

<b>Institution:</b> Keele University
<b>Unit of Assessment:</b> UoA27 English Language and Literature
<p><b>1. Unit context and structure, research and impact strategy</b></p> <p><b>i. Unit Context and Structure</b></p> <p>English is an integrated interdisciplinary research grouping of 17.2 FTEs within the School of Humanities. The unit produces original and impactful research in three intersecting areas: 1) British and North American literatures, 2) Film and Television, 3) Creative Writing (hereafter CW). Our wide-ranging, interdisciplinary research has continued to evolve strengths in four scholarship areas that continue to meet the aims identified by the University Research Strategy: Place, Space, and Mobilities; Creative Methods and Practices; Textual Editing; and Contextually-informed Literary and Filmic Criticism. These specialisms underpin our <i>Research and Impact Strategy</i>, which during this REF period has been to enhance existing strengths in literary and textual scholarship whilst fostering growth in collaborative, impactful work combining creative and critical expertise.</p> <p>We sustain a collegial environment through regular research seminar series, each welcoming an average of 8 speakers from different institutions per year: the English Seminar; the David Bruce Centre seminar for American Studies; and an interdisciplinary Early Modern Seminar shared with History. We formulate research strategy via regular programme meetings and in consultation with the Humanities Research Director (RD: currently Peacock), who oversees all three of the School's UoAs (English, History and Music), the leads of which regularly meet. Peacock also liaises with others on the Faculty Research Committee to ensure that Humanities and Social Sciences research continues to meet the aims identified in Keele's Research Strategy. During this period, specific roles were created to manage AHRC studentship applications (Morgan) and Global Challenges funding (Palladino) for the whole institution. The Keele Institute for Social Inclusion (KISI), established in 2018, promotes collaborative, interdisciplinary research and grant proposals; all colleagues in English are members.</p> <p><b>ii. Research and Impact Strategy</b></p> <p><i>Achievements since 2014</i></p> <p>In 2014, our aims were to: (1) develop emerging strengths in textual scholarship, film, CW, and literary methods drawing on geography and science; (2) extend engagement with non-academic beneficiaries; and (3) improve the quality of research outputs and grant capture. In all, we have made excellent progress: Since 2014 we have:</p> <ul style="list-style-type: none"> <li>• Increased staffing by 24% (from 13.9 to 17.2 FTE)</li> <li>• Grown average research income per year by 49%, (average per FTE per year by 20%)</li> <li>• Published over 150 peer-reviewed outputs, including 13 monographs and 11 scholarly editions</li> <li>• Doubled the average number of PGR awards per year (from 1.8 to 3.6)</li> </ul> <p>Thanks to a coordinated strategy and unit- and university-level support structures, our public engagement and impact has increased in ambition and scope. Our historical and politically engaged criticism retains strong links to the Potteries region, but increasingly reaches out to national and global audiences. The burgeoning of Keele-led scholarly editions and large editorial projects (see below) has given us an important identity. Film and Television scholarship has developed in line with our expertise across literary studies and CW in space, place, and mobility, a specialism exceeding our conceptions for literary geographies in 2014. Our longstanding interest in intersections of literature, science and health has grown, in the form of critical, creative, and practice-based work and outputs engaged with health, wellbeing, and emotions.</p> <p><i>Future Objectives</i></p>

Our objectives have evolved as we have recorded our achievements since 2014. They have consolidated to shape objectives for the next five years which are to (1) develop existing research strengths; (2) maintain our commitment to engaged, historical and politically informed criticism and diversify interdisciplinary research; and (3) support researchers at all career stages, including postgraduates. Our unit-sustaining aims looking forward are to:

1. Enhance established strengths in textual editing and literary history.
2. Consolidate newer strengths in mobilities and geographies, and creative methods and practices.
3. Continue to increase research income and diversify its sources by supporting the development of ambitious interdisciplinary and international funding bids.
4. Extend our engagement with non-academic beneficiaries at local, national, and international levels and foster robust pathways for sustainable impact.

#### **Aim 1: Enhance established strengths in textual editing and literary history.**

Colleagues' expertise ranges from early modern to contemporary literature. In this period, we produced interdisciplinary, historicist scholarship, situating literature within various sociocultural contexts. Yearling's monograph, *Ben Jonson, John Marston, and Early Modern Drama* (2016) reappraises satire in Renaissance drama; she is now writing a book on audience responses to violence in Shakespeare. Adcock's *Baptist Women's Writing in Revolutionary Culture, 1640-1680* (2015), nominated for the International John Bunyan Society Richard L. Greaves Prize, uncovers an important, neglected tradition of life-writing. Shears's *The Hangover: A Literary and Cultural History* (2020) ranges from early modern to contemporary fictional and cinematic representations, showing how understandings of alcoholic excess have changed through time. Medicine, health, and science remain major strengths, as with Bruce's work on television medical drama and her ongoing work on historical representations of the uterus, Amigoni's contributions to cultural understandings of evolution and ageing, Bowler's co-edited book, *May Sinclair: Re-Thinking Bodies and Minds* (2017), and Morgan's work on chronic pain in "Circling." As with Shears's *Hangover* book and Bruce's work, above, intersections of film and literature remain a major focus. Bowler's *Literary Impressionism: Vision and Memory in Dorothy Richardson, Ford Madox Ford, H.D. and May Sinclair* (2016) reappraises major Modernist fiction through theories of visual art, cinema, and memory. In 2018 Bentley co-edited a collection: *Teenage Dreams: Youth Subcultures in Fiction, Film and Other Media*. Archer's work ranges from novel-screen adaptation to film and television history, intervening in contemporary debates about genre (comedy, science-fiction, road movies) and adaptation. And McWilliam's work on the neoconservative construction of American 'monsters' tackles representations of paedophiles and serial killers on page and screen.

Keele has further strengthened its position as a leading textual editing centre. In 2018 the sixth volume of the seventeen-volume, AHRC-funded (£533,661, 2004) *Cambridge Edition of the Works of Jonathan Swift* was published, with McLaverty as PI. Prior to McCracken's 2016 departure, Keele led the AHRC-funded (£966,466, 2014) ten-volume OUP *Dorothy Richardson Scholarly Edition*. Adcock produced a critical edition of Aphra Behn's *The City Heiress* for CUP's *Works of Aphra Behn* (2020) and is currently editing *The Roundheads*. Harris produced 6 editions of Burroughs's 'cut-up' works (2014, 2020). Lustig edited Henry James's *The Sacred Fount* for CUP's *Complete Works* (2019), of which Bell is general editor. Yearling edited James Shirley's *The Doubtful Heir* for OUP (2021). Seager edited Samuel Johnson's *Life of Savage* (2016) and completed an AHRC-funded edition of Daniel Defoe's correspondence (CUP 2021). He will next co-edit a volume of correspondence for OUP's *Writings of Alexander Pope*, a 22-volume edition of which McLaverty is general editor. Bowler was appointed general editor of the forthcoming 28-volume Edinburgh *Critical Editions of May Sinclair*, and won funding from the National Endowment for the Humanities and the Modern Humanities Research Association.

#### **Aim 2: Consolidate newer strengths in mobilities and geographies, and creative methods and practices.**

We have enhanced our strengths in literary geographies – emerging from 2014 – into a more strategically-focused research cluster around Place, Space, and Mobilities. This is reflected in our outputs and Impact Case Studies (ICS), the Emergency Poet and Geopoetics, both of which employ innovative creative methods and practices. Publications in space, place and mobilities include Archer's articles and 2016 monograph on the global road movie. Spatial approaches to North America underlie Peacock's monograph *Brooklyn Fictions* (2015) and his ongoing work on gentrification, and Morgan's work on geohumanities and literary geographies in contemporary Quebec: for example, her digital map of Montreal ('Fictional Montreal/Montréal fictif' 2016) and her contribution to the 2019 *Routledge Handbook of Memory and Place*. Palladino co-edited *The Globalization of Space: Foucault and Heterotopia* (2015), focused on Foucauldian 'other spaces'; she has written extensively on (im)mobility, displacement and migrants' experiences. Flood's *France, Algeria and the Moving Image* (2016) addresses interactions between colonisation (past and present), violence, and audio-visual representation.

Major creative work enhances this research cluster. Sheard's poetry collection, *The Abandoned Settlements* (2017), shortlisted for the T.S. Eliot Prize, explores people's relation to places – warzones, deserted villages. Henderson's novel *The Valentine House*, shortlisted for a 2018 Historical Writers' Association Crown Award and featured on Radio 4's *A Good Read*, explores the intergenerational relationships of a wealthy English family to the French Alpine village where they spend holidays. Other notable CW achievements include Riley's *First Love* (2017), which was shortlisted for the Baileys Women's Prize for Fiction, Gordon Burn Prize, Goldsmiths Prize, Dylan Thomas Prize and James Tait Black Memorial Prize.

Creative methods and practices is an ancillary research area where Keele excels nationally and internationally. Alma and Sheard's Emergency Poet and Poetry Pharmacy (see Section 3) enjoys ongoing national success: they use creative practices to engage with various audiences, exploring the therapeutic potential of poetry and its benefits to health and wellbeing. Alma won the Saboteur Awards Best Poetry Anthology for *#MeToo: A Women's Poetry Anthology* and several other anthologies have issued from the project, including her *Ten Poems of Happiness* and *The Emergency Poet: An Anti-stress Poetry Anthology*. Morgan's work also entails participatory, creative practices; she uses geohumanities, psychogeography and other mobilities methods to explore links between place and the moving body, fostering engagement with artists, participants, and audiences, co-creating art in the process: workshops, exhibitions, and published poetry and prose such as 'Avenue (rue) Coloniale' (2019) (see ICS). Schuitema (Leverhulme Postdoctoral Fellow) deployed creative methods to communicate and co-create knowledge with school children with learning disabilities. Palladino's co-edited special issue *Creative Engagement with Migration* (2019) explores the potential for creative co-production/ co-authorship to facilitate cross-sector engagements between academia, the arts, activism, and community groups focussed on complex issues pertaining to migration. The co-development of creative methods and artistic practices is also a method employed in several UKRI-funded projects (see Section 3).

**Aim 3: Continue to increase research income and diversify its sources by supporting the development of ambitious interdisciplinary and international funding bids.**

(See Sections 3 and 4) In this period, English saw a large increase in grant income: our 20% increase in average income per staff FTE is 39% above the 2014 sector median. Major UKRI funding successes for international collaborative projects include McCracken's award for the Dorothy Richardson edition; Seager's for Defoe's correspondence; Morgan's for Quebec fiction; and Palladino's for migration in the Maghreb region. Colleagues were funded by, among others: AHRC, GCRF, the British Academy, Wellcome Trust, Modern Humanities Research Association, Arts Council England, National Endowment for the Humanities (USA), and the Bibliographical Society.

This success derives partly from a targeted staffing strategy. We have bolstered existing areas of expertise with excellent early-career appointments: Bowler and Flood, for example, quickly won external funding. Additionally, the Keele Institute for Social Inclusion's funding for networking and pump-priming activities has helped colleagues in subsequent external bids. Morgan received KISI

funds in 2018 to develop a Geohumanities scholars' network and explore innovative methods of artistic co-production already implemented in the Potteries region, which then underpinned her successful AHRC application for her Quebec project. KISI support has helped us build on the unit's inherent interdisciplinarity, evidenced above in Morgan and Palladino's work, and in other KISI-funded activities: Bentley's Working-Class Studies Network (2018), Kistler's "Labelling the Museum" (2018) and Peacock's interdisciplinary symposium on gentrification (2020). These recent projects complement long-standing interdisciplinary work, including the "Ages and Stages" project run by Amigoni in conjunction with Jill Rezzano and Mim Bernard at the New Vic Theatre in Newcastle-under-Lyme; and Harris' innovative work on "Cut-Ups," which combines music, visual art and literature.

Also fundamental to our success was a deliberate strategy of continual encouragement and support. We use mentoring and appraisal processes to encourage funding applications, and workshops and peer-review to develop them. Our Research Director signals the availability both of funding calls and his open-door policy for dedicated advice and support, and Keele's Research and Innovation Support Enhancement (RaISE), established in 2017, provides professional support for research development, governance, ethics, contracts, public engagement, costings of funding proposals, and impact. Regular communications between the HoS, RD and RaISE have helped us improve the quality and effectiveness of research proposals, their implementation, and their impact. Research management training is provided by the Academic Development unit and training in ethical, intellectual property and impact matters by RaISE.

**Aim 4: Extend our engagement with non-academic beneficiaries at local, national, and international levels and foster robust pathways for sustainable impact.**

Keele's institutional strategy stresses engagement with regional beneficiaries while fostering "a global outlook," and English contributes significantly to these aims. Keele's Cultural Strategy and Keele Deal Culture (2019) – an agreement between Keele and local partners to realise the full potential of the university's cultural resources for the local area – and KISI – which convenes academic and non-academic collaborators at events such as the 'Tackling Inequalities' conference (2019) – provide structures to enable sustainable regional, national and international partnerships. Internally, English's engagement strategy is complemented by commitment to innovative impact pathways; over this assessment period impact and its recording have been integral to all research discussions (in programme meetings and Away Days) and this will continue beyond REF 2021.

Locally, we have played a substantial role in our area's cultural life. As Chair of the Stoke-on-Trent Cultural Forum, Amigoni made major contributions to Stoke's 2017 City of Culture bid, cooperating with Stoke/North Staffordshire cultural sector stakeholders including Appetite Stoke, a company developed from Arts Council England's People and Places scheme. The bid had significant local impact and strengthened community links with English and the University. Morgan's work on geopoetics engaged with non-academic Potteries audiences: she led the 'Memories of Mining' workshop in Silverdale, curated an exhibition at the local library (2016-17), and co-produced a show called *Seams* (see 2i below). Morgan also participates in AHRC-funded projects, "Decommissioning the Twentieth Century" and "Planning Creativity," led by Ben Anderson (Keele History), exploring post-industrial landscapes as heritage sites.

Impact is embedded in CW activities: Monday night readings bring national and international writers to a wide Potteries audience. Seabridge, a CW doctoral candidate, became Stoke-on-Trent's Poet Laureate in 2018 and is active in regional public engagement activities, bringing poetry to wider audiences and encouraging Stoke residents to write verse. This postgraduate engagement is part of a sustained investment strategy to nurture Keele's writing community through visiting writer programmes, work-in-progress and open mic readings, summer schools, and festivals.

Alma and Sheard's Emergency Poet saw a significant expansion in the 2018 opening of the Poetry Pharmacy in Bishop's Castle, Shropshire (see ICS), and has led to (literally) hundreds of national public engagement activities, including residencies and collaborations (Alma's poet-in-residence



work at the NHS Psychology and the 2017 Psychological Therapies Conference) and interviews on numerous BBC Radio shows (including *Saturday Live*, *Front Row*, and *Woman's Hour* on Radio 4, and Chris Evans's Show on Radio 2). National engagement with archives and the heritage sector is evidenced by successful AHRC Collaborative Doctoral Awards working with Cumbria Archives (Seager), Staffordshire Record Office (Morgan), and Samuel Johnson Birthplace Museum (Seager), as well as Adcock's role as academic advisor at the National Civil War Centre.

Since 2017, Palladino has co-organised international exhibitions in Keele, London, Glasgow, Naples, and Rabat. 'Arts for Advocacy' was commended by the United Nations High Commissioner for Refugees in 2018. Supported by the UKRI GCRF agenda (2019 MADAR), Palladino has developed strong, equitable partnerships with international organisations across North Africa, fostering cross-sector collaborations to address displacement.

### Open Research

English has contributed substantially at national level to the development of an open research environment: Bruce served on the UUK Open Access Monographs Group, played a substantial role in the writing of its final report, organised a major British Academy event on OA Monographs and ran numerous panels on OA for national subject communities in the Arts and Humanities. Internally, we ensure research outputs are made openly available whenever possible: having encouraged OA in advance of the current REF policy, we have 100% open access compliance for REF 2021. We utilise Keele's repository and make book chapters as well as articles OA where possible.

### Research Integrity

Sustaining and enhancing research integrity is vital to research excellence; responsibility is overseen by the PVC for Research & Enterprise (Amigoni) and centrally managed through the Head of Clinical Governance and Research Integrity. The university is compliant with the Concordat to Support Research Integrity; its annual statement of research integrity is ratified by the University Council. Keele is a signatory to DORA (Jan 2018), underwriting its commitment to a responsible approach to the use of research metrics. Our aim is to make research integrity a part of normal research life to be discussed, enhanced, managed, and, where problems arise, resolved. The Faculty Research Integrity Champion works closely with the Research Director and researchers within English to apply the guidance of the Concordat in ways appropriate to our disciplines' methodologies and data.

### Future Plans

Over the next five years, English will continue to: develop individual, collaborative, international and interdisciplinary research; build on existing strengths and enhance developing areas; and attract ambitious, competitive grants, utilising the mechanisms detailed above. To these ongoing objectives we add 3 new aims:

**(1) Consolidate the expansion of our postgraduate community and strengthen support for research students.** PGR awards increased in this cycle from 9 in the previous REF to 25, an increase of 178%. Working closely with the newly established Keele Doctoral Academy (KDA), we will sustain this high level of recruitment, by enhancing our support, development and capacity-building strategies for doctoral candidates. The KDA will provide mentoring schemes, funding support, training opportunities, and networking events. We will also explore emerging proposals (from KDA and nationally) for awarding PhDs by publication: this will further enhance our commitment to embedding professionalization in PhD training, and provide more diverse opportunities for collaborative, cross-sector, creative and interdisciplinary doctorates.

**(2) Extend public engagement with international audiences and embed impact-building strategies into research projects from inception.** KISI provides a vital platform to engage with non-academic beneficiaries; we will consolidate existing partnerships and networks and seek

opportunities for more international links. We will use KISI's structures – which facilitate cross-faculty interdisciplinary relationships – to develop long-term, sustainable partnerships and co-develop interdisciplinary, impactful research projects. We will help colleagues develop impact pathways locally, nationally and internationally through regular unit-level workshops to discuss impact and engagement strategies and monitor and evaluate impact. The Research Director will hold regular meetings with colleagues to discuss ongoing projects, and with the Humanities liaison in Marketing to discuss researchers' engagement with diverse publics.

As well as submitting two ICS for this REF (Morgan; Alma and Sheard), we have identified colleagues with potential future ICS: notably, Harris's work on William Burroughs, which has already led to a *Huffington Post* interview, a live *Guardian* webchat, contributions to Radio 4's *Burroughs at 100* and events at New York Public Library and in Paris which engaged with both specialist and non-specialist audiences.

**(3) Continue to enhance existing strengths in our four strategically supported areas of scholarship and develop emerging research areas.** Textual scholarship: Adcock's next Behn edition, Seager's Defoe and Pope editions, Harris has another Burroughs edition due for completion in the next 3 years; Bowler the first volumes of *Critical Editions of May Sinclair*. Literary and filmic criticism: Flood's next monograph, *Radical Screens*, emerging from BA-funded research, is due in 2022; Archer is starting a major project on the politics of cinema acting training. Bentley will produce a monograph on working-class youth subcultures. Creative writing will continue to flourish, with Henderson to publish a new novel (engaging, through a narrator with dementia, with questions of health and wellbeing) and Sheard a poetry collection in the next REF cycle. The profile of Place, Space, and Mobilities will be significantly enhanced by Morgan's AHRC-funded interdisciplinary project, "Heartlands/Pays du coeur": Geohumanities and Quebec's "regional" fiction' and Peacock's KISI-funded project on gentrification, which will lead to an AHRC Research, Development and Engagement Fellowship application in 2021. Palladino's GCRF-funded Network Plus (2020-2024) will produce high-impact scholarly and creative outputs across North Africa and the Middle East with direct policy impact on the government's development strategy, "Building an evidence base on the protection of people affected by conflict" (BEPAC).

We aim strategically to support further enhancement of Literature and Science, building on Keele's long-standing reputation for ageing research (Amigoni's 'Ages and Stages', Shears' BA-funded conference on "Narratives of Old Age and Gender"). Shears and Yearling will explore historicised approaches to affect in forthcoming work (*Byron's Feelings* and *Shakespeare's Violence and the Early Modern Spectator*, respectively); Adcock is working on ritual and embodiment in seventeenth-century dissenting communities, and Amigoni is investigating inheritance in evolutionary thought. Bowler's monograph project on food, wellness, and Modernism also confirms strengths in this area.

## 2. People

### i. Staffing Strategy and Staff Development

Our staffing strategy is underpinned by Keele's People Strategy and focuses on the appointment, support, and development of the highest calibre researchers. As a small-to-medium sized department, we need to ensure capacity to deliver a broad, research-informed curriculum, but we construct job advertisements carefully, aiming simultaneously to encourage appointees who can contribute to both cross-cutting themes and period specialisations. Research excellence and potential are essential criteria for all appointments. In this REF period we particularly focused on recruiting and developing early-career researchers (ECRs), a concerted investment in the next scholarly generation. Adcock (2015), McWilliam (2015), Flood (2016), Bowler (2016), and Alma (2019) all joined us in this period and, with our support, have already delivered substantial outputs and grant successes and enhanced unit- and university-level connections. Flood, for example, is a co-I on Palladino's GCRF MADAR project.

New colleagues are formally inducted by the University and are assigned both research and teaching mentors; our friendly, supportive atmosphere also encourages colleagues to take collective responsibility for ECRs, sustaining a culture of informal mentoring. The University is a signatory to Vitae's Concordat to Support the Career Development of Researchers: as PVC for Research, Amigoni chaired the steering group; Seager and Flood were on the committee. We support its implementation locally by giving ECRs reduced teaching loads during probation (usually 3 years); and allocating smaller administrative roles, designed to aid integration in the unit, School, and Faculty research culture. The HoS conducts all probation meetings and guides new appointees during probation with advice on grant applications and publication trajectories.

Since REF2014, English has had 5 externally funded postdoctoral research positions: Schuitema (Leverhulme), Dikova (MHRA), Bowler and Mierowsky (AHRC) and Southon (Marie Skłodowska-Curie Fellow). Bowler attained a permanent lectureship at Keele; Mierowsky a prestigious five-year McKenzie postdoctoral fellowship at the University of Melbourne. Both have published or will publish work with their PIs, McCracken and Seager, respectively. As PI for Dikova (in post), Bowler is again co-authoring and co-editing work. Contracted research staff at Keele receive the same mentoring opportunities as Category A staff. Southon (supervised by Morgan, with Barbara Kelly at RNCM) has gone on to publish extensively on French music.

Post-probation, academics benefit from the University's Staff/Professorial Performance Review and Enhancement (SPRE/PPRE). This provides opportunities to review progress and objectives, set targets, and discuss and agree annual research plans (produced with the support of the reviewee's mentor, Research Director, or HoS). SPRE/PPRE meetings are guided by the university's Academic Role Expectations, so that objectives are clear and appropriate for career stage. Appraisals thus establish a structured and supportive approach to research and career planning over an extended period. They also enable the HoS to identify training needs and allocate resources. Research achievements, including public engagement, feature prominently among Keele's promotion criteria, and applicants are encouraged to think about promotions trajectories at every annual appraisal. The success of this support framework is confirmed by the fact that it helped ten colleagues (around 58% of the current cohort) gain promotion during the census period: Archer, Flood, Morgan, Palladino, Seager, Shears, and Yearling to Senior Lecturer; Seager to Reader in 2019; and Lustig to Professor in 2020.

Staff are entitled to apply for 1 semester of research leave in every 8, with new appointments to open-ended posts eligible for leave no later than their seventh semester. Where there has been a good case for early leave, it has been granted. Applications for leave include specific research plans; they are reviewed by the Research Director and HoS, who request revisions to those plans where they may be insufficiently robust before forwarding them for further scrutiny and ratification at Faculty level. End-of-leave reports detail the extent to which goals are achieved, enabling further supported career planning. Exceptional leave (parental leave, sick leave, externally funded leave) counts towards these seven/eight semesters, so that Keele-funded leave is not delayed.

We support colleagues' research during the teaching semester. Humanities' workload model ensures that Category A staff have ring-fenced research time. All colleagues are enabled to design and teach innovative, research-led UG and PG modules. Shears's module 'The Alcohol Question' has informed his history of the hangover; Yearling's 'Violence and Death in Shakespeare's Theatre' applies to the classroom the approach to staged violence in her current research; and Bentley's 'Youth Subcultures in Fiction, Film, and Theory' similarly involves students in the production of understanding shaping his latest monograph project. Morgan's module 'Writingscapes' uses creative practice also explored in her 'Dawdlers' group.

Our staffing strategy, fluent communications and dynamic environment have led to excellent retention rates. Whereas seven colleagues departed for other institutions in the previous REF cycle, only two permanent staff members have departed since 2014. The stability in the group is conducive to a long-term, collaborative research strategy.

*Equality and Diversity*

The unit values diversity and is committed to equality of opportunity. The Chair of the Faculty Research Committee is one of our LGBTi role models. Bruce is Keele's Institutional Lead for Gender Equality and sits on Faculty and University-level EDI steering and Oversight groups, and the national network of EDI leads, NEDIAL; she will be participating in future in AdvanceHE Athena Swan working groups. English was awarded a Gender Equality Mark (GEM) in 2014. The Unit renewed its Athena Swan Bronze in 2017; our submission has subsequently been recommended to several other national and international institutions. Keele received a Bronze Race Equality Charter Award in 2019 (one of only 14 in the country) and is now working towards its Race Equality Action Plan. Keele is also recognised as a Level 2 Disability Confident Employer.

Our championing of diversity is evidenced in our explicit messaging in job adverts, and colleagues involved in staff and PGR recruitment undertake mandatory EDI training. EDI training (including 'bullying and harassment' procedures supported by awareness raising and training) is part of our induction processes for new staff and PGR supervisors. Our commitment to EDI is also embedded in our structures: the School has an EDI Committee (with an EDI Lead), which considers the EDI implications of decisions and procedures.

English is fully compliant with University and School protocols for advancing women's and BAME careers; the unit has led institutionally on many of these initiatives and has done international outreach work in them. Recruitment and Selection Training, which includes unconscious bias work, is mandatory for all interview panellists and renewed biennially. We aim for gender parity on all panels. Where women are under-represented, we include a positive action statement; positive action is also applied to encourage BAME applicants and people of all genders to all roles. Recruitment panels are reminded at the outset of every search of institutional targets (35% female Professors and 50% female Senior Lecturers). Action points for English, as for the school, include avoidance of single-sex shortlists, the offer of childcare or video interview formats to candidates with childcare commitments, and the encouragement of boys into English at undergraduate level. Institutionally, we offer promotion mentoring aimed mainly at female scholars. Newly appointed staff are provided with our extensive induction handbook including HR policies on, *inter alia*, parental leave, race equality, flexible working and promotions.

Humanities generally and English in particular, ensure that key leadership roles are allocated fairly. Research Director, HoS, UoA lead, Programme Director (PD), Deputy PD and Exams Officer roles have all been held by men and women during this period. We make adjustments to enable staff with protected characteristics to research productively: these include variations to the Workload Allocation Model; extensions to internal deadlines; and alternative arrangements for timetabling and access to space. English has been exemplary in supporting staff and research students returning from leave: female colleagues returning from maternity leave have immediate access to research leave and are supported in returning to work with appropriate adjustments to workload and timetabling. All maternity leave returners may access a fund to enable them to buy themselves out of teaching or support their return to research trajectories in other ways (for example, by allowing partners to accompany them on research trips to help with childcare). Similarly, adjustments (i.e., phased return) and enhanced support through additional mentoring, internal funds, and reduced workloads have been provided to colleagues returning from other leave periods. We embrace and apply flexible working - both formal requests for changes of working hours and informal arrangements to cover individual circumstances.

We have integrated EDI in our internal REF audit: all REF readers attended unconscious bias training, and throughout the audit we regularly reviewed the gender balance within the reading group, including external readers. The inclusive, supportive nature of our research environment is evidenced in female colleagues' success in gaining external grants (see Section 3). Additionally, the Research Director ensures diversity of representation in any discussions with direct effects on research; for example, meetings about research leave applications and internal funding.



Gender balance among staff is broadly in line with benchmark and pipeline expectations. We need to improve professorial female representation, but women in English are well represented at Senior Lecturer level (see above re. promotions). Our EDI agenda extends to talks, events and engagement activities: efforts are made to ensure racial and gender parity in fielding visiting speakers; we take steps to ensure that the scheduling and location of meetings and visiting speakers does not disadvantage those with disabilities, or childcare or caring commitments.

#### *Internal Research Income Support*

Keele's internal funding opportunities and support infrastructure were instrumental in helping capture external funding. Colleagues such as Morgan and Palladino directly benefited from internal investment, leading to major funding successes which testify to continued strengths in Place, Space, and Mobilities; Creative Methods and Practices; Textual Editing; and Literary and Filmic Criticism. As well as funding rich programmes of visiting speakers, the Keele Institute for Social Inclusion (KISI) offers funds for developing research projects: Bruce received £5k seed-corn funding for the "Gravid Uterus" project; Morgan received a number of Faculty Research Strategy Fund awards for interdisciplinary projects on Walking Studies and "Memories of Mining." KISI is another funding source for pump-priming and networking: Morgan received £2.5k from KISI for a Geohumanities networking day (2018). KISI also offers limited funding to support the participation of external, non-academic bodies in collaborative, interdisciplinary research projects: In 2019 it launched the Keele Active Partnership Programme, a scheme which offers seed-corn funding (£2-5k) for non-academic, external KISI members to propose innovative, collaborative projects addressing social inclusion.

Approximately £5k per annum is available for staff to apply for seed-corn research expenses, conference attendance, and Keele seminars. Additional Faculty funding is accessible for strategic investment in engagement and impact. In 2018 £2.5k was devoted to "Seams," a participatory performance created in conjunction with Restoke, a not-for-profit arts organisation based in the Potteries (Morgan, with History colleagues, CW students and members of the "Dawdlers") plus £6,800 from Keele's Impact Case Study Development fund. "Seams" generated words, music and dance deriving from the history of mining in Keele's immediate locality. Colleagues have also made use of funding from the David Bruce Centre for conference presentations, research expenses and symposia.

#### **ii. Research Students**

PGR students are central to our strategy and achieved considerable success during this period. Support for postgraduates at unit, Faculty and institutional levels created a hugely successful postgraduate culture. In this REF period we awarded 25 PhDs, compared to 9 in the previous, an increase of 122%. 14 new students have joined since 2014, pursuing research in our three main areas: literary studies, film and television, and creative writing. We prepare students for professional careers inside and outside academia, emphasising the role of the arts and humanities in addressing societal challenges. 32 students are currently supervised in English, which will lead to a further significant increase in awards during the next REF cycle. This growth has been successfully managed through the University's code of practice for PGR supervision and training of supervisory staff. CW contributes strongly, with one funded studentship and five PhD enrolments at the time of submission. Our unit integrates research students fully in our research activities to develop their publications, presentation skills, and career prospects.

The quality of our PGR provision is evidenced by the award of funding for the AHRC North West Consortium for Doctoral Training Partnership in 2013. Through this partnership, Keele is awarded studentships in literature, CW, film, and cultural studies pathways. During this period the unit has benefitted from 11 AHRC doctoral awards, (with internal match funding), 10 internal Graduate Teaching Awards, and 6 further external awards. KISI has raised the profile of Keele as a place to pursue socially relevant interdisciplinary research, which makes us increasingly attractive to students wishing to pursue projects involving interdisciplinary supervisory teams. Last year, for example, we welcomed an AHRC-funded doctoral candidate writing on experimental aesthetics in Williams Burroughs and Jeff Nuttall, and another researching a thesis straddling English, sociology and education, looking at students' perceptions of literature's cultural and professional value.

English's PGR strengths come in the context of Keele's placement as tenth overall out of 107 UK institutions for PGR research opportunities in the 2019 Postgraduate Research Experience Survey (PRES 2019). Its overall satisfaction score of 86% placed Keele in the highest quartile for research culture, research skills and professional development; we also scored highly across many individual assessment categories, enjoying third place in "Supervision."

Our sustained success comes from an effective supervisory, monitoring, and support system overseen by the School's Research Committee. All students are co-supervised with one lead supervisor and one or two co-supervisors; this allows us to spread supervision among colleagues, benefiting students by balancing expertise and experience, and benefiting colleagues, especially ECRs, by building experience and capacity. PGRs develop a learning and development plan and complete 200 hours of tailored research training. They submit progress reports every six months and have a rigorous written and oral doctoral progression at ten months, providing vital opportunities for feedback. To monitor progress and ensure timely completion, a thirty-month review checks readiness for submission. We are committed to continuity of support in case of staff movement.

The major development during the period has been the establishment of the Keele Doctoral Academy, an interdisciplinary hub for training, workshops and intellectual exchange, providing a unified platform for PGR support (for example, Faculty funding is available to attend external training courses and conferences), governance, and training, and encourages PGRs to connect with interdisciplinary communities of Keele researchers.

As well as having diverse, mentored, teaching and outreach opportunities, PGRs have several fora for sharing work in stimulating interdisciplinary contexts. An annual, university-wide postgraduate conference promotes their original research and public engagement skills to a wide, multidisciplinary audience; an annual Faculty postgraduate symposium encourages them to present their work to a more specialist audience of students and staff. In addition, a Faculty student-led forum encourages the presentation of work-in-progress. A regular postgraduate/staff reading group has an agenda shaped by research students, and discussion shared with staff. Other groups that contribute to the vitality of postgraduate culture include the Keele/Chester neo-Victorian reading group, which has met biannually since 2010. "Dawdlers" is a walking-reading, walking-writing group for staff and PGRs founded by Morgan in 2017. As PGR Director, Morgan also ran weekly writing retreats for PGRs and colleagues.

PGRs are enabled to gain generic and subject-specific skills for their future career, in accordance with Vitae's Researcher Development Framework. We have worked to formalise the continuation beyond completion of the relationship between supervisors and doctoral students, providing individual and workshop support to prepare job applications. The Keele Postdoctoral Fellowship, implemented by Lustig as Head of School in 2017, provides two years institutional affiliation after graduation for Keele PhDs, and has been extended from Humanities to the institution at large. These initiatives bolster existing postgraduate support, such as regular sessions run by the Careers and Employability unit.

The success of our PGR strategy is further evidenced by major research outputs authored by PhD students since 2008. This includes monographs and articles by Kristian Shaw, Harriet Earle,

Amber Regis, Katie McGettigan, and Joanna Taylor, all of whom enjoy thriving careers in academia (at institutions including Sheffield, Lancaster, Manchester, Royal Holloway, Sheffield Hallam, and Lincoln). Richard Johnston Jones gave conference papers on Philip K. Dick in California (2016) and Finland (2017), supported by Faculty bursaries and the David Bruce Centre; Molly Drummond participated in a panel with her supervisors (Bruce and Eva Giraud from Media) at the Utopian Acts conference (Birkbeck, 2018). With Peacock, her PhD supervisor, and Sam Knowles, Earle co-edited a special number of *Journal of Postcolonial Writing* on postcolonial comics. Other PGR achievements: Christopher Prendergast's novel, *Septembers*, was published by Salt in 2014; Stephen Seabridge became Stoke-on-Trent's Poet Laureate in 2018; Amy Coquaz won the Prix de Quebec student prize in 2017 and in 2019 was awarded £42k Leverhulme funding to pursue her writing in Montreal. Christina Westwood received an Eccles Centre Postgraduate Visiting Fellowship and was book reviews editor for *US Studies Online*; Jen Campion (CW) was shortlisted for the Bridport Prize (2015). Matthew Mild organized "European Traumatology: Neuroscience and Cultural Memory in Cinema and Literature," at the Centre for the Study of Cultural Memory, London (2017). Aimee Merrydew, one of our GTAs, organised a KISI-funded conference on trans-inclusive education in partnership with Healthwatch Stoke-on-Trent and Newleaf members. She was also Bob Beattie Postgraduate Student of the Year (2020). Martin Goodhead was elected to the BACLS executive in 2020.

### 3. Income, infrastructure and facilities

As Section 1ii above details, English, with the support and infrastructure described in Section 2, has seen an impressive increase in grant income (£936K, significantly above the sector average). Aim 3 – improving research outputs and increasing funding – was achieved with the strategic support of the Faculty and KISI, and in partnership with Ralse, which provides infrastructure for grant applications. Ralse organises workshops on writing bids and offers close support for prospective PIs throughout grant planning, writing and submission. To complement Ralse's work, English ran its own workshops on grant capture, sharing good practice and advice based on recent successful and unsuccessful applications, and discussing projects with potential for external funding.

Colleagues in English made use of diverse external funding sources to develop specialisms. Palladino was awarded £1,871,675 by the UKRI GCRF's highly competitive Collective Programme (Network Plus) to lead a four-year project, "The Maghreb Action on Displacement and Rights" (MADAR 2020-2024). Previously she received a £55,578 Development Award to develop international partnerships for MADAR and a further £100k of "Inception funding" and, also as PI, a £34,314 AHRC Networking grant for "Responding to Crisis: Forced Migration and the Humanities in the Twenty-First Century" (2016-2018). Palladino's grant income also involves major collaborations with Glasgow and Edinburgh as Co-investigator in three other GCRF projects: the £1,905,776 "Culture for Sustainable and Inclusive Peace Network Plus" (CUSP N+); £242,596 "Arts for Advocacy: Creative Engagement with Forced Displacement in Morocco" ESRC-AHRC (2016-2018); and £86,416 "MARAM: Mobilising Access to Rights for Artists in Morocco" (Impact and Engagement funds 2019-20).

In 2017 Seager was awarded a £214k AHRC Leadership Fellowship (Early Career) for his edition of Defoe's correspondence (with Amigoni as advisor and Mierowsky as postdoctoral assistant). Morgan received a £247,805 AHRC Leadership Fellowship for her geohumanities "Heartlands/Pays du cœur" project; she also secured a Leverhulme International Academic Fellowship, ILAS Fellowship, ICS Development Fund and a BA Small Research Grant. In 2014 McCracken gained a £966,466 AHRC Major Standard Grant for the Dorothy Richardson scholarly editions project, in which Bowler was also involved. Bowler secured an MHRA Research Associateship (£25,000) for an RA to support work on Edinburgh UP's May Sinclair Critical Edition. Alma and Sheard were awarded £12,190 from Arts Council England for activities related to poetry and wellbeing. Adcock won a Wellcome Grant for conference organisation; Bowler, a travel grant from the Modernist Studies Association; Flood and Archer, BA Small Research Grants (£10k); Bowler a BA Small Research Grant as co-I with Lisa Drewery of Sheffield Hallam (£7.986); Harris and Shears, BA Conference Grants.

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

Keele English has wide influence within and beyond the academy – locally, nationally and internationally. We contribute to the research base through cross-institutional collaborations, national and international associations and networks, and discipline representation at the very highest levels.

*Discipline representation*

We have major influence at discipline level. Several colleagues have served on the AHRC Peer Review College (PRC) in the period (Amigoni, Bell, Bruce, Morgan, Palladino, Seager). Two (Amigoni and Bruce) are Strategic Reviewers in the AHRC PRC; Palladino has Strategic Official Development Assistance. Amigoni was a national moderator for AHRC's research network scheme; Bruce and Palladino were members of the AHRC Research, Development and Engagement Fellowships Peer Review College; Palladino was also a member of the ESRC Peer Review GCRF. Amigoni and Seager were PRC members of the UKRI Future Leader scheme (Amigoni a core member). Bruce chaired University English (UE) from 2014-17, increasing its early career and postgraduate representation, lobbying on political issues with long-term implications (A-level restructuring, university admissions and Brexit) and instituting, with the English Association, the triennial national conference, *English: Shared Futures*. She served on the English Association's Higher Education Committee and remains on the UE executive. She co-chairs the Arts and Humanities Alliance, an umbrella group which now includes over 50 subject associations and learned societies in the Arts and Humanities.

Amigoni chairs the Advisory Council of the IES (SAS, University of London, since 2020). As Keele's PVC for Research he was PI on Keele's iteration of UKRI's SEE-PER project (c.£120K over two years), strategically embedding PER in the University's research culture: he has worked extensively with the National Centre for the Coordination of Public Engagement, including invited conference roles at their international Engage conference (2018). This delivered Stoke's first University-led "festival of ideas," Stoking Curiosity (2018). In this way national discussions have impact at local level, and vice-versa. This is also seen in Amigoni's role as Chair of the Stoke-on-Trent Cultural Forum in 2017 (see Aim 4). Amigoni continues to work extensively with many organisations in Stoke, in particular the New Vic Theatre, where he is a director and Board of Trustees member. Amigoni, Alma and Sheard were involved in organising the Live Age Festival, which ran annually throughout the assessment period. It celebrates late-life creativity and is further evidence of our commitment to interdisciplinary research and public engagement in literature and health.

*Public talks, events, engagement activities*

Throughout the period, Keele English organised events that reflected its research reputation, attracting international researchers to Keele and engaging with multiple publics. Like Amigoni, other colleagues have applied their expertise to activities with local, national and international reach. Peacock organised a public launch event in Manchester for *The Clash Takes on the World* essay collection (2017), which featured international contributions from literary scholars, historians, musicologists and sociologists. Sponsored by the Joe Strummer Foundation, it included academic talks, music, drama and readings, combining transnational approaches with a focus on Manchester.

In this REF cycle English researchers gave public talks and workshops at many internationally renowned locations, including Oxford Museum (Amigoni), Magna Carta Institute (Archer), Oxford University (Bruce), New York Public Library and The Photographer's Gallery in London (Harris), l'Université du Québec à Montréal and Concordia University (Morgan), the Samuel Johnson Birthplace Museum (partners on Seager's Defoe project), Nottingham Refugee Week and Yorkshire Integration Festival (Palladino). Bruce delivered an open lecture on feminism in Ramadi Iraq (2020) organised by the University of Anbar. Alma served on the All-Party Parliamentary



Group for poetry (2018-19). Morgan was a jury member for Blue Met's Violet Literary Prize/prix violet (2019).

As evidence of our commitment to public engagement, colleagues have had great success with *The Conversation*. During the period, colleagues have published articles on a range of topics, including Brexit and British Comedy, *Star Wars*, the BAFTAs, the TV adaptation of Ian McEwan's *The Child in Time*, Edward Hopper, Philip K. Dick, second-person fiction, hangovers in literature, the movie *Bombshell*, migration, and religious responses to pandemic. Amigoni is on the editorial board. Staff have also participated in numerous media appearances, including Flood's interview on Turkish television, Alma on Radio 2 and Radio 4 and Bentley's appearance on Radio 4's *Thinking Allowed* (2017).

#### *Subject associations, learned societies, journal editorships, keynotes and plenaries*

Our standing within our research specialisms is reflected in engagement with subject associations and societies, and in the numerous invitations to international conferences. The Northern Modernism Seminar was founded by McCracken and Andrew Thacker (Nottingham Trent) and has run since 2003. Adcock is Associate Editor of *Bunyan Studies* and on behalf of the Bunyan Association organised a one-day conference at Keele: "Remembrance and Re-Appropriation: Shaping Dissenting Identities" (2018). Bell sat on the BAAS Executive Committee until 2015, receiving an honorary BAAS Fellowship in 2016. Bentley is a founding member of the London Literary Society and was treasurer until 2018. Peacock took over in 2019; he is also BACLS' Conference Organiser. Bowler co-founded the May Sinclair Society. Harris is President of the European Beat Studies Network, and Seager is on the boards of the Defoe Society, the British Society for Eighteenth-Century Studies, Stoke Newington edition of the works of Daniel Defoe, and Elizabeth Montagu Correspondence Online. In 2019, Seager co-delivered with the Samuel Johnson Birthplace Museum four days of specialist bibliographical research training for 12 (non-Keele) PhD students and postdocs. Funded by the AHRC, this involved contributors from 6 UK and 1 Canadian university and provided full-cost bursaries for 9 UK-based participants and 1 each from Norway, Spain, and the USA. McCracken was co-founder of the Dorothy Richardson Society; he founded and edited *Pilgrimages: The Journal of Dorothy Richardson Studies*. Morgan was a Council member of the British Association of Canadian Studies and Trustee and Board Member of Writing West Midlands. Two journals were edited from Keele: Morgan was co-editor of *The British Journal for Canadian Studies* (until 2016); Shears is editor of the *Byron Journal* and a member of its Executive Committee. Amigoni was editor-in-chief of *Literature Compass* (2014-2016). We also have representatives on the boards of *English; Arts and Humanities in Higher Education; Humanities; Open Screen; New Formations; English Studies in Canada; Tropismes; Critical Engagements; Journal of American Studies; Literature Compass; Symbiosis; Journal of Beat Studies; Le Tour Critique; Quaker Studies; and Digital Defoe*.

During this period colleagues in English gave invited, keynote or plenary talks at the following institutions: American University of Paris, Bari, Birkbeck, Birmingham, Bristol, British Library, Dundee, Durham, Edinburgh, Florence, Galway, Henry James' house in Rye, Keats' House in Hampstead, Leuven, Manchester, Newstead Abbey, Oslo, Plymouth, Rostov-on-Don, Senate House in London, Södertörn, Uppsala, Woodbrooke Quaker Studies Centre and York.

#### *Other service*

English researchers contribute to the wider discipline in many other ways. Bruce sat on appointment and promotions panels in Aarhus, Reading and Nicosia and was REF reader for two HEIs in this cycle; Bell was REF reader for Reading, Leicester, Glasgow and UCLAN; Flood was reviewer for the British Academy's Sustainable Development Programme (2018); Seager was reviewer for a tenure application at SUNY-Oneonta (2014); Harris was a reader for a promotion application to Dean/Provost at Lake Forrest College, USA (2018); Peacock was remote evaluator for the Government of Ireland Postgraduate Scholarship Scheme (2016). Institutions where members of English examined PhD and MRes include Australian National University, Birkbeck,

Birmingham, Cambridge, Canterbury, Canterbury Christchurch, Edinburgh, Girona, Griffith University, Leuven, Liverpool, Manchester, Nottingham, and Royal Holloway.