall's Workplace Equality Index and its membership of Stonewall's Diversity Champions programme.

In line with legislation and best practice, the **use of Welsh** is promoted across the UoA, by facilitation (e.g. providing interpreting at staff meetings) and by ensuring that teaching, mentoring or publishing in Welsh receive appropriate recognition and funding. Several researchers utilised HEFCW's funds designed to support publications in Welsh or in Welsh Studies at Swansea. Our strategic Welsh-medium appointments in ML during the previous cycle have earned the Department a joint flagship standing (shared with Bangor), which has reinforced the status of Welsh in attracting funding and PGRs.

Swansea University's **Strategic Equality Plan** (REF5a) aims to improve diversity by making available job-shares, flexible working hours and other reasonable adjustments for part-time staff. These working arrangements see timetabling and administrative duties adjusted to support colleagues with caring responsibilities or specific circumstances (e.g. phased return after maternity leave). Staff take advantage of the University's onsite nursery and childcare voucher system.

During **COVID-19**, wellbeing surveys helped the University quickly understand the concerns and requirements of its staff, and our departmental heads supported our researchers on an individual basis. Most members of staff were required to work from home, with researchers provided with the necessary equipment. The Research Hub continued to support staff on-line. Those needing access to offices for research purposes adhered to strict University procedures. Staff supported each other via Zoom meetings. Research webinars such as the Henry Lewis Memorial Lecture (2020) proved very popular, as did our online conference on the effects of Covid-19 on Welsh (March 2021).

3. Income, infrastructure and facilities

Generating research income has helped us achieve our research goals. Our strategy has been informed by the research priorities of the AHRC, ESRC, the Coleg Cymraeg Cenedlaethol, Welsh and UK Government, and the European Research Council. Successful grants have helped us produce a range of scholarly outputs and high-impact projects, developing language tools for translators and the public, policies for government and language planners, resources for schools, museums and libraries, support for refugees and community groups. All researchers are expected to regularly bid for external income and this is discussed in each PDR meeting. The grant capture of research centres is discussed regularly in the College Research Committee.

In 2015 the University established the **Research Hub for Arts, Humanities and Law** comprising a Hub Manager, Research Development Officer, Research Support Advisor, Bid Writer, and Impact and Engagement Officer. The Hub supports researchers to achieve their research income targets and assists them in developing and implementing impact activities. The Hub runs regular research information and training sessions for staff, supporting them as they apply for funds appropriate to their experience, and delivers briefing events for specific funding opportunities. A one-to-one 'Blue Sky' mentoring programme has supplemented this support with further personalised advice to staff, from individuals' research strategies to specific applications. COAH also runs an AHRC advisory board, which includes several members of the AHRC peer review college, who help colleagues develop research proposals for the AHRC. Successful applicants regularly share their experiences at departmental, research centre and UoA meetings.

As a result of these initiatives, **growth in research income has been a significant success** for the UoA in the period (REF4b), a genuine step-change since REF2014. We have secured **£866,874 in grants** (with **research spend exceeding £826,000**). Sources of funding include Research Councils, charities and government. Key awards include:

- CorCenCC (ESRC/AHRC, £526,218)
- European Travellers to Wales (AHRC, £94,115.94 awarded to Swansea, £42,417 spent)
- *Llawlyfr Meistrolï'r Gymraeg* and *Yr Esboniadur* (Coleg Cymraeg Cenedlaethol £42,895 & £40,000)
- COMBI (EU: EACEA/Erasmus+, £41,348)
- Cross-Language Dynamics (AHRC-OWRI, £95,431)
- Günter Grass Göttinger Ausgabe (MHRA, £42,619)
- Qur'anic Text Linguistics Research Group (SOAS, £20,000)
- Hywel Dafi Critical Edition (British Academy, £14,613)
- Version Variation Visualisation and Settler Colonialism in Patagonia (British Academy/Leverhulme, (£9,984 & £8,444)
- Comparative Welsh-Catalan theatre studies (Cronfa Goffa Saunders Lewis, £7,000).

We also secured a further £1,519,257 from **non-HESA-recorded sources**, including:

1. Welsh for Adults (Welsh Government, £839,000)
2. Tŷ'r Gwrhyd Welsh Centre (Welsh Government, £300,000)
3. TILT: Training in Languages and Translation (European Social Fund, £280,443)
4. US-UK Fulbright Commission Fellowship (\$35,000)
5. Digital Memories in Patagonia (EPSRC/CHERISH-DE, £11,904)
6. National Teaching Fellowship Award (Higher Education Academy, £10,000).

Conference grant successes allowed us to network with colleagues around the world, strengthening existing partnerships and establishing new ones. Highlights include a SOAS-funded Qur'anic Text Linguistics Research Group Symposium (2021, forthcoming special issue of *Journal of Qur'anic Studies*) and our AHRC/OWRI and IMLR-funded CALT training workshops (2019) and conference (postponed, 2021). AHRC funding enabled the UoA to hold the CLARSACH conference for PGRs attached to the Celtic Studies CDT, providing an opportunity to compare the contexts of the Celtic languages across the UK.

The increase and diversification of grant capture has been aided by the College's **Research Support Fund** (up to £1,500pa), which supports staff to present at events or to host exploratory meetings preparing collaborative projects. The competitive **Swansea University Research Grant Enabler** scheme (SURGE) pump-primes the development of strategic applications such as CorCenCC.

Funding for the dissemination of our research is also offered by the College's **Research Environment Fund** (up to £1,500 pa per cluster), to organise (sometimes externally match-funded) seminars, visiting speakers, workshops and PG training events. Much of this funding is channelled through centres and groups.

Sharing our research and seeing how it impacts communities and government policies drives our research. The University has invested in helping researchers plan, monitor and measure impact and the UoA benefits from designated research support staff at department, College and University level. The College's **Research Impact Fund** awards grants to seed or build sustainable partnerships with non-academic organisations and groups. This support has significantly aided both our Impact Case Studies.

STING's **Next Generation Human Translation Tools** and CEPSAM's **Digital Memories and Trajectories in Southern Patagonia** were awarded competitive funding by Swansea University's EPSRC-funded CHERISH Digital Economy Centre, which has a focus on using digital innovation to generate positive societal impacts.

The University also offers competitive mobility awards. UoA members have benefitted from competitive **Strategic Seedcorn Funds** to support partnerships with Texas and Grenoble. Following a visit by a delegation from Houston University, the UoA formed a partnership with Houston's Arte Público Press and its Recovering the US-Hispanic Literary Heritage Project which led to a **US-UK Fulbright Fellowship** and comparative transatlantic work in biculturalism.

UoA staff have worked closely with colleagues in Translation at Grenoble in the context of the European Commission's **European Master's in Translation Network**. Swansea hosted a joint two-day translation research planning seminar in 2016, which was followed up by site visits to Grenoble and resulted in collaborative PG teaching initiatives and the creation of a jointly funded co-tutelle PhD Studentship in Machine Translation. Staff have taken advantage of schemes such as **ERASMUS+** and **Santander Universities** to develop networks, collaborations or undertake archival research in Europe and beyond.

Infrastructure and facilities

The College's **Cultural Institute** played a prominent role in facilitating research dissemination and engagement in the current cycle. Since 2015 it has been one of a handful of UK hubs of the AHRC's Being Human Festival of the Humanities, and the only one in Wales. This involves hosting scores of public research-driven events at multiple venues in Swansea and across Wales, and our UoA has been involved every year. The Cultural Institute delivers a range of other public events on and off campus, competitions (including the internationally renowned Dylan Thomas Prize) and arts scholarships, and was a valuable partner in our OWRI-funded

Multilingual Poetry events series in the community. The Cultural Institute's partnership with the Hay Festival has also created opportunities for our researchers to present their work at a high-profile cultural event.

Many of our Welsh-medium outreach events are organised and facilitated by **Academi Hywel Teifi**, which promotes the use of the Welsh language in all aspects of the University's life and throughout the region. The Academi helps disseminate our Welsh-medium research and creative outputs across Wales, including annually at the Tafwyl cultural festival in Cardiff. It plays a prominent role at the National Eisteddfod, one of the largest cultural festivals in Europe, with Swansea University the official sponsor of Y Babel Lân [The Literary Pavilion] (2019-2021). This televised platform allows the UoA's staff and research students to publicise their work and engage with potential beneficiaries. In 2020, several members contributed to online events, delivering lectures and creative performances commissioned by Tafwyl and the National Eisteddfod during the COVID-19 pandemic.

Our staff are regularly invited to contribute to various BBC and S4C programmes, as well as periodicals such as *Golwg*, *Barn*, *Barddas*, *O'r Pedwar Gwynt*, *Planet* and the *New Welsh Review*. This link between our research and the media press is aided by the University's press office. Public engagement in English is further bolstered by the University's partnership with *The Conversation*, where we have published articles that have received over 78,500 reads and been republished 73 times.

The University's £32-million investment in the Great Hall (Bay Campus) and a further £2.8 million in the creation of a dynamic and inclusive exhibition and public space at Taliesin Create (Singleton Campus) has facilitated the dissemination of our research and public engagement. We have used these and other flexible spaces to host public lectures, creative readings of poetry and plays, conferences and school visits, such as those held by one of our case studies, '(Re)Discovering Europeans' Visions of Wales'. Student-led workshops and our 'Lingo Lounge' – a weekly informal lunchtime meeting for our community of staff, PGRs and UGs – are also held in this versatile space.

We use the Taliesin Theatre for high-profile public events. Highlights include a screening and Q&A with film-maker Andreas Dresen and 150 local school pupils; an evening of performances, readings and discussion celebrating the 150th anniversary of the Welsh landing in Patagonia; and the launching of a series of public lectures in partnership with Drama Abertawe.

As well as making the University an open and inviting place for community engagement, we take our research off campus. One such example is the Tŷ'r Gwrhyd Welsh Centre run by Academi Hywel Teifi in Pontardawe in partnership with Neath Port Talbot Council. Tŷ'r Gwrhyd was created in response to the research findings of our impact case study, 'Reversing Language Shift in Wales', which highlighted the link between adult language acquisition and community centres.

In addition to investing in physical spaces to disseminate research, the University has invested in specialist equipment and resources. This includes continued investment in the Richard Burton Archive, which comprises collections of local, national and international significance. We co-supervised a COAH-funded PhD on Raymond Williams and European Thought (under consideration for publication by Verso) based on the Raymond Williams Archive, and recently catalogued the papers of the Nietzsche translator R.J. Hollingdale with the assistance of a PhD student on a College-funded placement. The archive recently added the clipping libraries assembled by BBC Wales and S4C to its collection, which will help us develop our expertise in this field.

Another significant University investment is a state-of-the-art interpreting suite (£62,718), which has enabled us to work with community interpreters and offer training to professional

interpreters in partnership with Cymdeithas Cyfieithwyr Cymru, the association of Welsh translators and interpreters. Together with the dedicated translation lab with a range of commercial CAT software installed, they are instrumental for our CALT research, workshops and conferences.

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

Research networks, partnerships and beneficiaries

During the census period we have diversified our networks in the UK, Europe and worldwide, creating new collaborations and securing funding for major research projects with significant impacts for research users and beneficiaries. The selected highlights below illustrate how we work with government, the third sector and international researchers to develop high-impact research for a range of beneficiaries, including those accessing our open access resources.

Major international collaborations include trailblazing digital language technology research by Rothwell and Cheesman on CALT, with key collaborators in Computer Science at Swansea and the Universities of **Central Lancashire, East Anglia, Dublin City and Amsterdam**.

In addition to researchers at Swansea, **Cardiff, Bangor and Lancaster** Universities, the CorCenCC project involved an international team of researchers, consultants and advisors representing community, industry and academic stakeholders from the UK, Canada, Japan and USA. Project advisors included academics from **Cambridge and Newcastle** Universities and other institutions, including **Welsh Government's Welsh language unit, WJEC, Geiriadur Prifysgol Cymru** (Dictionary of the Welsh language) and the **National Library of Wales**.

The European Travellers to Wales project worked with **Bangor University** and the **Centre for Advanced Welsh and Celtic Studies (CAWCS)**, the Welsh Government's **SEREN network**, with materials produced in collaboration with the **National Library of Wales** and published on **Hwb** (Welsh Government's e-platform for schools). Partnerships with **Swansea Museum, Ceredigion Museum** and Bangor's **Storiell** gallery were instrumental for dissemination.

Lublin's EPSRC/CHERISH-DE-funded Digital Memories and Trajectories in Southern Patagonia collaboration has included three indigenous communities and **Argentina's National Scientific and Technical Research Council**; the **Buenos Aires, Patagonia Austral and Tierra del Fuego** universities; the **Education Council** and the **Ministry of Social Development of the Province of Santa Cruz**. The project also involves **Berlin's Ibero-American Institute**; the **British Library**; the **La Plata Museum** (Argentina); and the **Magallanes, Maggiorino Borgatello and Martín Gusinde museums** (Chile).

El-Awa co-convenes a SOAS-funded network of **scholars in Qur'anic linguistics** based in Europe, the USA and the Middle East. Research partners include the **Royal United Services Institute**, educational non-profit **'Combating Jihadist Terrorism and Extremism'**, Swansea's **Islamic Studies Academy** and London's **CEI Crawley Academy**.

The UoA is also part of a network of 100+ PhDs, researchers, and practitioners, from 12 European countries, Canada, Hong Kong, Thailand and Nigeria, and including contributors and practitioners from the **Emerging Translators Network** and the European Commission's 18-nation, 83-institution **European Masters in Translation Network (EMT)**.

Through the EU-funded COMBI project, Swansea collaborated with **five international partners** from multilingual regions in the EU, led by the **Fryske Academy** in the Netherlands and an international advisory board.

The OWRI project's Cross-Language Dynamics consortium, in partnership with **Manchester, London and Durham** Universities, fostered close working relationships with cultural and

educational organisations, from local (**Volcano community theatre**, various community groups) to global (**PEN International**). Building on longstanding links with refugee networks, we researched informal interpreting in group therapy (published in the international journal *Torture*), and partnered with PEN to invite ten high-profile cross-language writer/performers from the UK and Europe, and Wales-based cross-language writers, for a three-month festival of multilingual and translational performances with highly diverse audiences.

We have further developed our ties with **Welsh Government** via key advisory positions. Morris is Chair of the government's Welsh for Adults Scrutiny Committee; Parry and Brooks serve on the government's Welsh Language Partnership Council; Hallam was appointed by government as trustee on the board of the Arts Council of Wales; Higham has advised Welsh Government on language policy for asylum seekers and in the health care sector; Preece contributes to the Wales in Germany 2021 Stakeholder Steering Group, an initiative to raise the post-Brexit profile of Wales. In response to Welsh Government's concerns during the pandemic 'about the effects of large numbers of second homes ... on some of our communities', Brooks undertook research to produce *Second Homes: Developing new policies in Wales*.

We ensure future generations benefit from our research activities by partnering with organisations such as **Routes into Languages Cymru**, the **Student Mentoring Project**, the **Welsh Joint Education Committee** and the **Coleg Cymraeg Cenedlaethol** and by working directly with schools, supporting their ethical citizenship agenda. CCGC illustrates the benefits of strong partnerships in its public engagement programme, delivering events with visiting writers and filmmakers, partnering with **Think German Wales**, **Literature Wales**, the **Dylan Thomas Birthplace**, **Cinema&Co** and **Waterfront Museum**, and with funding from **Literature Wales**, the **German Embassy** and **Romanian Cultural Institute**, and the **IMLR**.

Contributions to research base

Our researchers provide **subject leadership** via senior roles on national and international professional organisations, subject associations and advisory boards.

We act as **Chair** for: Modern Humanities Research Association (Connon); Association for the Study of Welsh Language and Literature (Hallam); the Welsh Government's Welsh for Adults Scrutiny Committee (Morris); the European Masters in Translation's Tools and Technologies Working Group (Rothwell); HEFCW's Welsh-medium Modern Languages Panel (Jones); and as Vice-Chair (Research) of the University Council of Modern Languages (Preece).

Researchers also act as **Treasurers** for British Association of Applied Linguistics (Morris), and Association of Translation and Interpreting Programmes in the UK and Ireland (Fernandez-Parra).

We noted above our close ties with the Coleg Cymraeg Cenedlaethol, on whose subject panels we serve. We are also members of the AHRC Modern Languages Advisory Group (Preece), the Advisory Council for Institute for Modern Languages Research (Preece) and the Modern Languages Research Association (Connon). We support the Standing Conference of Directors of Centres of Latin American Studies (Davies) and as committee members to the Society for Latin American Studies (Lublin) and the Formulaic Language Research Network (Fernandez-Parra). Rogers is co-founder and Honorary Vice-president of the Société Internationale Marguerite Duras.

Our diverse contributions also include **board membership** of the Association for Medical Humanities (Williams), the British Association for Film, Television and Screen Studies Special Interest Group (Rydzewska), and the WISERD (Wales Institute of Social and Economic Research) Language, Culture and Identity Group (Morris).

Other contributions to **key academic organisations** supporting our disciplines include membership of the AHRC Peer Review College (Preece, Rothwell), the Coleg Cymraeg's Academic Board (Parry), and the REF panel for Modern Languages (Hallam). Our work as Chair of Wales PEN Cymru (Cheesman) and as board member of Arts Council of Wales (Hallam) seeks to support writers and artists beyond academia.

Editorial positions and special contributions

Swansea is home to the **international refereed journal** *Romance Studies*, edited by Davies and supported by four other colleagues (Jones, Rodgers, Lopez-Terra, Connon). This is a major and long-standing contribution to our discipline. Rodgers is also co-editor of the *Bulletin* of the Société Internationale Marguerite Duras; Connon is general editor of *Modern Language Review* and on the advisory board of *The Literary Encyclopedia*. Lake is co-editor of *Dwned*. Rhys continues to chair the editorial board of *Barn* and is project manager for *Yr Esboniadur*, an encyclopaedia of Welsh-language literary terms funded by the Coleg Cymraeg Cenedlaethol; Brooks was appointed as the project's first editor. James, the first female Archdruid of the National Eisteddfod Gorsedd, continues to serve the institution as its Cofiadur, or chief administrator.

Our contribution via **key editorial positions** developed in 2021, following Preece's appointment as editor of *The Journal of European Studies*. This appointment builds upon his work as editor for the Leeds-Swansea Series in Contemporary German Literature. Other editorial positions include serving the boards of: *Angermion* (Cheesman); *Barn* (Hallam, Parry, Rhys); *Gwerddon* (Higham, Parry); *Journal of Romanian Studies* (Haines); *Journal of Qur'anic Studies*, *Journal of Linguistics and Literature Studies*, *Journal for Islamic and Arabic Studies* (El-Alwa); *L'Érudit franco-espagnol* (Davies); *Modern Language Review* (Connon, Williams).

Special editorial issues include a Latin America issue of *Settler Colonial Studies* (Lublin), two issues of *German Life and Letters* (Haines) and co-editing *Ysgrifau Beirniadol XXXVII* (Hallam). Researchers have also judged the Dryden Translation Prize, awarded by the British Comparative Literature Association (Davies, Williams), and the prestigious Chair and Crown competitions in the National Eisteddfod (James, Llwyd).

Along with 22 books presented to REF2021, the seminal datasets of CorCenCC and articles published in prestigious journals or as funded project reports, the UoA has also contributed to several **reference works**, including:

- *The Cambridge Guide to the Worlds of Shakespeare* (Cheesman)
- *The Cambridge History of Welsh Literature* (Hallam, Rhys)
- *Das Hans Fallada Handbuch* (Preece)
- *Dictionnaire Marguerite Duras* (Rodgers)
- dramatologia.com (Lopez-Terra)
- *The Encyclopaedia of the Qur'an*, *Blackwell's Companion to the Qur'an*, and *The Handbook of Qur'anic Studies*, *DeGruyter's Handbook of Qur'anic Hermeneutics*, *Oxford Bibliographies in Islamic Studies*, *Yale Dictionary of the Qur'an* (El-Awa)
- *Yr Esboniadur* [online encyclopaedia of literary terms] (Brooks, Rhys)
- *Literary Encyclopedia* (Connon)
- *Routledge Companion to World Cinema* (Rydzewska)
- *Routledge Research Companion to Travel Writing* (Jones).

During the census period we delivered 197 **presentations** in 29 countries, including 89 **keynotes** and **invited lectures**. Highlights (invited presentations unless noted) include:

- Cheesman: British Council Mexico City BBELT Conference; Max Planck Institute for Legal History; Moscow University of the Humanities; Shakespeare Institute International Shakespeare Conference; University of Wisconsin-Madison

- Hallam: British Academy Chatterton Lecture on Poetry; Centre for Advanced Welsh and Celtic Studies, Aberystwyth; Mahindra Humanities Centre, Harvard University; Recovering the US-Hispanic Literary Heritage Conference, University of Houston
- Higham: European Parliament, Strasbourg; Svenska Kulturfonden/Swedish Cultural Foundation, Finland; universities of Auckland and Galway
- Llwyd: First World War commemorative poem, co-commissioned by Literature Wales and Welsh Government and read at the Senedd
- Lopez-Terra: Lund University; Paris Ecole Normale Supérieure; Uruguay's National University
- Lublin: Friedrich-Schiller-Universität Jena; Salamanca University's Iberoamerican Institute; Universidad Nacional de la Patagonia; Università di Milano
- Morris: Japanese Association of Language Teachers, NYU School of Professional Studies, Tokyo Center
- Parry: *Barn* (current affairs magazine) annual lecture, National Eisteddfod
- Preece: universities of Munich, Notre Dame, Aix-Marseille and Vienna's Kunstuniversität Linz
- Rothwell: universities of Naples and Toulouse; keynotes at European Translation Summer School (Rome) and Czech Translators' Association (Prague).

We host four prominent memorial lectures: the annual **Roy Knight Lecture** in Romance Studies, the annual televised **Hywel Teifi Lecture** at the National Eisteddfod, the annual **Richard Burton Lecture**, the biennial **Henry Lewis Memorial Lecture**, promoting public debate on culture and sociolinguistics. Since 2019, a public lecture is sponsored by **Drama Abertawe**; the first was delivered by Sams to mark the society's centenary.

CCGC public events included a lecture by novelist Lawrence Norfolk as part of an international conference on Günter Grass, and events with Nobel laureate Herta Müller, our former writer-in-residence: a reading at the British Library and a translators' workshop at UCL, accompanying an international conference at the IMLR. The Centre will host the 2021 conference of the **Association of German Studies** in GB and Ireland.

Academic refereeing, external examining and recognition

During the census period, we **peer-reviewed** articles for 51 national and international journals, and book manuscripts for Cambridge University Press, Oxford World Classics, Routledge, Brill, Peter Lang, Palgrave-Macmillan, John Benjamins, Camden House, Indiana University Press and University of Wales Press.

We **refereed grant applications** for ESRC, British Academy, MHRA, German Academic Exchange Service (DAAD), Voltaire Foundation, Swiss National Science Foundation, Austrian Academy of Sciences, Croatian Science Foundation (HRZZ), Alzheimer's Society and the AHRC through the Peer Review College.

We **examined 28 PhDs and one DLitt** in the UK and abroad, including the universities of Western Australia and Brazil's Santa Catarina.

Recognition of our contribution has led to **fellowships** from Learned Society of Wales (Parry, Preece), UK-US Fulbright Commission (Hallam), and senior fellowships from Higher Education Academy (Fernandez-Parra, Rothwell). Notable **prizes** include the Learned Society of Wales's Dillwyn Prize for ECRs (Higham, 2019), the CAWCS Hywel Dda Prize (Parry, 2020), Wales Book of the Year for Poetry (Llwyd, 2019) and Creative Non-fiction (Llwyd, 2020). Llwyd's **exceptional contribution** to Welsh culture was recognised by a Welsh Book Council special award (2018).