

Institution: University of Cambridge
Unit of Assessment: 31 THEOLOGY AND RELIGIOUS STUDIES
1. Unit context and structure, research and impact strategy

Divinity at Cambridge is one of the largest concentrations of researchers in the subject in the UK: the Unit of Assessment (UoA) supports research from antiquity to the present, from the perspective of different faith traditions and none, and different methodologies, in addition to pioneering interdisciplinary initiatives. Its research activity is focused on the Faculty of Divinity, the heart of a globally-unique network of lay, ecumenical and interfaith research centres, seminaries and specialist libraries, as well as the collegiate network. The Faculty was praised in a 2018 International Strategic Research Review for its breadth and interdisciplinary innovativeness.

During the REF census period, three central research goals have shaped UoA strategy:

- developing all researchers, from undergraduates to professors, as our core responsibility;
- deepening **interdisciplinary engagements**, fundamental to the integrity of our field, and in line with University strategy; and
- exploring **connections between study of religions from within and from without**, leading to interaction between different methodological approaches in research and teaching.

These goals are pursued through close engagement with sources, and intensive training in methods and approaches, thereby providing a platform for the UoA's contributions within and beyond the humanities. The UoA builds on the natural interdisciplinarity of the collegiate context to generate research innovation through engagements with social sciences (including anthropology, international relations), arts and humanities (e.g. music, digital humanities) and natural sciences.

1.1 Research structure

The UoA comprises seven disciplinary clusters, with overlapping membership: Christian Theology, World Christianities, Church History, Religious Studies, New Testament, Hebrew Bible and Philosophy of Religion. Each is centred around fortnightly research seminars, reading groups and named lectures, which lead to publications (including graduate journals and essay collections) and conferences. At termly planning meetings, each

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cluster discusses research opportunities, academic development, teaching and examination. These are attended by researchers within the area as well as undergraduate, graduate and postdoctoral representatives.

Two major research centres, the Cambridge Inter-Faith Programme (CIP) and the Cambridge Centre for the Study of Platonism (CCSP), provide intensive research focus for major publications and events, as well as graduate and postdoctoral development and networking. In addition to these pivotal research structures, smaller collaborative research projects and groups have led to the Late Antiquity Network (through the Centre for Research in the Arts, Social Sciences and Humanities (CRASSH), one of the leading international interdisciplinary research centres in the UK), Cambridge Forum for Jewish Studies, the Bible and World War 1 (MacDonald), Templeton World Charity project in Theology, Philosophy of Religion and Science (Coakley), 'Theologies of Reading' Network (based in CRASSH, exploring different disciplinary approaches to reading texts, forthcoming as a special issue of *CounterText*), DAAD German theology hub, and the CRASSH/Mellon interdisciplinary seminars (drawing together researchers from different subjects to run research seminars on a joint theme: 'Gesture, Perception, Event', 'Divine voices in Modern Jewish Philosophy') (see 4.4, 4.5).

All UoA researchers have access to research facilities, funding and support. The Research Committee, chaired by the Research Director (MacDonald), develops and implements research strategy, supports individuals and groups undertaking research, and implements Equality and Diversity initiatives. Its membership includes postdoctoral researchers and representatives of the Cambridge Theological Federation (CTF). The Research Director is a member of the Faculty Board, the executive body of the Faculty, ensuring that research is at the heart of Faculty strategy and decision-making. The Board's wide range of perspectives (including undergraduate, postgraduate, postdoctoral and external representation) informs research planning in turn.

1.2 Research goals

In REF2014, the UoA focused on six main goals:

- to ensure that **research is at the heart of planning**;
- to maintain a **vibrant and sustainable research culture**;
- to strengthen our research base through **research-driven staffing strategy**;
- to increase and embed our **interdisciplinary engagement**;
- to intensify our **international profile**; and
- to embed impact in all primary research, and deepen our **relationship with research users**.

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The role of Research Director has expanded to include liaising with the School of Arts and Humanities (SAH) Research Facilitators and the University Research Office, with the Research Committee offering targeted support and peer review for research grant applications. A new integrated approach to postdoctoral fellowships, wider advertising and enhanced application support have significantly increased application numbers: resulting in seven independent postdoctoral researchers in 2020, compared with one in 2014.

Other new measures include:

- **streamlining our administrative framework**, with fewer committees;
- **integrating research across subject areas**, through combined research lunches, joint themed seminars (e.g. Akedah series, combining Philosophy, the Arts and Biblical Studies), and research events, including a CIP Interfaith Brainstorming Day and new fortnightly seminar. These have led to outward-facing collaborations, such as with CRASSH, the Institute for Sustainability Leadership (Kotva, Pickstock), Faraday Institute (science and religion), and the von Hügel (critical Catholic inquiry) and Woolf (interfaith) Institutes, which host researchers included in this submission. They run seminars and projects linked with UoA researchers, coordinated with UoA themes and attended by postgraduate researchers. These initiatives have fostered new understandings of the engaged study of theology in relation to religious studies, and inter-denominational and inter-faith engagements.
- **bringing teaching and research closer together**, by encouraging undergraduates to identify as researchers through attending research seminars and events, and convening reading groups. 50%-75% of third-year modules are research-based and/or linked with new research developments.
- **The sustainability of our flourishing research culture** has been strengthened through twelve new postgraduate studentships (including an AHRC/CDRA scheme to support British Islam), research grant workshops and mentoring, and increased peer review for grant applications, as well as research mentoring. Individual monographs completed since REF2014 bear witness to such sustainability, including Aitken's *No Stone Unturned*, Cabrita's *Voices of Zion*, Gathercole's *Gospel of Thomas*, Lieu's *Marcion*, Pickstock's *Aspects of Truth*, Weiss's *Divine Violence in Classical Rabbinic literature*. Larger-scale projects bear witness to initiatives pioneering new fields and methodologies; major examples include Hedley's 'Cambridge Platonists at the Origins of the Enlightenment', Zellentin's 'Qur'anic Commentary: an Integrative Paradigm'; Zahl's 'Theological Affect and

Knowledge-Production', Davison's 'Hylomorphic Image of Nature' and Coakley's 'Theology and Science', now variously leading to digitisations, new projects and outputs.

- **The threat to the sustainability of our flourishing research culture by Covid-19** led to the launch of *Divinity Dispatches*, at the start of lockdown, to foster and support a rich research environment under adverse conditions. Through the creativity of our postdoctoral researchers, it has become a major hub of activity which we anticipate being an established forum post-Covid-19. In addition to seminars and reading groups, the platform hosts enriching resources, including research trailer videos, poetry readings, film clubs, photograph albums, interfaith cookbook and a student helpdesk. It was showcased by the Vice-Chancellor as an example of pioneering research provision under lockdown. Our research seminars, reading groups and research events are now **widely accessible online**, attracting researchers from around the world via Zoom, including leading scholars who now have points of contact with our researchers through *Dispatches*.

Our commitment to the sustainability of the discipline is attested by priority appointments across a range of fields (see 2.1). We supported **successful applications** for Leverhulme (Becker-Lindenthal), British Academy (Aspray, Dhont), AHRC (Bryson, as part of CCSP), Newton International (Mihai) and Marie Curie (Corrias, Kurtz) Fellowships, alongside Templeton-funded postdoctoral researchers (Deng, Haan, Massmann, McCosker, Simpson, Tan, Woodford) and a Mobility Grant from SNSF (Jost).

New funding priorities include a University Lectureship in Black Theology; funding for posts in Jewish Studies as part of a new planned Centre for Jewish Studies; a second post in Indian Religions (with a focus on Buddhism); posts in Ethics, and Literature and Theology; and funding for further postgraduate studentships in all areas.

Interdisciplinary engagement is a defining feature of our UoA, adduced through new cross-Faculty graduate teaching, and research projects at the interface between science, religion and theology (see 1.3), the latter leading to projects and journal special issues, e.g. biological mutualism and extended evolutionary synthesis.

Our international links are a major component of our research profile, leading to conferences and the academic development of early career researchers (ECRs). Our international agenda is fostering new links across a range of themes.

- **Meggitt's 'Mutability of Apocalyptic' Cambridge-Stockholm Collaborative Research Scheme** brings together different methodologies, including intertextuality, affective history

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and inter-religious transformations to address the nature of apocalyptic. The collaboration is leading to a journal special issue, feeding into the new Religion and Conflict MPhil pathway and undergraduate course, and a formal collaboration with the Centre for the Critical Study of Apocalyptic and Millenarian Movements;

- **Becker-Lindenthal's collaborations with the Copenhagen Kierkegaard Research Centre**, building specialist Kierkegaard networks, is leading to a project on 'Ethical Existence: Kierkegaard's Philosophy of Existence in the 21st century', involving conferences and graduate opportunities;
- **Haustein's AHRC networking project** with researchers from the Global South led to multiple conferences on sustainable development (2016-9);
- **Özyürek's DAAD-Cambridge workshop series**, 'Entangled and Disentangled Otherings', exploring anti-Semitism and racism, has opened avenues for CIP, initiating its 'Global Challenges' funding campaign, forging links with the wider University and beyond, and providing a testing ground for new MPhil modules.

Our international initiatives provide **graduate and postdoctoral research and networking opportunities**. Hosting the inaugural 2019 League of European Research Universities conference brought together 40 ECRs to present papers and discuss career opportunities; while running UoA study-days and hosting overseas Scholars (through our two Centres, as well as through affiliated Centres such as Faraday and Woolf) have led to a range of postdoctoral opportunities, such as:

- links with L'Institut Catholique de Toulouse;
- the International Network of Philosophy of Religion (Emma-Adamah, Aspray);
- Pickstock's collaboration with ITIRF Strasbourg, bringing research projects, graduate exchanges and seminar series.

Our Visiting Scholar scheme enriches our research environment, through seminar participation, access to research resources and interaction with researchers. We are launching an annual appeal to scholars from Official Development Recipient territories that will offer the successful applicant a scholarship with waived fees, together with visa, travel and accommodation costs, as well as offer of mentoring.

We are deeply committed to the role of impact in shaping aspects of our research, and of research users informing our primary work, from early stages through to forms of dissemination. Our researchers have been involved in film-making, exhibition curation, podcasts, translations, popular expression and outreach events (see 1.2).

Over the coming five years, our **research plans** are:

- **to expand our vibrant postgraduate and postdoctoral community** through increased recruitment to innovative MPhil modules, studentships and grant opportunities;

- **to provide resources and targeted support to increase research funding and opportunities**, e.g. including a new workload model to incentivise staff, with maximal peer-review grant support;
- **to facilitate interdisciplinary and collaborative projects** to produce world-leading international initiatives, building on new successes;
- **to fundraise** for a multi-year Global Challenges research and impact programme (see 4.3);
- **to embed impact, and foster relationships with research users**; and
- **to realise strategic publication goals**, including Kooten's *Paul's Political Philosophy*, MacDonald's *Ritual Innovation in Israel*, Meggitt's *Origins of Atlantic Abolitionism*, Rex's work on late Medieval Catholicism and Zahl's study of emotions and metaphysics.

1.3 Enabling impact

The case studies in this submission bear witness to the diverse forms of support offered by the UoA, School and University, and to the integration of impact in primary research. They demonstrate a wide range of types of impact, as well as varied beneficiaries, with particular concentrations upon inter-faith engagement, education, public policy, social order, well-being and the creative economy. They come from researchers at different career stages, and were selected on the basis of REF criteria from a larger group of potential case studies that also included the Genizah project (studying and digitising 200,000 fragments whose discovery has revolutionised understanding of pre-modern Judaism (Aitken), linked with Area Studies and the University Library); the 'Learning Together' prison-based education programmes (bringing students and researchers into prison settings to read texts together (Phillips)); interfaith events and projects through CIP (Waller, Weiss); and performance-based, multi-media and cross-disciplinary research (including engagement with musicians, composers, poets, sculptors, letterists and artists (Becker-Lindenthal, Kotva, Pickstock, Waller)) (see 4.3).

Since REF2014, we have prioritised building collaborative impact projects, impact linked with funded research projects, and connecting disciplines, such as through the University's Festival of Ideas. The Festivals encourage public exploration of arts, humanities and social sciences via thought-provoking and creative events, with students and staff leading a variety of panels, for diverse audiences, including children, presenting research questions in an accessible and

interactive way. These priorities and support structures ensure the sustainability of impact in future research.

We have sought to embed impact in research, from the initial stages of new projects to reconceiving primary research as reciprocally shaped by interaction with the widest possible range of beneficiaries. We have created the role of Impact Officer, alongside developing a social media profile and engagement strategy through our Outreach Officer, who publicises research to key stakeholders with support from the University's Communications Office, and through collaborations with the Education Faculty to produce films on key research (such as Kotva on looking at nature, and Pickstock on Anselm's *Proslogion*). We have integrated impact through initiating discussions at the outset of new research projects. Cabrita's case study, 'Illuminating African Zionism in the UK and South Africa', was supported from the initial stages of her international museum curations through assistance in designing impact-monitoring feedback mechanisms, resources, feedback, and UoA IT and administrative support. Alongside these personal engagements, we systematised archiving and displaying impacts, testimonies and 'before and after' questionnaires that enable sharing best practice. We held a one-day brainstorming workshop on developments in CIP, considering how to maximise the two-way benefits between teaching and impactful research in light of societal change (Waller and Weiss, 'Scripture and Violence').

These developments have raised awareness of how impact can benefit and shape primary research, through advice and resources, as well as convening workshops, by garnering data and advising on publicity. Impact showcasing lunch sessions have helped individuals to identify impact in their own and others' research. The Impact Officer is supported by the School Impact Facilitator, who works alongside a Research Grants Facilitators and a cross-UoA REF administrator. This support proved vital in providing specialist advice, and assisting with successful applications to the University's and AHRC's Arts and Humanities Impact Fund (totalling £23K to date). The educational programme resulting from Winter's 'Revitalising Muslim-Christian Relations' has been supported by these funds, as has Weiss and Waller's training materials arising from their 'Scripture and Violence' projects. Assistance has also been given in collecting print media, online take-up quantification and enhanced interaction with users, as well as shaping follow-on events after the current REF cycle. The School Impact Officer convened events and surgeries designed to foster new as well as established pathways to impact.

We have designated a UoA Impact Support Fund of £2K per annum, administered by the Research Committee, to support experimental or preliminary events which might encourage potential impacts, as well as other research-related expenses (such as copyright permissions, proof-reading and index assistance).

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Incipient projects will come to fruition in the next REF cycle, including Meggitt's 'Slavery Origins of Abolitionism' and 'Religion and Terrorism', Weiss and Waller's 'Scripture and Violence'; and, with the appointment of Özyürek (2020), realising the potential of CIP to serve as an interface between research, teaching and public engagement. **We have established a number of impact-facing activities as independent ventures** in the current period: Scriptural Reasoning has been taken on by Rose Castle Foundation; Faith in Leadership has become an independent programme; and Coexist House has been constituted as a charity. In the same period, we have worked closely with institutions within the Cambridge Theological Federation to intensify research activity, through involvement in research days and profiling, as well as via the World Christianities Joint Seminar.

1.4 Interdisciplinary research

The UoA sees interdisciplinarity as central to the integrity of our field. Our research and teaching reflect a belief that canonical identities presume mediation by other discourses and bodies of learning, e.g. between metaphysics and the liberal arts, reflections on civic existence and the historical role of religions.

We have placed emphasis upon interdisciplinarity in the planning of new appointments with connections to other disciplines sustainably built in: with links to African Studies (Haustein), Asian and Middle Eastern Studies (Bouhafa), Classics (Kooten), History and Philosophy of Science (Barua, Davison), Philosophy (Bouhafa, Orr) and Social Anthropology (Özyürek, Webster). These links are strengthened through research seminars; specialist undergraduate lectures in Classics (Aitken), Music (Pickstock) and Social Anthropology (Webster); other individual teaching collaborations; and, crucially, our new joint BA with Social Anthropology in Modern Religions (Özyürek (October, 2020), Robbins, Webster). Davison's NASA collaboration between theology and astrobiology, and his work on Evolutionary Synthesis, led to third-year undergraduate research-based papers and an MPhil module, linked thematically with Coakley's Templeton 'Bridging the Divide: Theology meets Science'.

This commitment has led to notable field-defining contributions to the discipline. Street's approach to Arabic logic across a range of sources has mapped a unique conversation with medieval logic in Latin and Jewish traditions, and through a series of grants and collaborations has forged new understanding of connections with ethics, jurisprudence, grammar and rhetoric, with a school of text-reading, translation and commentary now reaching overseas as his mentees take up posts (USA, Cambridge, Germany). Philosophy of Religion is distinctive for its integration of philosophical and other modes of cognitive expression, especially literary (Pickstock, Williams), and its interest in alternative approaches, such as Neoplatonism, French spiritual realism, German

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and English Romanticism (Hedley). The dissolution of the boundary between New Testament and Early Church in the work on Second Century Christianity is internationally associated with the approaches of Lieu, Gathercole and Carleton Paget. A distinctive Anthropology-Theology dialogue has arisen through Webster and Özyürek, shaping an essay collection, *Theologically-Engaged Anthropology*, while Banner's *Ethics of Everyday Life* led to a conference panel at the Society for the Anthropology of Religion and an essay volume.

We have convened public events profiling theological approaches to questions concerning the nature of human knowledge as performative incomplete (Pickstock with CRASSH and Modern and Medieval Languages and Linguistics (MMLL), 2016-17), with a view to increasing the profile of the field locally and nationally, such as through the Mellon/CRASSH *Religion in the Secular University* colloquium (Jackson, Kotva, McFarland, Pickstock, Waller, Williams (2017-21)).

These developments have prompted a **renegotiation of the field and its sources**, in conversation with broader School strategy, fostering interdisciplinary engagements across the University and with other stakeholders, through conferences, themed seminar series, joint graduate teaching and larger-scale projects. Examples include Bouhafa's 'Rethinking Islamic Ethics' conference (2019), drawing together ethics, philosophy and jurisprudence, and MacDonald's Bible and World War 1 networking grant, combining modern historians and biblical scholars.

Reading groups, convened variously by staff, research students and undergraduates, allow experimental exploration of themes. A few examples of the many themes covered include: Sacrifice; Gender; Laughter; Poetics; the Anthropocene; Ecology and Magic; Silence; *Logos* and Reading; Little Things; and Grace, variously co-convened with the MMLL, English and Music Faculties. A workshop entitled 'Presences' featured an acoustics specialist (*Noesis*, 2019) and was one of several events exploring the theological complexion of ostensibly non-theological discourses, such as Anthropology, Music, Classics, History, Experimental Psychology, Coptic Studies, Papyrology, Codicology, and Islamic Studies, drawing on researchers across the UoA.

Individual research projects are motivated by interdisciplinary questions, benefitting from close association with CRASSH, whose former and current Directors have interests in theology and religion, with UoA researchers at all levels involved in projects ranging from network seminars, such as 'Methodologies of Reading' (Kotva/Jackson, jointly with English), to larger projects such as Street's 'Heirs to Avicenna', with CRASSH co-hosting, offering support during application processes, and providing subsequent administration.

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Looking ahead, we are exploring new ways of reflecting the interdisciplinary core of our field through methodological experimentation, themed topics in our third-year undergraduate and MPhil courses, and international online collaborative seminar series.

1.5 Open research and data sharing

The Covid-19 lockdown brought a new understanding of the intellectual value of openness, with research trailers, online seminars, lectures and transcripts being routinely featured on *Divinity Dispatches*. This facilitated wider networks: with overseas students and specialists participating in our seminars, stimulating innovative thinking and making new connections. We are committed to augmenting our online research capacity beyond Covid-19.

This REF cycle has seen a significant intensification and expansion of our open research provision. The enhancement of discoverability and inclusiveness, undergirded by the *Concordat on Open Research Data* and University policies, is built into our research environment, through entirely open research seminars, public lectures, social media communication, translations and databases. Source digitisations are a major research commitment in our UoA: with the CCSP making Cambridge Platonist sources newly available, leading to greater understanding of the complexities of this philosophical group; and the Cairo Genizah project digitising the Genizah fragments, leading to new understanding of everyday Jewish life in the middle ages. Museum and manuscript curations and conservations (Aitken, Cabrita, Gathercole, Waller), as well as outreach resources, are attracting a wide extra-academic access to our research. Our online curation of 'Fifty Religious Treasures' was launched with a talk by Duffy (2019); a series of outreach films is disseminating our research in schools; and staff and graduate researchers have convened Festival of Ideas events across a range of themes, such as 'The End of the World as We Know It' and 'God and the Machine'. We provide specialist data and assistance to external projects, such as the Friedberg Jewish Manuscripts Project and the Princeton Genizah project.

UoA researchers are involved in institution-level consultations on Open Research, with Rex spearheading accessible e-theses through involvement in the AHRC Doctoral Training Partnership. The UoA Librarian is a University spokesperson on this issue, advising on ethical and social issues raised by this commitment, as well as copyright frameworks. At a local level, he runs training courses for researchers at all stages seeking targeted advice on OA. The UoA IT Manager advises on data sharing. The Research Director includes OA issues in his Newsletter and hosts lunch sessions. The University's Office of Scholarly Communications runs specialist training, providing guidelines on specific topics relating to Open Research and Integrity. Meanwhile, individuals disseminate their research beyond institutional confines, contributing to blogs and podcasts (e.g. 'Metaphysics and Poetics' *Discord* platform).

1.6 Ethical research and research integrity

The UoA is committed to providing rigorous ethical review, via the Research Committee, and to increasing awareness of the importance and complexity of issues of integrity in research involving human participants and personal data. All such research is subject to ethical approval before commencement. Where undergraduate and postgraduate research projects, including BTh Pastoral Portfolios, raise ethical issues, supervisors advise students in applying for ethical approval. All new research students and staff receive training in research ethics, and ethical approval is discussed at PhD registration exercises. Where appropriate, advice is sought from UoAs with specialist experience, e.g. Anthropology, Education and Medicine. The Research Director, supported by the University's research governance team, oversees policy, which was centralised for greater standardization, with information and ethical review forms available via the UoA website. Applications for ethical approval are reviewed by the Research Committee, on average six per year, and represent the range of subject areas. Examples include projects on Pentecostalism in Nigeria, Christianity and power, and on gendered responses to Biblical passages. Complex cases, such as a recent application involving potential risk to the researcher, are referred to the Humanities and Social Sciences Research Ethics Committee, which in turn refers to the University Research Ethics Committee. The Research Director is pro-active in establishing best practice in ethics review in the Cambridge Theological Federation.

2. People

Our strategy is to recruit the best international researchers whose skills complement and extend UoA specialisms, and to ensure working conditions and support which enable researchers to flourish.

New appointments have consolidated existing areas and opened new ones, and a successful campaign led to a high proportion of ECRs (>3 p.a., with applications increasing from c. 15 p.a. (2014) to 96 (2020)). 25 FTE of the UoA staff are University Teaching Officers, employed directly by the University. 12 FTE are ECRs: five Junior Research Fellows (JRFs) based in Colleges; one Leverhulme, two Marie Curie and two British Academy ECRs; and 2 Postdoctoral Research Associates (PDRAs) on externally-funded grants. 7 FTE are College-based with responsibilities to their College and the wider University, as Dean of Chapel, Senior Tutor, Master and Fellow Librarian. Williams and Winter, as global religious leaders, provide inspiration for faith leadership in a research context.

2.1 Staffing strategy and staff development

Our recruitment strategy follows University guidance regarding job descriptions, advertisement wording, and inviting equality and diversity consultants to advise on recruitment processes. To attract a diverse range of applicants, flexible working options, annual leave and family-friendly policies are available and regularly updated. Interview panel members are trained in Equality and Diversity (E&D) and Unconscious Bias Recruitment Essentials, to encourage gender-balanced shortlists and best practice. Selection Committee Chairs actively support eligible candidates in the recruitment process, resourcing childcare costs of interviewees and offering alternative modes of interviewing, including the use of virtual platforms.

Career management procedures include mentoring and appraisal, with ECRs, mid-career and senior researchers having biennial appraisals by the Chair of Faculty (or designate), in line with the University's Staff Review and Development Scheme, to enhance work effectiveness and career development. Trained mentors are assigned to ECRs and probationary staff. A preliminary appraisal form covers research skills, achievements and identifying training and development needs. Outputs, research plans, impact and general contribution provide central themes, leading to discussion of promotion, research, wellbeing and development.

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A substantial period of change since REF2014 has provided opportunities to think strategically about our long-term profile of expertise and new priorities, with appointments effecting new substantial interdisciplinary links as well as strengthening existing areas. We have made 15 appointments, attracting scholars recognised internationally as leaders in their field. Ford's replacement by McFarland (now at Emory (2019)) as Regius Professor expanded our strengths in Christian theology, and together with the appointment of Zahl (replacing Soskice) and Fergusson (replacing McFarland, 2020) increases expertise in Reformed theology (Aspray, Rex) and the arts; Coakley's replacement by Pickstock strengthens both leadership in the 'Cambridge School' of philosophical theology and links with English and MMLL. Kooten, succeeding Lieu, consolidates Faculty-wide interests in Plato, connecting with Classics (Carleton Paget, Aitken, Hedley, Pickstock). Webster, succeeding Jenkins, reinforces links with Social Anthropology, leading to a new joint undergraduate degree in 'Modern Religions' from 2020. Webster brings new links with the study of politics and ethno-religious nationalism, and together with Özyürek (replacing Fowden), enables us to strengthen our social scientific profile. Cabrita, recruited to a tenure-track position at Stanford University, was replaced by Haustein, strengthening links with History through research on African Christian movements (Maxwell). Pickstock's appointment led to an opening in Philosophy of Religion, filled by Orr, bringing expertise in analytic and moral philosophy. Hoskin's appointment as Principal Research Associate and Director of the Parker Library brings strengths in medieval studies. College appointments of Teaching Officers and JRFs enhance UoA subject-specialisms, with research as the primary selection criterion. All College researchers are fully integrated Faculty members: participating in, and often organising, research and MPhil seminars as well as PhD supervision. College researchers' outputs feature in this submission, reflecting their integral role in the UoA's research community.

2.1.1 Staff development strategy

In order to optimise development and support of researchers, the UoA's staffing strategy builds on the University's induction provision for all new staff: providing mentoring, reduced teaching and administrative responsibilities, and annual appraisal during the (usually five-year) probation period. Post-probation staff are appraised biennially, but may request annual appraisal (see 2.1).

A **workload model** balances key administrative posts across groups by gender and seniority to create an effective management environment, sensitive to work/life vicissitudes. Wherever possible, adjusting responsibilities via buy-out or timetable adjustment to accommodate ambitious research bids, new collaborations or completion of outputs is a priority. Sensitivity to career well-being and short- to medium-term patterns of contribution is also applied in the case of retired staff, who are integrated in the research environment via seminars, graduate conversations, book launches and seminars dedicated to their research.

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The University Personal and Professional Development team runs an extensive programme for staff development at all career stages. Our Athena SWAN staff survey (2018) indicates that staff feel encouraged to exploit these development opportunities and to make use of the full range of courses.

The University Promotions Scheme is a competitive annual exercise, with final decisions made by the Vice-Chancellor's Committee. Criteria for promotion prioritise international research excellence, supported by external assessment. The HR Division supports staff applying for promotion by appointing senior academic mentors, in addition to the mentoring and appraisal schemes within the UoA, with the Faculty Chair also providing advice and feedback to unsuccessful applications.

2.1.2 Effectiveness of staffing and recruitment strategy

The success of our recruitment and staffing policy can be seen in the promotions of eleven staff in the review period: four members of the UoA promoted to Professor, four to Reader, and three to Senior Lecturer. 94% of women applicants for promotion were successful, and 71% of men. This success rate is attributed to close scrutiny of criteria, assiduous mentoring, advice of senior colleagues with experience of promotions procedures, and supportive preparatory application stages.

2.1.3 Support for early career researchers

Since REF 2014, Divinity has supported 12 PDRAs from a range of schemes. They are all:

- **supported by a mentor**, distinct from their PI, following the *UK Concordat to Support the Career Development of Researchers* (2019), and provided with induction by the Chair, with annual appraisal to identify development needs;
- **deeply integrated in the research environment** through seminar involvement and planning, opportunities for teaching experience, and resources for reading groups and events, in addition to accessing administrative, office, library and IT facilities, and generous travel and research funding, supplemented by Colleges;
- **able to access interdisciplinary resources and opportunities through CRASSH**, with writing workshops, work-in-progress seminars, network grants (Kotva, Jackson) and conference support (Bouhafa, Becker-Lindenthal, Waller);

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- **included (with College JRFs) in career support and access to resources** and opportunities, with affiliation to our specialist Research Centres (Aspray, Becker-Lindenthal and Kotva);
- **involved in decision-making committees**, through membership of the Postdoctoral Affairs Committee, Faculty Board, subject area and other committees, and the Postdoctoral REF subcommittee;
- **encouraged to access University postdoctoral advocacy and facilities** via the University's Postdoc Academy, supporting researchers before, during and after their posts, and coordinating professional, leadership, pastoral, networking and mentoring services. The University holds the HR Excellence in Research Award from the European Commission;
- **able to take advantage of a new district, Eddington, in North West Cambridge**, resourced by the University, with subsidised buses and cycle paths, addressing the cost of living for Cambridge postdoctoral researchers. Designed with sustainability in mind, Eddington provides shops, nursery and primary schooling, and a community and field study centre. Three UoA postdocs have benefitted from these resources;
- **encouraged to apply for University posts**, with CV and preparation mentoring and practice interviews.

The career progression of Divinity postdoctoral researchers testifies to the effectiveness of our support. Since 2014, seven have secured permanent appointments in UK and non-UK HEIs, including Cambridge, Oxford, Durham, Tübingen and Yonsai, and taken up further postdoctoral positions at Ghent, Durham, Oslo and Oxford. Postdoctoral researchers are active in publishing (as seen in this submission) and conference organisation. In 2018, CIP launched a postdoctoral conference competition, the first winning entry being Kurtz: 'Mosaic Law among the Moderns' (2019). We have pioneered a new Postdoctoral REF subcommittee, meeting in parallel with the UoA committee's weekly output-reviewing sessions, assessing potential outputs separately and *in camera*, and introducing postdoctoral researchers to REF without the responsibility of decision-making, whilst assisting in diversifying the basis for output assessments.

2.1.4 Leave policy

Leave entitlement for all staff is one term for every six terms of service. This is often held overseas, with University/College travel cost assistance. In addition, UoA staff have benefitted from

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Returning Carers support (2), as well as opportunities for secondment (1), flexible working arrangements (2), and career breaks (1). Special support and bursaries are offered for researchers under pressure of personal circumstances (1).

2.1.5 Procedures for Knowledge Exchange (KE)

KE is facilitated through the Centre for Science and Policy events, Impact briefing lunch sessions, support through CIP, and discussions with the Outreach Officer and Research Director, with UoA resources supporting events to foster relationships. Exerting wider research influence as a form of service to the discipline includes outreach, open access initiatives, collaborations with beneficiaries, translations of others' research, museum and other curations, such as the University Library 2015 Genizah of Medieval Cairo 'Discarded History' exhibition, and the British Museum/CIP 2015-6 'Faith After the Pharaohs' exhibition. We encourage such activities through academic promotion and increment recognition, impact awards, showcasing and exhibitions, Faculty bulletins, announcements. The UoA has contributed annually to the public-facing showcasing and educational research events, the Festival of Ideas and Science Festival events, on a range of themes, such as science and religion, angels, the Anthropocene, and Scripture and violence.

2.1.6 Recognition and reward for impact

Our impact developments are rewarded by workload allocation, the Vice-Chancellor's annual Impact Award (Webster, runner up 2020), recognition in the University Promotions Scheme, the Impact Fund, and targeting of UoA resources and support for individuals preparing potential impact case studies.

2.2 Research students

We have a large community of research students, averaging around 150 across the three years, now increased in size thanks to a new recruitment strategy, with MPhil intake almost doubling and PhD increasing significantly (2017 intake: PhD: 16 | 2019 intake: PhD 24), with average overseas intake at PhD: 55%. Gender balance remains a key target, which we are addressing through increased showcasing, career pathway information and testimonies, and fundraising for more studentships, to encourage greater gender, racial and age diversity. We hope that both the innovative construal of undergraduates as researchers (1.1) and diversified interdisciplinary MPhil modules will increase take-up.

2.2.1 Recruitment approach

Our recruitment strategy is highly competitive, dependent on evidence of research potential, available supervision and funding. A recent fundraising drive to increase the UoA's provision of studentships has led to the award of 12 each year, in addition to cross-disciplinary sources (AHRC, Gates) and the Cambridge-Oxford-Open AHRC DTP (coordinated by Rex; 15 studentships since 2014), alongside the Cambridge Home and EU Scholarship Schemes, Commonwealth and European Trusts, College studentships (several dedicated to theology and religious studies), and denominational studentships (Methodist Church, German National Academic Foundation and Church of England).

The Faculty has expanded its recruitment activities, with the creation of the new role of Director of Graduate Admissions, involvement in the University's Graduate Open Day, and filming talks. UoA researchers meet with prospective students at international conference sessions and via interviews. Applications are assessed by at least two subject specialists via a new online system enabling calibration. Candidates are interviewed by two staff, either in person or online. We are deeply committed to the support of applicants with protected characteristics and ensure that staff involved in recruitment have undertaken E&D and Unconscious Bias training.

2.2.2 Support

New research students attend UoA, College and library inductions. All PhD students have an advisor in addition to their supervisor, with cross-disciplinary supervision where needed. Registration is assessed at the end of the first year by two subject specialists. Termly online reports are submitted and reviewed by the Degree Committee, alongside registration exercise reports, available to the student, Faculty and College. A second-year progress submission report is submitted, and where risk of delayed completion is indicated, a third-year viva has been introduced. This framework is supplemented by Colleges, which offer welfare support and advocacy for students in financial and pastoral difficulties.

Research student skills and career development have been intensified. Our Director for Graduate Studies coordinates an intensive Graduate Training Framework, ensuring preparation in transferable and subject-specific skills, with sessions on registration, CV development, job applications, vivas, funding, delivering and publishing papers. Specialist skills are developed through the Modern Language Centre, through the UoA (Biblical Modern Hebrew, Greek, Syriac, Ethiopic, Coptic, Hindi and Arabic), Faculty of Asian and Middle Eastern Studies (Sanskrit, Qur'anic Arabic, Aramaic, Ugaritic and Latin), and through classes in palaeography and social scientific methods. Further research training is offered by the Development Programme of the Graduate School of Arts and Humanities, the University-wide Skills Portal and other providers,

Unit-level environment template (REF5b)

including IT Services and the University Library. Graduate representatives serve on many UoA committees, including subject area committees, Graduate Studies and Faculty Board, ensuring input and academic development. The University Careers Service offers targeted support; twenty students received specialist consultations and training since REF 2014, and one graduate gave a presentation about the support, leading to increased uptake.

The fortnightly research seminars in all subject areas provide intense focus for graduates, opportunities to network, and experience in seminar chairing, speaking and responding. The UoA guides graduate researchers in applying for networking, workshop and conference schemes through CRASSH, with 8 research students running events and seminars on a range of interdisciplinary themes; and through the AHRC DTP. Graduates have training and experience in undergraduate teaching and admissions interviewing, writing-support networks and a plethora of weekly reading groups, offering a vital contribution to the research energy of the UoA as a whole.

We are broadening opportunities for research students to gain mentored lecturing experience, in addition to supervising undergraduates and leading text-reading sessions. The UoA provides generous resources for graduates to attend annual national and overseas conferences, as well as bespoke support for conference and workshop organisation. In 2019, we supported and guided four graduate researchers in raising £20K to host a major international conference, *New Trinitarian Ontologies*, with high-profile speakers and capacity audiences, leading to publications and online archives; we supported nine other graduate conferences since REF2014, including *Reassessing Bergson*, and *Reformed Theology and Conformity*.

Our research students are active in publishing articles in international peer-reviewed journals, including *Modern Theology*, *Theory, Culture and Society* and *New Testament Studies*; and forthcoming monographs, Emma-Adamah's *Anton Wilhelm AmoAfer, the African-German Philosopher of Mind* (OUP), Heath's *Médiations Trinitaires* (La Diane Française), and Milbank's *Christianity and Paradox* (Angelico). Student papers contributing to a School-funded graduate study-day on Ritual featured in a special issue of *International Journal of Philosophy and Theology* (79:3, 2018), guest-edited by Pickstock, Kotva and Sherman. Research students served as peer reviewers for international journals, delivered conference papers, and edited the UoA-funded journal, *Noesis*, including contributions by students, staff and others. They convened KE events, including annual public transgender workshops and Festival of Ideas events, and participated in 'Learning Together' prison-based education programmes. They developed a daily writing-workshop working-pattern within the Faculty, with timetabled library sessions, joint morning coffee and lunch, modelling a paradigmatic research community, inviting visiting scholars, support staff, undergraduates and others to join in. This moved to 'Jitsi Meet' after lockdown.

Unit-level environment template (REF5b)

The effectiveness of our postgraduate structures is attested by destination successes, with 80% securing UK and overseas research posts, including three BA postdoctoral positions.

2.3 Equality & Diversity (E&D)

The UoA's deep commitment to E&D is manifest in pro-active support for under-represented groups and the valuing and promotion of diversity at all levels as a prerequisite for research excellence. Examples include the introduction of an annual undergraduate Gender and Religion essay prize, 'Gender and Theology' and forthcoming 'Anti-Semitism and Racism' MPhil modules, an online Race and Theology bibliography, a reading group and Race Action Group (2020). The Faculty now funds the expenses and fees of an annual visiting scholar from an ODA country. The E&D Committee, established following our Athena SWAN Bronze Award (2020), works with individual subject areas and the Action Group to ensure reflection of diversity and inclusiveness in bibliographies, undergraduate and graduate courses, through seminar and named lecture speakers, with E&D as a standing item on committee agendas.

A key point in the attrition of women academics occurs between postdoctoral and established academic roles. To address this, we actively mentor postdoctoral researchers in job applications, practice interviews and presentations, and run workshops to promote academic career pathways. We are offsetting our current imbalance in senior female role models, following three retirements, by encouraging women to take up leadership training and roles; since 2016, women have served as Chair of Faculty, Deputy Head of School, UoA Chair (2014, 2021) and University Gender Champion, and externally on the AHRC Peer Review College. Information on flexible working, annual leave and family-friendly policies and provision (e.g. SP@ace, Returning Carers Scheme, CamBENS, MyFamilyCare) is included in job specifications and online. In supporting these initiatives, the UoA follows University policies on diversity and inclusion, staff and student diversity networks and events, and collaboration on short-notice family-friendly support, as well as offering generous Covid-19 support through emergency contract extensions. No distinction is made between full-time and part-time staff with regard to provision, support and career pathways.

Equality and diversity were paramount in our preparations for this submission. All eligible staff self-assessed their potential outputs, and all submitted at least one output, with exemptions on the grounds of personal circumstances or ECR status handled confidentially outside the UoA. The building of our output profile followed researchers' self-assessments and the UoA Committee's assessments, supported by Postdoctoral REF subcommittee assessments, confirmed by external review where necessary, and overseen by the UoA's output and E&D leads. Output ranking was based on repeated triage, and the use of increasing numbers of assessors and E&D scrutiny helped to minimise risk of unconscious bias.

2.3.1 Study leave arrangements

E&D are central drivers for our support of study leave at all levels. Resources for childcare and other support, e.g. liaising with Research Councils for bespoke working patterns to maximise research accessibility, are available to all. The Returning Carers Scheme and the Faculty's equivalent scheme (2.3.4) for researchers with caring responsibilities optimise researchers' opportunities. Wherever possible, ECRs are given preference in applying for research leave (e.g. Bouhafa).

Provision for remote working was put to the test under Covid-19, with risk assessments for home working, wellbeing and pedagogy advice, as well as IT provision, online library resources and support by UoA, University IT, library and college services all supplied quickly, with sensitivity to individuals juggling work, caring and home-schooling, as well as illness.

2.3.2 Career pathways

The Faculty encourages a range of pathways (see 2.3), recognising that there is no standard pathway or model of career progression. We nurture all staff, from early career and long-term research staff to retired staff, encouraging secondment of staff to other roles (Winter), and movement to different roles to gain experience and career progression (Waller). We seek to integrate the research and postgraduate formation, and religious leadership, offered by College Heads and Deans of Chapel (e.g. Williams, Morris, Banner, Smith, and from 2021 Fergusson, Dean of the Order of the Thistle); and we offer a range of career opportunities advertised to ECRs, all actively mentored and supported.

2.3.3 Travel etc.

UoA, central University and College funds are available to all researchers to support travel for research, childcare costs for research activities, and caring costs for job applicants. The UoA has a generous budget for awards to individual staff, between £250 and £2K. The expansion of online provision during Covid-19 yielded an unexpected E&D travel benefit, not only in saving pressurised resources and carbon footprint, but also allowing international networking and collaboration in ways that are more sensitive to, and compatible with, caring responsibilities. The 'Metaphysics and Poetics' online seminars enjoyed audiences of 200, with researchers from Canada, USA, France, Germany, Sweden and Israel contributing regularly.

2.3.4 Support

The University's parental and adoption provision is more generous than required by law, promoting graduated and flexible work models and core hours scheduling. The UoA committee schedule was adjusted and a research seminar permanently moved for Shabbat commitments. As noted (2.3.1), the UoA has used the University's (2013) Returning Carers Scheme, which provides funding of £10K p.a., leading to outputs in this submission; we have also initiated a parallel scheme assisting with childcare costs to attend conferences. Maternity leave was taken by three colleagues, and Shared Parental Leave by 1 colleague and 2 students. Return-to-work interviews and contact days allow tapered return after leave, illness or care, as well as flexible working and employment adjustment. Compassionate leave was granted in circumstances of bereavement.

2.3.5 Wellbeing

The UoA follows the University's strategy and policy for wellbeing, with Pickstock serving on the University's Strategy Forum. We actively promote wellbeing activities, encouraging regular work breaks, socialising, and Mental Health Awareness, and fostering dialogue on this issue through posters and email bulletins. Daily coffee for staff and students in the foyer, and seminar lunches and teas, create community wellbeing, with online socials, student competitions and quizzes since Covid-19 began. Lieu served as University Gender Champion, and our Dignity at Work Advisor (Pickstock) works alongside our E&D Committee.

3. Income, infrastructure and facilities**3.1 Funding strategies**

The generation of research income to facilitate major projects is one of the UoA's key aims and a continued area of success, with over £3.3M of research income generated since REF2014, and annual research income increasing by 38%. Many of these awards have interdisciplinary frameworks, e.g. natural sciences, history and politics, with interdisciplinarity remaining a priority for future income generation; covering all career stages and sponsors, including ERC, Rothschild Foundation, AHRC, Leverhulme, British Academy, MSCA and Royal Society.

A number of significant projects have generated postdoctoral positions, including Leverhulme/Templeton 'Bridging the Divide' (Coakley 2013–18), AHRC 'Empires of Healing: The Transatlantic Zion Movement in South Africa and the USA' (Cabrita; 2015–17), and AHRC 'The Cambridge Platonists at the Origins of the Enlightenment: Texts, Debates and Reception (1650–1730)' (Hedley; 2016–19).

The E&D implications of research funding are at the heart of funding strategy, coordinated by our Research Director, who has taken a pro-active approach to external funding. Weekly funding bulletins, targeted discussions about specialised funding calls and Grant Application lunch sessions have encouraged uptake. The open postdoctoral competitions are advertised each summer, with expressions of interest assessed by a subject-specialist E&D and Unconscious Bias-trained subgroup, with nominations fulfilling criteria for research excellence. ERC Starter and Consolidator applicants are provided with interview and presentation preparation. Our target to increase the proportion of women postdocs has been successful, with 20% of our staff profile being ECRs, and (currently) four women postdocs and three women Research Fellows.

The four named Chairs and five lectureships are funded by internal and external Trust funds, generating capacity to resource Research and Teaching Associateships and fixed-term lectureships (Waller, Bouhafa, Artman-Potock).

3.2 Infrastructure supporting research and impact

In addition to UoA travel and conference support (2.3), Colleges provide further resources (including libraries, research funding, and conference and administrative facilities) for their employees and students, and for funding research and visiting fellowships.

The UoA benefits from a purpose-built circular building adjacent to cognate faculties and CRASSH, with well-equipped and welcoming spaces for researchers to conduct interdisciplinary collaborative research and fostering impactful Interfaith outreach and educational activities: social and office space, study rooms, catering facilities, a teaching and research library, CIP and postdoctoral wing, administrative and fundraising offices, baby-changing, breast milk storage facilities and family-friendly spaces. There is flexible capacity to host teaching, conference and networking events, with well-lit wall and floor space for visual art and installations, as well as academic and student events. Examples include the display of BTh Pastoral Portfolios, rotating exhibitions of Oliver Soskice's paintings, launches with artist talks, latest issues of *Noesis*, publications and special collections. Designed to facilitate social and collaborative interaction, its flexible space fosters interdisciplinary research (e.g. CTF art installations, musical and theatrical performances in the foyer and upper rotunda, leading to *Noesis* publications). A plaque commemorating the UoA's contribution to the Prague Underground Seminars in the 1980s was unveiled in the lower foyer (2018), reminding us of those studying under adverse conditions.

Our IT team supports research staff and oversees provision of networked computers, replaced on a rolling cycle. Imaging hardware and specialised software (e.g. rare language fonts) are provided, together with wireless internet and recently-upgraded AV facilities. The University Information Service offers expertise and facilities that currently benefit four digitisation projects.

3.3 Libraries

Staff, student and visiting researchers access extraordinary resources in 114 libraries in Cambridge; chief among them is the University Library (UL), a National Deposit Library housing over nine million items just two minutes from the Faculty. The UL provides access to thousands of databases and online resources through eresources@cambridge. This provision was expanded during Covid-19 lockdown, with Cambridge University Press opening online content, and the UL releasing 500,000 arts and humanities ebooks and free inter-library loan services. The UL houses Cambridge Digital Humanities, using big data to enhance and support research. Thanks to a Polonsky Foundation endowment, rare manuscripts are being digitised, including Codex Bezae and Cairo Genizah collections (leading to education and digitisation projects and a potential joint impact case study, with Area Studies), with UoA staff serving on the Steering Group. The UL houses special collections including the Acton Library (60,000 volumes) and the British and

Foreign Bible Society (40,000 vols). UoA staff serve as UL Syndics, and Pickstock is a member of the UL's Research and Collections Programme Steering Group.

These central resources are complemented by the UoA Library, whose Librarian ensures co-ordination of specialist needs with the UL and other Faculty libraries. The UoA Library supports teaching and research, with >56,000 volumes on open shelves, about 15,000 of which are unique holdings. Its collections in post-1600 Church History, Philosophy and Philosophy of Religion (>8,000 items), Patristics, Bible Commentaries, Christian Doctrine, Islamic Studies and Hinduism are especially strong. Our students and researchers have access to cognate libraries, including Philosophy, Classics, English and History, and specialist resources in College, Federation and Tyndale House libraries. These include manuscripts of the Parker Library at Corpus Christi and early printed materials in Magdalene, St John's and Trinity Colleges.

3.4 Administrative and research support

Research in Divinity is supported by an administrative team of nine professional and support staff, including a Graduate Administrator, Outreach and IT officers, and the Facilities Management team. Our Research Director works closely with the Administrator and the Accountant, who support the grant life-cycle from initial enquiry and application to post-award financial reporting. The School complements this with Research Grants Facilitators coordinating additional peer-review, complex budgeting and post-award management. The local team pro-actively engages with changing regulatory frameworks of grants, with resources to support an efficient process. Together with the University Research Office, researchers submit proposals to the University's own peer-review network to receive detailed feedback from experienced reviewers.

Our Research Director supports applications for impact-related funding opportunities, e.g. the Impact Acceleration Fund and the development of Pathways to Impact UKRI applications. The UoA REF Committee meets regularly with researchers to provide feedback on their activities and share best practice.

3.5 Equality and diversity

The Faculty building is fully accessible with fire-rated lift access, automatic doors and evacuation chairs and trained assistants for wheelchair users. The UoA liaises with the Disability Resource Centre to make further adjustments for individual researchers' needs. An increase in the UoA library ebook and digital resources have greatly increased accessibility, with availability wider than for those with disabilities.

3.6 Infrastructure and impact activities

Our CIP and postdoctoral wing supports a network of contacts including media, education, public policy, local and national government and NGOs, linked through social media, outreach events and seminars. CIP has organised frequent interfaith, scriptural reasoning and Festival of Ideas events, co-hosted with non-academic partner organisations, notably Rose Castle and Coexist House, leading to a prospective case study, 'Scripture and Violence'. Related events include CIP International Summer Schools for emerging religious leaders from conflict zones; inter-faith museum exhibitions; public education events with the British Museum exhibition 'Egypt: Faith after the Pharaohs' (2015); conferences on ethics, refugee crises, models of extremism, Islam and epistemology (with SOAS); FE and HE 'Prevent' consultations leading to potential policy formation; and 'Stations of the Cross' exhibitions in collaboration with KCL (2017). The Genizah Research Unit's manuscript curation and digitisation is leading to educational dissemination, as well as film and other public engagements, including BBC2 'Story of the Jews' and Israel Public TV's 'The Great Eagle'.

3.7 Collaborative use of research infrastructure

The UoA's research infrastructure is an international resource, with open online seminars via *Divinity Dispatches* (1.1, 4.4), and online Cambridge University Press and UL resources (3.3, 3.4). The Genizah Research Unit and other – including College – specialist collections are shared with other HEIs (e.g. Princeton Genizah Project and National Library of Israel's Ktiv digital library) and with visiting scholars.

3.8 Significance of benefits-in-kind

The UoA does not have equipment donated or sponsorship other than through research grants. However, examples of benefits-in-kind include the UL's agreement with the Bible Society to house, conserve and make available its 39,000 volumes and manuscripts; and the 7,000-fragment Mosseri Collection on 20-year loan to the UL.

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

The UoA takes seriously the enhancement of our field, seeing it as our responsibility to make major contributions to the sustainability of the discipline through collaborations, conservations, fostering of impact and wider research influence and service through a variety of means, including outreach, knowledge exchange, open access initiatives, collaborations with beneficiaries, translations of others' research, museum and other curations (e.g. 'Discarded History'), and other dissemination, such as broadcasts and print media.

4.1 Research collaborations

The UoA encourages national and international collaborations (see 1.1), developed through one-to-one research synergies, joint strategic partnerships, subject area initiatives, and Research Centre connections.

Individually-arising collaborations leading to defining research clusters include Street's manuscript collaborations and Pickstock's involvement in the Wellcome experimental psychology and literary-philosophical (Cambridge-Durham) proposal on subjective experiences of remembering ('When Memories Come Alive'). **Project-based connections** include Özyürek's 'Entangled and Disentangled Others' with Birkbeck, Technical University Berlin and Indiana University; MacDonald's 'Bible and WW1' with LMU Munich; and Zahl's 'Affect and Knowledge Production' with Pennsylvania, leading to MPhil and other courses.

Subject-area and Centre collaborations include Aitken and Gathercole's involvement with the Genizah project; Hedley's Platonism project with Bristol and McGill; and 'Metaphysics and Poetics' joint seminars with St Andrews, leading to Pickstock's strategic partnership with Moulin (Strasbourg). Another route to collaboration occurs through UoA researchers assuming primary roles in **distinguished subject-specialist institutions and societies** (Banner, Hedley, Morris, Rex), through prestigious visiting fellowships and named lecture series (e.g. Banner, Hedley, Meggitt). Some collaborations involve **research training**, e.g. Oxbridge graduate Biblical Studies days and the Philosophy of Religion network conferences for Nottingham, Cambridge, Oxford and London Universities, leading to journal publications.

4.2 Engaging with recipients of research

The UoA maintains strong links with beneficiaries across a wide range of users; these develop into reciprocal relationships, e.g. through the shaping of primary research. Examples include Webster with the Scottish Government Justice Committee, ‘Fans Against Criminalisation’, BEMIS Scotland, and the Scottish Qualifications Authority; and Pickstock with poets of the ‘Cambridge School’ regarding her book, *Repetition and Identity* (2013). Researchers have built connections with education packages (e.g. Davison, Gathercole) and through Sutton Trust summer schools. Links are forged through public dissemination, ecumenical networks (McFarland, Zahl), continuing education (Meggitt, Davison), outreach and filming (Kotva, Jackson, Hedley, Pickstock), eLearning (e.g. Meggitt, Kotva), and countless non-specialist talks and sermons. We represent the subject through press and other broadcast media (e.g. Webster’s research featuring in 16 newspapers and live TV debate; Gathercole’s high-profile publications exposing *Gospel of Jesus’ Wife* as forgery; Banner contributing regularly to BBC Radio 4, ‘Thought for the Day’). We contributed to non-academic consultations and commissions within and outside faith communities, e.g. museum curations and opera programme notes (Davison, Williams); and engaging with composers and letterists (Pickstock, Williams), Human Tissue Authority, Stewardship Committees at F&C Asset Management and Friends Life (ethical investment), MoD Scientific Advisory Committee on less Lethal Weapons, and Nuffield Council on Bioethics (Banner). Winter founded the Cambridge Muslim College, and staff are trustees for specialist HE colleges and theological training colleges.

4.3 Wider impact

The UoA is active on a number of socio-economic and political fronts. CIP’s ‘Religion and Global Challenges’ initiative (2021) is making bids for a series of projects combining theologians, social and natural scientists, and religious communities to address global problems. Focusing on climate change, food security, economic inequality, forced migration, and deterioration of human rights, this long-term programme seeks to understand factors and effects, prioritising religion as a strategic means for real-world impact. Ongoing work by Singler and Davison explores the bioethical frontiers of AI through publications, podcasts, Hay Festival events, and collaboration on the Cancer Digital Twins project, funded by New Frontiers in Research, combining AI, religion, philosophy and sociology. CIP’s ‘Scripture and Violence’ project won £10K for online and print resources for schools and interfaith organisations.

4.4 Sustainability

We are aware that our discipline has much to offer national and global priorities. We seek to secure its future through representation to governments (Banner, Webster), national subject

Unit-level environment template (REF5b)

committees, interdisciplinary engagements, and confronting global challenges. Recent examples include:

- the establishment of a Race Action Group (including undergraduate and graduates), online bibliography and 'Anti-Semitism and Racism' seminars, and 'Scripture and Violence' public events;
- our immediate response to adverse impacts on research flourishing of Covid-19 through *Divinity Dispatches* and open seminars;
- increasing awareness of the transgender community, through annual Transgender and Theology Day; and of environmental challenges, through Anthropocene seminars and reading groups.

These initiatives are matched by individual contributions to the sustainability of the discipline by setting research agendas (e.g. Secularity and the University workshops); collaborating with overseas research centres (e.g. Davison, Fergusson (from 2021), McFarland); examining UK and non-UK PhD dissertations; and graduate training, tenure reviews, external reviews and appointments committees. Contribution to sustainability is evidenced in the mobilised responses to initiatives from Leverhulme Trust, John Templeton Foundation and Templeton World Charity Foundation, leading to engagements between theology and natural sciences, postdoctoral positions and studentships, and institutional investment in the discipline through CRASSH. UoA staff are members of peer review colleges and are assessors for UKRI and overseas research grant applications (e.g. Estonian Research Council, Canadian Social Sciences and Humanities Research Council, Austrian Humanities Research Council, DFG Excellence Strategy, National Science Centre of the Polish Ministry of Science and Higher Education, and Netherlands Institute for Advanced Study).

4.5 Wider influence

Influence on other disciplines: UoA staff have led international collaborations and networks within and beyond the subject (Cabrita, Coakley, Gathercole, Graumann, Jenkins, MacDonald, Morris, Pickstock, Street, Weiss, Winter), gaining international funding to support posts and outputs. Street's international collaborations link philosophers, Islamic and Jewish scholars and logicians. Our service to the field is rendered through influence on the research agendas of other academic disciplines in UK and non-UK HEIs. Pickstock's analysis of medieval liturgy was the topic of a workshop on music and liturgy (Cambridge), and her work on univocity of being was taken up by economic theorists. Other disciplinary extensions of the subject in the review period

Unit-level environment template (REF5b)

include examples in music, legal philosophy, ethics, literature, history, psychology and philosophy: e.g. Cabrita's research has influenced African Languages and History at Cambridge and SOAS. We have worked hard to ensure the availability of research in theology and religious studies to wider audiences by translating it into other languages (e.g. Bouhafa, Kotva, Street), archiving and digitising it (Aitken, Gathercole, Hedley), linking it to FE college curricula (Webster), and designing websites and podcasts (Gathercole, MacDonald, Meggitt, Singler, Rex), and through museum curations (Cabrita, Duffy, Morris, Soskice, Waller), theatrical (Duffy) and musical (Davison, Duffy, Soskice) productions, and maintaining specialist databases (Aitken, Cabrita, Waller).

Learned societies and distinguished appointments: Recognition achieved by our researchers includes: Philip Leverhulme Prize (Webster), membership of the British Academy (Coakley, Fowden, Lieu), honorary doctorates (Coakley, Williams), Canon Philosopher-ships (Davison); OBE (Ford); distinguished fellowships (Aspray, Becker, Davison, Dell, Dhont, Hampton, Hedley, Kooten, Kurtz, Lockhart, Meggitt, Mihai, Morris, Plant, Street, Weiss, Zahl, Zellentin), academic prizes and medals (Morris' Lanfranc Award for Education and Scholarship (2017); and Kurtz, Lunn-Rockliffe, Mihai, Singler, Weiss, Williams, Zahl, Zellentin) and Trusteeships (Linebaugh, MacDonald, McFarland, Pickstock).

We encourage staff to shape the research base by assuming **leadership roles**, as presidents of national and international learned societies and steering committees (Bouhafa, Graumann, Kooten, Lunn-Rockliffe, Mihai, MacDonald, Singler, Waller); in research assessment panels and HEI consultancies (McFarland, Morris, Singler); through representations to Select Committees (Banner, Singler) and Scottish Government Justice Committee (Webster); and in executive positions in subject steering groups (Hedley, Kooten, Lunn-Rockliffe, MacDonald, McFarland, Singler, Waller).

Distinguished positions and high profile lectures: UoA researchers serve as Editors-in-Chief of 15 journals (including *New Testament Studies*, *Journal of Bible and Reception*, *Journal of Theological Studies* (Biblical Editor)), Associate Editors (*Modern Theology*), members of editorial boards of around 50 international journals and 20 monograph series (including Brill, Routledge, Cambridge University Press), and Guest Editors for special issues of 20 journals (e.g. *Hebrew Bible and Ancient Israel*). They also edit and contribute to prestigious reference works (*Oxford Encyclopedia of the Bible*, *New Oxford Bible Commentary*, *History of Anglicanism*). We are actively involved in peer review for UK and non-UK journals and publishers; assessment of research fellowship applications; and graduate training, workshops and study days. We have advised on tenure and UK/overseas departmental reviews, and served as external PhD examiners and appointment panels for Chairs, shaping international research profiles. We delivered named lecture series and keynote lectures (c. 100 keynotes in the REF period), speaking at about 200 conferences, seminars, workshops and reading groups; organised events, including in CRASSH;

Unit-level environment template (REF5b)

hosted overseas researchers; and convened outreach (Davison, Jackson, Waller), ecumenical and inter-faith events (Davison, Morris, Waller).

UoA researchers have developed distinctive new approaches. Street's approach to Arabic logic, Philosophy of Religion's integration of theological with literary and philosophical approaches, and study of second-century New Testament are internationally associated with our UoA. Such influence is attested in re-publications, second editions and translations (Davison, Dell, Gathercole, Fowden, MacDonald, Morris, Pickstock, Street), and in the use of our research as the subject of academic articles, essay collections (Hedley), monographs in several languages (Pickstock, Williams), PhD dissertations, HEI set texts (Meggitt's 'Madness of King Jesus' features in an Open University module with 1000 students), conference panels, and reading groups in other HEIs (Pickstock), at international colloquia, and via television and radio features (Davison, Gathercole, Webster).

The UoA is internationally recognised as a leader in research in a number of subject areas in theology and religious studies, helping to define the field. Our work draws upon, and has had significant influence on, a range of academic disciplines in humanities and sciences through our wide engagement with different faith communities, policy-makers and research users. We play a crucial role in defending, maintaining and refreshing the discipline in the academy and wider society.