

Institution: University of Northumbria at Newcastle
Unit of Assessment: UoA 27 English Language and Literature
<p>1. Unit context and structure, research and impact strategy</p> <p>English at Northumbria is a vibrant discipline. Interdisciplinarity is central to our work and we believe that the most important challenges of the modern world can best be met through research that crosses traditional boundaries. Our research environment is thus designed to facilitate excellent research and innovation across disciplines and in meaningful partnership with local, national and international communities within and beyond the academy. In this document we demonstrate how these fundamental qualities shape our culture and our disciplinary practices at Northumbria to create an exciting environment for world-leading, transformative research in English.</p> <p>Unit Context and Structure</p> <p>English comprises three sub-units, Literature, Creative Writing and Linguistics, and is home to 46 active researchers (44.5 FTEs). This represents a substantial increase from the 29 submitted in REF2014 and the 8.5 in RAE2008. Our literary scholars cover a chronological range from the Early Modern era through to the present day. Their work is informed by an appreciation of the various contexts (theoretical, cultural, political, and socio-economic) of literary production, and of the physical and visual properties of texts as printed and digital artefacts. Our creative writers produce significant work across a range of forms and genres and interrogate the interface between the creative and critical. Our Linguistics and Applied Linguistics researchers are committed to empirical and interdisciplinary research, with specialisms in cognitive linguistics, language teaching and learning, discourse studies and sociolinguistics. We take a holistic view of research, seeing publication, grant capture and impact activity as equally important and mutually beneficial.</p> <p>Since 2014 researchers in English have produced 16 monographs, 3 scholarly editions, 17 essay collections and special issues, 155 journal articles and book chapters, and 13 works of Creative Writing including novels, short story and poetry collections, and plays. Research grant and contract income has grown from £382,000 in REF2014 to £663,517 in this cycle, continuing our transformation in grant capture from RAE2008's £55,000. Moreover, new awards in cycle have increased to over £1.4M. We have received funding from AHRC, British Academy, Wellcome Trust, Arts Council England, British Council, Heritage Lottery Fund and other funding bodies, and have hosted 2 Leverhulme, 1 Wellcome and 1 Vice-Chancellor's Fellows and a Leverhulme Visiting Professor. Attesting to the department's prominence, and to our contribution to the research sustainability of our disciplines nationally and internationally, we have been home to seven major academic journals, including <i>English: the journal of the English Association</i>, in this cycle. In July 2017, English co-hosted the <i>English: Shared Futures</i> conference, the first such event</p>

in English Studies, celebrating the vigour and diversity of our disciplines. Our postgraduate research culture has been transformed, with PhD completions in cycle rising from 8 to 50. Staff in English have led Northumbria's involvement in two AHRC DTP schemes in this REF cycle, the Heritage Consortium 2013-19 (led by **Walker** 2013-16) and the Northern Bridge Consortium (NBC) 2019-24 (led by Terry 2019-20; **Stewart** 2020-). We have been awarded 4 NBC studentships in the first two years.

The breakdown of numbers by staff member, PhD enrolments and PhD completions in cycle is as below:

Staff FTEs	PhD Enrolments to July 2020 (by headcount)	PhD Completions
44.5	92	50

This represents a significant growth in research intensity in line with Northumbria's ambitions and our strategic plans.

Overview of Sub-Units

Literature

Literature boasts substantial strength in Early Modern scholarship, especially relating to the commemoration, adaptation and appropriation of Shakespeare and his contemporaries (**Smialkowska, Hansen, O'Brien**). **Walker** works in seventeenth-century literature, **Frazer** on the politics of early modern mobility, **Heyam** on medieval and early modern gender and sexuality, while **O'Brien's** critical and creative work explores modern appropriations of Renaissance forms and biographies. **Hansen** and **Smialkowska** are currently interrogating the idea of Shakespeare as an 'extreme' or 'offensive' writer. This builds on their longstanding work on Shakespeare in public spaces and popular culture, which is brought to life beyond the academy in the North East through **Hansen's** long-running Shakespeare Club reading group.

Literature is home to one of the largest and most distinguished groups of scholars in eighteenth-century studies in the UK and internationally, whose work is complemented by colleagues working across the Regency and into the long-nineteenth century. Work produced in this area contributes to our larger strategy for interdisciplinary research, encompassing print and visual culture (**Goodwyn, van Hensbergen, H. Williams**), medical humanities (**Blackwood, Lawlor, Wetherall-Dickson**), American and transatlantic studies including the history of slavery and abolition (**Carey, Elliott**), literature and finance (Terry), the history of Romantic childhood (**Newbon**), and Romantic era poetics (**Stewart**). Advancing our strategy for impactful collaboration, researchers in this field have been particularly active in taking their research beyond

the academy, for example through leadership of an AHRC Being Human Hub (2014/5) and **Wetherall-Dickson's** advisory role for the John Murray Publishing Archive digital project partnership between NLS and Adam Matthew Digital. The group has received AHRC, Leverhulme and British Academy funding in cycle for a range of major collaborative and cross-disciplinary research projects, which have enabled new external partnership working and have expanded our staff base and PGR community.

In twentieth- and twenty first-century studies, the sub-unit has a strong and longstanding research record in modernism (**Baxter, Bazin, Einhaus, Taylor**) and in women's writing and interdisciplinary feminist cultural studies (**Bazin, Gibson, Nally, Waters, White**). In the current cycle we have augmented this with increasing strengths in postcolonial and contemporary literatures. In 2017 **K. Shaw** was appointed to a chair in contemporary writings; her expertise in contemporary genre fiction complementing **Gibson's**. In turn, **K. Shaw's** research facilitated the appointment of **De Cristofaro**, whose Wellcome Fellowship examines the sleep crisis in contemporary literature, taking a medical humanities approach in collaboration with colleagues in Psychology. Similarly, **Baxter's** expertise in postcolonial literatures brought **Mussi** to English as a Leverhulme Early Career Fellow, working on the Canadian Truth and Reconciliation Commission. Once again, there is a strong commitment amongst these researchers to public engagement exemplified by **White, Waters** and **Bazin's** annual feminist film festival with local cinemas, and **K. Shaw's** influence on parliamentary policy around social inequalities in publishing.

Creative Writing

Work produced by Creative Writing in this cycle includes new novels by **Green** and **T. Williams**, **F. Shaw's** first work of Young Adult fiction, short fiction (**Crumey, Fish**), poetry collections (**Burnett, O' Brien, T. Williams**), drama (**O'Brien, Sumwanyambe**), and creative non-fiction (**Burnett, Hildyard**). Two significant practice-based research projects have run in this cycle: **T. Williams's** AHRC-funded project (£44,184) on the interrelation of writing practice and everyday life (to October 2013), and Hildyard's Leverhulme Early Career Fellowship, 'Speaking Animal' (2015-19), which explored the nature of animal sentience, and how writing navigates the distance between humans and other animals. Hildyard's and **Crumey's** scholarship is powerfully interdisciplinary, with both authors publishing in cycle outside the scope of UoA27 (biology and astrophysics, respectively). **Green** leads the Practice Research group at Northumbria and with **T. Williams** has written analytically on the reflective component of creative writing. Central to Creative Writing's research strategy is their collaboration with the regional writing agency New Writing North (NWN). Creative Writing plays an active role in some of NWN's major projects and initiatives, including the Northern Writers Awards (2000-) and the multidisciplinary Crime Story Festival (2014-).

Linguistics

Linguistics comprises a rich range of expertise. Internationally significant work in Cognitive Linguistics has been produced in this cycle by Dabrowska (*Linguistics*), **Street** (*Language Sciences*) and **Duffy** (*Cognitive Linguistics* and *Language and Cognition*). In 2015, Linguistics colleagues hosted the biennial International Cognitive Linguistics Conference (ICLC-13) (the only time it has been held in the UK). **Hall**, **Guariento**, **Leung** and **Naeb** contribute to our international reputation for research into language learning and teaching, for example through Hall's editorship of *ELT Journal* and the *Routledge Handbook of English Language Teaching* (2016), the definitive work in its field. **Clark**, **Feeney**, **Huang**, **MacLeod**, **McKenzie** and **Wallage** add strengths in theoretical linguistics, discourse studies and sociolinguistics. Linguistics colleagues have contributed significantly to our strategic goal to expand external grant capture in this cycle. **McKenzie**'s research on attitudes towards spoken language variation, for example, has attracted grants from the Japan Society for the Promotion of Science (JSPS), the Japan Foundation Endowment Committee (JFEC), and a British Academy Mid-Career Fellowship (awarded 2020). **Naeb** was Co-I on the EC-funded Diglin (digital literacy instructor) project (2012-15), which uses innovative learning materials to help migrant learners acquire the host country language, and on the 'EU-Speak' project (2015-18), funded through Erasmus+, to improve educational outcomes for low- and non-literate adult migrant learners. These international projects exemplify the success of our strategy of supporting colleagues to work collaboratively in response to contemporary challenges.

Research and Impact Strategy

Our strategic plan for 2013-20 committed us to increase external research funding through improved staff development; to develop and deepen collaboration with partner organisations; to expand PhD numbers; to develop an international profile in cultural heritage studies; to host increased numbers of visiting scholars; and to expand our interdisciplinary research. All these aims have been met and details of our achievements are set out over the course of this document. Our forward plans for the next six years retain these commitments and introduce the following new aspirations:

- to extend our interdisciplinary working, especially where this allows us to use our research to address pressing contemporary challenges
- in turn, to amplify our engagement and impact through such research to the benefit of local, national and international partners and audiences
- to provide leadership in English Studies through involvement in subject associations, such as the English Association, and the management of learned societies to ensure the sustainability and relevance of our discipline, nationally and internationally, for future generations

- to expand our good practice in ECR and MCR development to ensure effective peer support at all career levels, including the professoriate
- to diversify our funding streams for faculty and PGR research

Core to our strategy in this cycle are two underpinning values: interdisciplinarity and collaboration. In line with our strategic goal to foster interdisciplinary scholarship, research across our sub-units was reorganised in this cycle around interdisciplinary research groups that incorporate staff from within and beyond the Humanities Department (the departmental home of English): 'American Studies', 'Eighteenth-Century and Romantic Studies', 'Environmental Humanities', 'Gendered Subjects', 'Medicine, Health and Wellbeing', 'Medieval and Early Modern Studies', 'Power and Politics in Language and Literature', 'Practice Research', and 'Scholarly Editing and Print Culture'. Membership is intentionally fluid, with many staff belonging to more than one group and periodically changing affiliation where this reflects their developing research interests. This reorganisation has been successful in encouraging cross-disciplinary synergies and facilitating engagement with contemporary challenges. For example, since its formation the Environmental Humanities research group has developed a range of collaborations with Northumberland Wildlife Trust involving colleagues in Creative Writing and History.

To underpin English and Northumbria's shared strategy for international, interdisciplinary and impactful research in this cycle, Northumbria's Institute of the Humanities (IoH) was established with major capital investment. The IoH reflects the interdisciplinary and partnership values at the core of our ethos, providing a physical and intellectual home for the work of our research groups. Its objectives encompass campaigning for the value of Humanities, facilitating partnerships outside Northumbria and the promotion of interdisciplinarity within and beyond traditional 'Humanities' disciplines. For example, in 2018 the IoH hosted a workshop bringing together 9 researchers from English with specialists in Design and Computer and Information Studies, to explore how emerging technologies can enrich cultural heritage practices, and how digital technologies, including AI, can enhance new engagements with historical, archival and textual material. The workshop built on **Nally**'s role as Co-I of the AHRC-EPSRC 'Memoryscapes' project (2017: £60,000), which used immersive and haptic technologies to explore how heritage can be embedded in urban redevelopment schemes to enhance access to and interpretation of shared histories. The IoH has also generated a particularly rich vein of interdisciplinary activity in Environmental Humanities following the appointment in 2016 of **Carey** plus two environmental historians. **Carey** and **T. Williams** participated in a public symposium that officially launched Environmental Humanities at Northumbria (2017), and members of English have contributed to further public events including on The Humanities and Climate Change (2018).

As the work of the IoH outlined above suggests, our research seeks to intervene in the multiple challenges we face today: environmental, medical, legal, social, political and cultural. Collaboration and partnership working are essential to our strategy for translating the power of our research into meaningful change within and beyond the academy. This commitment is underpinned by Northumbria's strategic partnerships with a range of cultural and creative organisations in the region, including several with which English works closely such as NWN and Tyne and Wear Archives & Museums (TWAM). This approach has been key to our impact strategy and the co-designing of projects with partners, often accompanied by collaborative research grant applications, exemplifies how we put this strategy into practice. For example, **H. Williams** has partnered with Shandy Hall through HLF funding, **Nally** with the Discovery Museum (TWAM) using ACE funding, and **van Hensbergen** with the Laing Art Gallery (TWAM) with an AHRC award. Each of these projects has created collaborative research that benefits partners not only in final outcomes but also through the shared production of research.

Practical strategies to develop our impact culture have responded to our ethos of seeing research in the round. Our approach has addressed training, workload, sabbaticals, funding, and recognition in promotion. Throughout the cycle we have scheduled training on impact for all staff alongside bespoke events for Impact Case Study (ICS) leads and for PGRs, drawing on external speakers and the considerable expertise of colleagues in English. In addition, colleagues and PGRs can apply for QR to attend external training. We have supported six ICSs in cycle, with a final submission of four. ICS leads and contributors receive workload hours to develop their activities and also have access to a Faculty-administered impact fund to support costs including RAs. In 2018 **K. Shaw** benefitted from an impact sabbatical to focus on her collaboration with NWN.

Our impacts have been felt both in the civic and cultural life of the North East, through our deep relations with many of the region's cultural institutions, and internationally, notably through our innovative research in digital technologies for international language learning. Through our research (demonstrated by our selected ICSs and more broadly) we have impacted positively on educational practices and the aspirations of young people at home and internationally; marginalised communities, including migrants and young offenders; the cultural life of the North East; literary creativity and the regional sustainability of literary industries; heritage preservation and remembrance of the past; and the vitality and sustainability of English Studies. Our four case studies illustrate our strong commitment to taking our research beyond the academy and demonstrate the power of our research to create and sustain beneficial impact towards a brighter tomorrow.

Open access and ethical research practice

We are committed to making our findings freely available to the widest audience possible in compliance with the principle of open access. Indeed, the imperative for OA publication is keenly felt in English because of the number of journals we edit. Both *ELTJ* (ed. **Hall**: 2013-17), and *English* (eds **Baxter** and **Hansen**: 2016-20) are published by Oxford University Press and adopt the protocols of 'Oxford Open'. **Hansen** and **Baxter** successfully proposed to OUP a new model of free-to-view virtual special issues of *English*, the most recent designed specifically to support teachers during the Covid pandemic. This virtual issue has averaged 1400 downloads per month since launching, representing approximately 34% increase in article usage, with the highest number of downloads during term time. Although access is not precisely on the same basis as OA this innovation has been warmly praised by OUP and the English Association. Meanwhile *C21 Literature: journal of 21st-century writing*, based at Northumbria since **K. Shaw**'s appointment in 2018, is an online only, open access journal published through the Open Library of Humanities (OLH) with no embargo period or APCs.

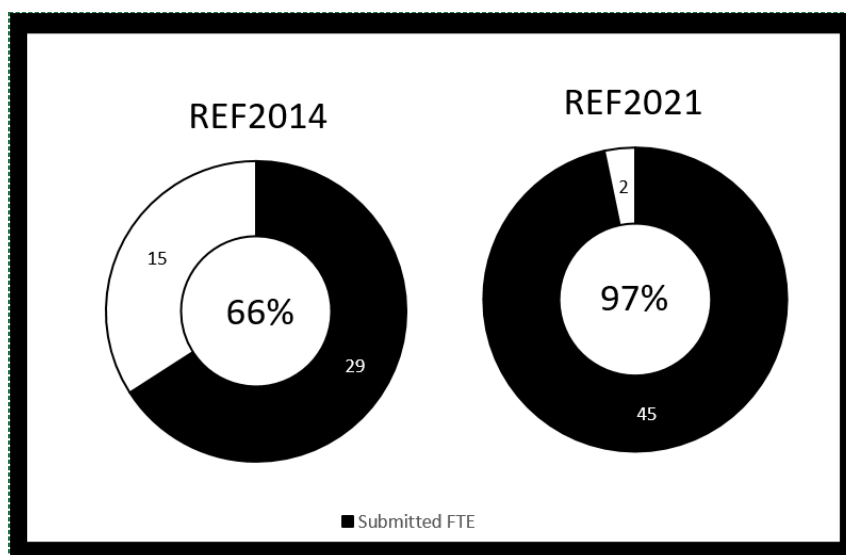
Staff have been briefed on OA requirements through a series of roadshows led by Northumbria's Research & Innovation Services (RIS), and through regular email reminders from the UoA lead. Where there is a case for an output to be gold-funded from the institutional block grant these are invariably supported. We also benefit from Northumbria's FigShare open data repository. In the new REF cycle we plan to expand our OA practices through engagement with and leadership of new opportunities for OA publishing and data curation. Exemplifying this commitment is **H. Williams**'s AHRC-funded Sterne Digital Library project, which will create an OA Laurence Sterne and Sterneana database, hosted by Cambridge Digital Library.

Research carried out in English complies with Universities UK's 'Concordat to Support Research Integrity', taking guidance from the Concordat on matters such as plagiarism, the impartiality of peer review, data management protocols, and research ethics and governance. Northumbria operates an online research ethics system whereby researchers assess the risk levels posed by their projects. No research project in English can be undertaken at UG or PG level or by researchers without an ethical audit. Researchers must undergo tri-annual ethics training and are not permitted to supervise doctoral students unless their training log is up to date. Traditionally, the Humanities ethics coordinator is drawn from Linguistics (currently **Wallage**), whose research methodologies can give rise to more complex ethical issues than traditional literary scholarship.

2. People

Staff Strategy

Embracing Northumbria's commitment to exceptional people, shared ambitions and organisational sustainability, institutional investment in the staff base has included not only new appointments but also a focus on supporting staff at all career levels to strengthen their research profiles. Using supportive mentoring processes, we have encouraged ambitious grant capture, monitored the quality of publications and guided the transition from early to mid-career. A key objective of our strategy, and Northumbria's, has been to enlarge our capacity for excellent research publications. The success of our mentoring approach, and of Northumbria's Academic Employment Framework (implemented in 2014), is evident in both the overall number and the proportion of staff submitted to REF2021, 8 of whom were in post but not submitted to REF2014.



We have been strategic in our approach to appointments, using new and replacement posts alongside externally funded fellowships to meet our objectives. Thus, many of our new appointments have been made to increase our capacity for interdisciplinary work. **Carey** and **Burnett**, for example, were appointed as part of Northumbria's strategic investment in Environmental Humanities. **Carey**'s work also engages with the interdisciplinary research of American Studies as does **Mussi**'s, while **Blackwood** and **De Cristofaro** enhance our strengths in Medical Humanities. **Fish**, **O'Brien** and **Sumbwanyambe** in Creative Writing work collaboratively with colleagues in Performing Arts.

New appointments have also powerfully enriched our impact and knowledge transfer activities, supporting our strategy for partnership working. **K. Shaw** brings experience of embedding writing activities in larger cultural regeneration projects to our partnership with NWN. **MacLeod** provides expert forensic linguistic consultation to police forces and collaborates with colleagues in

Criminology. **Fish's** ACE-funded project engages external and international partners to explore displacement and the criminal justice system.

To meet our strategic objective to increase research grant capture and to attract more visiting and international fellows, we have targeted external fellowship funding. Building on our success at the turn of the cycle with a Leverhulme Visiting Professorship (M. Davidson), we have hosted two Leverhulme EC Fellows (**Mussi** 2018-present; Hildyard 2015-19) and a Wellcome Trust EC Fellow (**De Cristafaro** 2020-present).

Our staffing strategy is informed by a commitment to creating an equitable, diverse and inclusive research culture. ED&I is embedded in all areas of activity, guided by the Departmental Director for ED&I (**Elliott**). The ED&I Director sits on the Department Executive and convenes the departmental ED&I Committee. This committee has fed into the processes for output selection to ensure these are equitable. As a consequence, our output submission maps clearly and equitably onto the staff base from which it is drawn in terms of gender, race and other protected characteristics. The ED&I Director is also consulted at key stages in recruitment processes, including for PGR. Of the 18 appointments made in cycle 12 are women and 4 from Black and racialised minorities. We have also sought to address gender imbalances in certain areas and a shortage of senior female colleagues at the start of this cycle. **K. Shaw** is the first woman appointed, and **Baxter** the first woman promoted, to literature Professorships at Northumbria. **Burnett** is the first Associate Professor of African heritage in English and the first woman appointed to Associate Professor in Creative Writing. In the same cycle 5 women have been promoted to Associate Professor (**Baxter, Einhaus, Nally, van Hensbergen** and **Wetherall-Dickson**), providing an important basis for succession planning that will ensure more diverse leadership in the future. These promotions have been underpinned by our mentoring of women's research careers in English. One consequence has been a quadrupling of successful grant capture led by women since REF2014, with women now outnumbering men as PIs (mirroring overall gender distribution in English).

Staff Development

For REF2014, we submitted 14 researchers who met the REF ECR definition. Since then, we have invested significantly in the development of this cohort while appointing 12 new ECRs in this cycle. As part of our strategy to develop ECR research capacity, ECRs are encouraged to enrol on Northumbria's ECR Development Programme, which introduces them to the funding landscape, preparation of grant applications, impact and the larger contexts of academic research. Additional ECR events supported by RIS have included a 'world café' on developing our research 'culture', and a researcher resilience event facilitated by an external consultant. We aim where practicable to accelerate the access of ECRs to the sabbatical scheme, subject to satisfactory probation.

ECRs are also permitted to act as principal supervisors to PGRs, provided they are embedded in an experienced supervisory team, in which a strong mentoring dynamic is operative. The success of our strategy for ECR development is evident in the fact that 5 staff appointed in the last cycle who met either REF or AHRC ECR definitions at the census point have since been promoted to Associate Professorships: **Nally, Stewart, van Hensbergen, Einhaus** and **T. Williams**.

English currently has three postdoctoral researchers (**Mussi, De Cristafaro, Blackwood**). Each is line managed by the PI or senior expert in their field and receives mentoring that concentrates on both research and career development. They are accommodated within the physical space of the IoH in the Humanities postdoctoral research hub, a space designed to promote interdisciplinary and collaborative research.

Northumbria runs an ECR Forum (**Einhaus** was rep 2016-19, **Mussi** 2019-20), and the ECR voice is influential through University and Faculty Research & Knowledge Exchange committees and via implementation of feedback from the Careers in Research Online Survey (CROS). We uphold the principles set out in the Concordat to Support the Career Development of Researchers and in the 'Review' of the Concordat published in 2018. Between 2019-20, Terry was deputy chair of Northumbria's Concordat group and oversaw the introduction in English of new policies relating to researcher support. We consciously bring the Concordat to the attention of our PGRs; and have introduced mandatory training for PIs to ensure they create an appropriate developmental culture for PDRAs on their projects.

Northumbria's Performance and Development Appraisal (PDA) scheme was significantly revised with the Academic Career Framework to enable clear objective setting and training assessment. PDAs are used to help staff identify opportunities for career development and both mentors and line managers are expected to help staff map themselves against Northumbria's Academic Employment and Career Frameworks and to create personalised route maps for promotion. Importantly, while PDAs set training to be undertaken, they also provide staff with the opportunity to request training. This is collated so that staff can be supported either through funding to attend external training or through bespoke training at Northumbria.

Mentoring is also central to our approach to staff development. Staff are invited to choose their mentor, who may be drawn from outside English or indeed the department. Individual preferences (including for same-sex mentoring and cross-disciplinary mentoring) are always accommodated. While no fixed pattern of meetings is dictated, it is recommended that interactions between mentor and mentee occur on a monthly basis, with mentors expected to read outputs, drafts of grant applications, and other work on request. A key role of the mentor is to encourage the mentee's ambition in terms of aiming at the most prestigious outlets for their research and at the greatest

international reach. We consciously guard against the mentoring relationship drifting towards a line-managerial one, with mentoring operating responsively and developmentally rather than managerially. To enhance our mentoring provision, all mentors in English attended a workshop conducted by Gary Reed of Advance HE in 2018, which introduced a coaching approach to mentorship. In 2020 a number of senior colleagues in English received additional training as part of a Faculty-wide female mentoring scheme to be launched in 2020-21. In line with our strategic commitment to apply our good ECR development practices to mid- and senior career researchers, in this cycle we have introduced mentoring for all professors, making a clear statement that progression within professorial bands requires the same developmental support as promotion at lower levels. The success of this approach is evident in the promotion of **Hall** and **Baxter** first to Associate and then full Professorships in this cycle.

Supporting Northumbria's strategic aim to grow high quality research, our researchers have benefited from Northumbria's sabbatical system. The UoA lead maintains a sabbatical rota based on a 1-in-6 cycle. 38 staff in English have benefited from sabbaticals during the current REF period, with staff entering the cycle immediately upon arrival (with the exception of those on specific research contracts e.g. Leverhulme ECFs). Staff on fractional contracts enjoy equal access to the scheme. Customarily, staff apply to Northumbria's sabbatical scheme to take up their pre-identified slot, though the scheme also permits staff to apply independently of any local rota. We have sponsored three colleagues in this cycle with 'accelerated sabbaticals' where the sabbatical semester is brought forward in light of a pressing publication deadline. We ensure that staff receive the full value of teaching buy-out from funded projects, allowing them to make the most efficient use of their research time by taking it in blocks and we offer sabbaticals out of cycle to extend the research time available to those who have won research grants. We also offer sabbaticals out of cycle where sabbaticals have been displaced by maternity/parental leave to ensure staff benefit from full access to the scheme. Colleagues can justify the award of a research sabbatical through publication, grant applications, or impact/knowledge exchange activities. **K. Shaw's** sabbatical, for example, embedded her in NWN's offices to support her ICS. The success of our approach is evidenced by the fact that all 8 staff included in this submission who were in post but not submitted for REF2014 have been able to take 2 sabbaticals in this cycle to support their research, including **Hall** who also gained his in-service doctorate.

As noted above, we are strongly committed to creating an equitable, diverse and inclusive research environment. To that end colleagues in English are engaged in a variety of activities to address inequalities where we find them, whether in the department, the institution or nationally. For example, we are currently preparing a departmental Athena SWAN bronze award application led by **Elliott**, following Northumbria's recent successful institutional submission. **Elliott** is also Humanities Director of ED&I, while **Burnett** is Faculty Director of ED&I. **Baxter** and

Sumbwanyambe are members of Northumbria's Race Equality Charter Advisory Group while **Elliott** and **Burnett** are members of the Self-Assessment Team, and many in English are members of the University's Decolonising Northumbria Network. All interviews for jobs are conducted by mixed gender panels, and all participants are required to undergo fair selection training. The Department set aside a full Away Day (2019) to undertake unconscious bias training and to participate in wide-ranging discussions of ED&I matters relating to our disciplines. The Department has adopted a range of measures to promote equal opportunities for all staff. All seminars have been brought forward (to 4pm) to facilitate attendance by staff with caring responsibilities, committees are scheduled in standard working hours and not allowed to overrun, and meetings are transparently minuted with clear action points. Where colleagues experience special or personal circumstances, they are supported through tailored adaptations to their workload including options for part-time, remote and flexible working. More broadly, we are sensitive to the fact that work progresses faster when researchers can block out time rather than grabbing it in snatches and we therefore guarantee one day per week free of teaching for all staff, with the possibility of more than one where the timetable permits.

We aim to create a supportive culture which acknowledges the difficulty of success in research and celebrates achievement. Good communication is a crucial part of building this culture of solidarity and recognition. Colleagues are kept informed of developments in the external research climate and reminded of departmental research objectives through Away Days and the research sections of the department handbook. All funding awards, including short-term library fellowships and PhD successes are publicised in the department via email and significant publications are marked by the IoH, which hosts regular collective book launches. The successful hosting of symposia and conferences (including those run by PGRs) is always recognised by a public email thanking the organiser. We also incentivise certain kinds of research activity. Grant holders benefit from Northumbria's Research & Enterprise Reward Scheme which provides a small proportion of the grant overhead through a personal research account, to be used on research-related expenses. Where a research event generates a surplus, we try to ensure that some of this is ringfenced for further use by the successful organisers. When Patten, for example, led the organisation of the international Cognitive Linguistics conference in 2015, her efforts were recognised through a University GEM (Going the Extra Mile) award and through use of part of the conference surplus to purchase a personal laptop and linguistics corpora supporting her own research. Likewise, following **Carey's** successful leadership of the ISECS conference in 2019, match funding from English QR has been provided to support visiting fellowships in Eighteenth-Century Studies hosted by Northumbria over the coming five years.

Postgraduate Research Students

In line with our objective to expand our PGR community, our research student population has grown substantially, enabling us to report 50 completions in this cycle compared to 8 in REF2014. This increase reflects our growing reputation as a provider of doctoral education, while also being driven by more prominent advertising of our PhD opportunities, and by Northumbria's strategic investment in the form of fee discounts at Masters level and Research Development Fund (RDF) studentships. Furthermore, our significant growth in fee-paying and government-funded overseas students in Linguistics has resulted from improvements made to our pre-application support for prospective candidates. Each year applicants compete for around 28 studentships allocated to the Faculty through the RDF scheme, with candidates in English winning on average 5 per year in this REF cycle. Our success in this internal competition is an endorsement of our capacity to attract excellent candidates and our record of supervising students to timely completion.

This success has been complemented by our involvement in two AHRC consortia in this cycle. Between 2013-19, Northumbria was one of seven members of the Heritage Consortium, coordinated by Hull and led by **Walker** for Northumbria (2013-16). The Consortium was supported by £1.85M from AHRC and £1.11M in institutional match-funding. Over and above its financial commitment, Northumbria made available for five successive years an MRes studentship in Heritage, partly as a feeder qualification for prospective PhD applicants to the Consortium. Northumbria's involvement crossed several disciplines, with English receiving our first award in 2018, with a candidate who had previously taken the Heritage MRes. Since 2019 we have been part of the Northern Bridge Consortium (NBC), comprising seven universities in North East England and Northern Ireland. NBC's application (co-authored by Terry) was one of only two (of 11) to receive the maximum grade of 6, and the size of the funding award, equating to 335 studentships over five years, creates a huge opportunity for the region, the NBC institutions, and English at Northumbria. We have won four NBC studentships in the first two years, including two CDAs. We envisage that our ability to engage successfully with future rounds will be enhanced by **Stewart's** role as Northumbria's NBC Academic Director. PGR recruitment (whether for self-funded or scholarship applicants) is informed by our commitment to pursue equitable, diverse and inclusive processes. We seek to ensure that advertisements are written inclusively and that RDF studentships are available to international applicants. We endeavour to have mixed-gender panels at every stage of selection and that interviews accommodate specific needs (e.g. accessible rooms).

Students are encouraged to be pro-active in accessing external research funding for events and supervisory teams are expected to advise on this. Successes include Davies-Shuck's receipt of £500 from BSECS and BARS collectively for her 'Character to Caricature' conference at Northumbria (2018), and Al-Dhaif's receipt of £500 through the British Association of Applied

Linguistics Language Learning and Teaching SIG's scholarship to attend their annual conference (2018). In 2017 the IoH funded Horvat and Sánchez-García's two-day international 'Queer Screens' conference with keynote Prof Jack Halberstam (Columbia University). More recently Renwick co-led a Medieval and Early Modern symposium on Sex and Gender Politics with colleagues in History, funded by the IoH. Additional internal funding is available through Northumbria's PGR Research Events Support Scheme. Our PhD students can apply for funding for fieldwork, conference attendance and event organisation through the English QR budget and the Graduate School's conference bursary scheme, with requests being funded up to an average of £500pa. Larger-scale expenses, such as overseas data collection, can be accommodated, with research costs flagged at Project Approval.

Our students are encouraged and supported to take their research beyond the academy and to consider the impact potential of their work through bespoke training and the facilitation of opportunities by PGR leads and the IoH Director. Thus, English students have collaborated with their Humanities peers to run an interdisciplinary public-facing Summer Speaker Series in the city, and regularly contribute to events run through the Being Human Festival. For example, Hume gave a public talk about Chinese-North East relations for Being Human (2015) as well as contributing a blog to the IoH's Global Geordie's MOOC (2016). Both the Heritage Consortium and NBC have further facilitated formal partnership working for PGRs through CDAs and placements that often draw and benefit from our established partnerships with organisations like TWAM.

We have created a research culture in which doctoral candidates work alongside academic staff, with each seeing the other as engaged in a shared enterprise. Several PhD candidates have had work accepted by leading academic journals while still within maximum duration, e.g. **Blackwood** (*Literature and Medicine* 2016) and Horvat (*Feminist Media Studies* 2020). Interviews for studentships always incorporate a question on how the applicant can enhance our research culture, and attendance at the IoH seminar series is mandatory for funded students. Students are required to present their research at one of our Faculty PGR student conferences, organised by a PGR-led planning committee under the guidance of departmental PGR leads. PGRs are expected to join at least one of our research groups and are encouraged to collaborate with research group members as well as various regional research fora. For example, the North East Forum for Eighteenth-Century and Romantic Studies (2004-) brings together staff and students from the four local universities and has provided a supportive environment for many PGRs to give their first academic paper. In Creative Writing, staff and students meet for regular writing workshops and also share their work with graduating MA students at an annual public reading at the Lit&Phil. We also look to provide PGR internship opportunities on projects or in connection with major

conferences (e.g. Being Human Festival, ICLC-13, English: Shared Futures). All PhD students are encouraged to construct a public-facing profile via Northumbria's research portal.

English has dedicated PGR leads for both Linguistics and Literature & Creative Writing. Their role is to process applications, including identifying appropriate supervisory teams; to provide welcome and induction for incoming students; to programme the annual Humanities PGR training; to oversee student progression and completion, including attending the Faculty Research Degrees Sub-Committee which approves progression decisions; and to act as subject contacts for our engagement with NBC, including convening applicant scrutiny panels.

We take seriously our responsibility to prepare students for life beyond the PhD. All students enroll on Northumbria's Professional Development and Researcher Training Programme, which is mapped against the four Vitae learning domains covering intellectual abilities, personal effectiveness, research governance, and engagement. Training consists of live sessions and interactive online courses. While most courses are optional, those relating to induction, progression, and research ethics are mandatory. These are monitored through Annual Progression reporting. Students in English also benefit from the Humanities PGR Training Programme which runs over 20 weeks from October to May. The programme includes sessions on conference presentation and organisation, academic publication and open access, CV drafting, impact and searching for jobs within and outside academia. We have recently introduced additional sessions enabling students to identify Athena SWAN and the Concordat to Support the Career Development of Researchers as providing relevant contexts for their career progression. One-off PGR training events are also run under the auspices of the IoH, such as a week-long 'Article Accelerator' event (2018), which aimed to enhance student writing skills and academic employability.

Our students are housed in the 'Glenamara Centre', a postgraduate suite located close to the IoH and with access to a shared student-staff common room. The Centre consists of hot-desking facilities for students in their first two years, and dedicated workstations for final year students. PGRs also benefit from the new (from 2018) 'Research Commons' in the University Library, a dedicated area for PG and academic researchers. Student satisfaction is monitored through an internal survey and through PRES, with PGR leads implementing an 'Action Plan' following each survey. 2019 overall satisfaction for English (89%) is markedly above the global-weighted benchmark (80%).

The Covid pandemic has brought general and specific challenges to staff and PGRs alike. As well as providing increased flexibility to accommodate these challenges such as extended deadlines for PGR Annual Progression reporting, staff and PGRs have been able to access QR for

alternative resources to assist their research (e.g. digitisation costs, new software for online interviews). Both staff and PGRs also have access to a suite of mental health and wellbeing support including counselling.

3. Income, infrastructure and facilities

Income

RGCI has grown from £382K reported to REF2014 (over five income years) to £663,517 over the seven years of the current cycle, equating to an increase from £76.6K to £94.8K pa (28%). Comparison with RAE2008's £9,236 pa shows a spectacular rise in RGCI over the longer stretch. New awards in cycle have also increased significantly from REF2014's £600K to over £1.4M in the current cycle. The curve is strongly upwards, with £427K of new awards won in the financial year 2019-20 alone.

Our strategy towards grant capture is underpinned by our holistic approach to research. Staff use the PDA process to develop not only annual but mid-range plans. Research grant application is core to this, with plans designed to facilitate research ambitions and agendas. Staff then tap into appropriate training and mentorship to support their personal and collaborative agendas. Training includes information sessions, departmental workshops and full research grant application programmes, tailored to specific needs. For example, alongside the ECR Development Programme noted above, RIS run a Fellowship Ready programme and an elite Next Generation Large Award Holders programme for researchers who have already won small or medium-sized grants to help them transition to larger-scale applications. **H. Williams** attended the 'Next Generation' programme in 2018, which supported the development of her successful AHRC application. Workshops are offered for particular schemes such as BA/Leverhulme small grants, Leverhulme Fellowships, and AHRC Leadership Fellowships, and our research policy manager runs regular application clinics.

We emphasise the importance of long lead-in times when researchers are aiming at schemes with fixed deadlines to provide adequate time for thorough development and scrutiny. Thus, all applications are submitted to Faculty-coordinated peer review and normally receive two reports. We aim to ensure that peer review includes insights from not only those with relevant research expertise but also those experienced with the funding scheme (e.g. members of the funder's Peer Review College or those with prior success in that scheme). Applications sent for final approval are accompanied by a statement on how the PI has addressed issues identified in peer review. This process ensures that all applications leaving the Faculty are competitive, and we monitor closely the success of our applications in reaching the second stage (e.g. PI response, or Leverhulme full application stage).

This strategy for increased income generation through dedicated support, holistic forward planning, and increased research grant application has reaped notable dividends in this cycle. **Lawlor**, for example, has been PI on two large Leverhulme-funded projects: 'Fashionable Diseases: Medicine, Literature and Culture ca. 1660-1832' (£262K, 2013-16) and 'Writing Doctors: Representation and Medical Personality ca. 1660-1832' (£299,317, 2018-21). Our commitment to developing ECRs has been particularly productive. The first few months of the cycle saw the completion of **T. Williams**' AHRC Fellowship, 'The writer walking the dog: creative writing practice and everyday life' (£44,184, Jan-Oct 2013). Since then, major AHRC grants have been won by **H. Williams** (Sterne Digital Library [Co-I Newbould, Cambridge]: £199,996, 2019-21), and **van Hensbergen** who won an AHRC ECR Leadership Award for her project on 'Learning through the Art Gallery: Art, Literature and Disciplinarity' (£189,346, 2019-21). **Nally** won an ACE Grants for the Arts award (£25,528), channelled through the University, for a project with TWAM, leading to an exhibition at the Discovery Museum (2016-17). Of these, three who were ECRs at the previous REF census point are now Associate Professors (**T. Williams**, **van Hensbergen**, and **Nally**). Our aim to enrich our research culture through increasing the number of visiting scholars has also been fulfilled through successes in competitive funding. At the start of the current REF income period we won a Leverhulme Visiting Professorship, which brought Michael Davidson, a distinguished poet and leading figure in disability studies, to join us from UC San Diego (£38,774, 2013–14). Hildyard's Leverhulme Early Career Fellowship (2015-19 – including maternity) was the first such award to be hosted by English, followed by **Mussi's** (2018-21) and **De Cristofaro's** Wellcome Fellowship in 2020. **De Cristofaro** has since won a Marie-Curie fellowship, which we have been able to negotiate she will take part way through her Wellcome Fellowship. These successes arise from careful selection through annual Expression of Interest calls (e.g. for Leverhulme ECFs), which enable us to nurture talent through close work with external candidates.

In addition to our successes with large grant schemes we encourage colleagues to apply to smaller schemes and to recognise the value of funding outside the familiar Research Council routes. Thus, Terry (2016) and I. Davidson (2017) won BA/Leverhulme small grants for projects on editing John Cleland's letters and on recovering the poet Lee Harwood respectively, **Hall** has twice won British Council ELT Research Partnership Awards for projects relating to English as an Additional Language, while **K. Shaw** won a British Council contract for research into international trends in English Literature teaching. We recognise the value of these smaller funds as stepping-stones towards larger successes, such as Terry's Leverhulme Fellowship which was awarded in March 2020 a few months before his untimely death. Another example of how our approach to smaller funding schemes has paid off is **Fish's** successful applications to support her project 'The Other Side of Me'. The project's £16,400 from ACE, James Knott Trust and County Durham Community Foundation, enabled her to collaborate with leading Indigenous Australian dancers, whom she brought to the UK in early 2020, and to work with young people in Aycliffe Secure Centre. Our

approach, which encourages colleagues to think laterally about funding means that not all grant capture is reported through HESA. Notable awards not reported include two ACE (GftA and NLP) awards (£26,200 in total) to support **F. Shaw**'s forthcoming novel, a Folger Shakespeare Library Short-term Fellowship (\$7,500) won by **Smialkowska** (2014), and more recently a Huntington Library fellowship for Leverhulme-funded PhD student, Laurence **Sullivan**.

Infrastructure and Facilities

To support our strategy for expanding grant capture and increasing the international and interdisciplinary profile of our research, we have reorganised our research management structures in the department. Research in English is now overseen by the UoA lead (**Baxter**) who also acts as Co-Director of Research for Humanities with her equivalent in History, Charlotte Alston. As Co-Director, **Baxter** also co-leads on the partnership agenda, Knowledge Exchange, research income, and co-convenes the Department Research Committee, whose membership consists of the Director of the IoH, PGR leads, the departmental Grant Application Coordinator (**T. Williams**), and the departmental Ethics Coordinator. Colleagues in English work closely with a research policy manager, who gives guidance on funding opportunities, and with dedicated Faculty pre-award and post-award officers. We also have access to impact officers based in RIS who advise on developing and evidencing impact.

As part of Northumbria's 2013-18 Strategy, major estates and staffing investments were made to establish the Institute of Humanities. This included four new appointments, with **Carey** coming into English as Professor, and a capital expenditure of £54,410 to create bespoke research spaces and facilities for the IoH, including meeting rooms, microfiche readers, high spec software and hardware to support linguistics research, and facilities to display our research in multiple media. Like all buildings on campus this space is fully accessible to ensure an inclusive environment for researchers and our audiences. The establishment of the IoH created an intellectual home for Humanities researchers across Northumbria and facilitates our strategic commitment to interdisciplinarity. In practical terms, the IoH provides seedcorn funding and runs a weekly public cross-disciplinary seminar series, as well as hosting symposia, networking sandpits, and other research and knowledge exchange events. The IoH's competitive seedcorn funding schemes include an annual call for £2,000 'Banner Projects', which support interdisciplinary research grant development, and a rolling call for smaller funded projects to support symposia and other smaller-scale collaborative work. 'Banner Project' funding can be used for sandpits, academic networking, and costs related to the involvement of partner organisations. To be eligible, projects need to cross a disciplinary boundary. **K. Shaw**, **Smialkowska** and **T. Williams** have all recently led successful applications to this scheme.

In response to the changed circumstances wrought by Covid, IoH activities have moved online, with online symposia, reading groups, our weekly seminar series and other fora being used to continue the rich research conversations in our disciplines. We have embraced this move online as an opportunity to internationalise our future events, for example hosting Professor Greg Garrard (U British Colombia Okanagan) virtually in our seminar series.

In addition to IoH funds, all staff can apply to have research expenses covered from departmental QR allocations, with a nominal £1000 allowed pa for each researcher. All requests are expected to align with PDA objectives. Researchers can also apply to the Faculty's Research Bidding Fund, which supports scoping costs including RA support.

As this document has already articulated, impact is central to our research. Impact activities are supported by the Faculty's Business Development Manager and Northumbria's impact support team, based in RIS, who advise on suitable pathways to impact and evidence collection. Impact objectives are supported through the PDA process, and resources are available through the Faculty Impact Support Fund and the IoH's 'Banner project' scheme. The impact support team run a rolling programme of training as well as offering bespoke and one-to-one support. We have also made strategic use of Northumbria's Visiting Fellow scheme to appoint Fellows, such as Dr Matthew Shaw, with relevant expertise who have run workshops for staff and PGRs on approaches to impact and partnership working. Where colleagues require external training, we use QR or the Faculty Impact Support Fund to cover these costs. In this cycle we have supported colleagues in accessing external training on interview techniques, influencing public policy, and writing for non-academic audiences.

Alongside this targeted investment, our activities are well-served by the resources of the University Library. Northumbria has invested significantly in the Library Collection in recent years, spending an average of £86K pa on discipline specific resources for English and an additional £1M per annum on related multidisciplinary resources. This investment supports the ongoing development of comprehensive e-book full-text database resources and digitised primary sources. The library also delivers the 'Northumbria Skills Programme', which includes tailored support for developing researchers to help them realise the knowledge, competencies, and transferable skills identified in the Vitae Researcher Development Framework.

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

A central strategic goal this cycle has been to increase the capacity of our research to speak to contemporary challenges. As has been demonstrated, we have worked to meet this goal through the organisation of thematic research groups, training and mentorship, support for CDAs, internal and external funding schemes, and investment in infrastructure. The result has been an increased

culture of collaborative and partnership working with tangible benefits to a range of academic and non-academic audiences. Our case studies, showcasing impacts on NWN, Seven Stories: The National Centre for Children's Books and the Lit&Phil among others, all illustrate how we generate impact from close and durable cultural partnerships.

Collaboration and Contribution to the Economy and Society

Northumbria's partnerships, underpinned by Memoranda of Agreement, connect academic research with professional expertise, facilitate cross-institutional collaboration, and engage us in promoting the cultural vitality and well-being of the region. NWN, for example, has been based on Northumbria's campus since 2009. We manage our relationship through regular partnership meetings, representation on NWN's board, collaboration on flagship initiatives such as the Crime Story Festival, and sponsorship of the Northern Writers Awards ceremony. Our work with partners is guided by **K. Shaw**, who is Faculty lead for partnerships.

Our commitment to research that has tangible benefits beyond the academy underpins our development of a sequence of AHRC-, co- and university-funded bespoke CDA projects which began in 2009. Through these CDAs we strengthen our partnerships and provide clear and skilled trajectories for PGRs into careers within and outwith HE. An example of this strategy in action is the trajectory of Joanne Edwards. Her MRes Heritage studentship was linked to the Heritage CDT and embedded her in the Laing Art Gallery (TWAM). Having completed her MRes, she won an NBC-funded CDA with Seaton Delaval Hall. We also currently supervise an RDF-funded CDA with NWN and another NBC-funded CDA with TWAM. Running parallel to this we also use our collaborative projects to develop career pathways for postgraduate researchers while also creating benefit to our partners. For example, a current RA connected with **van Hensbergen's** AHRC Fellowship is embedded in the Laing.

Beyond our formal partnerships, our strategy of building potential impact into every research project has led to considerable contributions to the social good, not least among some of our most vulnerable communities. Such developments include **MacLeod's** work in the field of forensic linguistics, especially in advising police forces on conversational interactions between officers and victims during police interviews. **Fish's** project 'The Other Side of Me', exploring how story and dance can help young people communicate their experiences of the criminal justice system, also grows out of this strategy. In 2018, **Fish** ran a week's cross-art collaboration at Aycliffe Secure Centre, and a case study, focusing on this themed week, will be made available through the National Criminal Justice Arts Alliance Evidence Library. **Hansen's** Shakespeare on the Road project, 2018-19, has given rise to a new collaboration with homelessness charity, The People's Kitchen in Newcastle, initiating a reading group and training so that the charity can continue to lead this group at the end of their collaboration with **Hansen**. This work extended **Fish's** earlier

creative work on homelessness in Newcastle and Nairobi with Kenyan author, Billy Kahora (2014-15). Both **Hall** and **Naeb** meanwhile are generating impacts through their research-led engagement with teachers of low-literate and culturally diverse learners of English (see **Naeb's** ICS).

The same strategy of building collaboration and co-creation into research has likewise resulted in a rich strand of impact developed through interactions between our researchers and teachers and learners in schools. **Einhaus's** research, showcased in her ICS, has investigated how WW1 is taught in the English classroom. **F. Shaw's** much-fêted debut in the Young Adult fiction genre, *Outwalkers* (2018), which deals with the themes of migration, borders, state surveillance and ethnic nationalism, has led to a series of school workshops with years 5, 6, 8 and 9 (Newcastle, York, Devon and Somerset), in which pupils have engaged with these complex issues from their own vantage point. **Van Hensbergen's** AHRC-funded project has produced a new learning offer for KS4/5 English pupils, with **van Hensbergen** leading the design of new workshops at the Laing that develop pupils' aptitude in Literature and Creative Writing through engagement with visual art. Over 100 local school pupils and teachers participated in a successful pilot, which has permitted the extension of the learning offer to cover the Laing's sister-gallery, the Shipley Art Gallery in Gateshead. Once again, we have ensured that PGRs also benefit from the opportunities of this collaborative project, with PGRs leading on the design and delivery of individual school workshops, under **van Hensbergen's** mentorship. Involving our PGRs in this way contributes to our strategy for PGR development, enabling us to expand the professional experience of our postgraduate cohorts through hands-on experience of translating research expertise into social and cultural benefits. The success of this approach is evident in the AHRC's specific invitation to **van Hensbergen** to apply for a further 2-year fellowship to expand this work.

As well as impact and knowledge exchange, we are committed to engaging a wider public with our research. We pursue this via a variety of routes, from contributions to media outlets, including BBC Radio (3&4), *Guardian*, *New Statesman*, *USA Today* and the *Wall Street Journal*, to regular and one-off public talks and events. These latter include appearances at festivals such as Latitude, Hay Literature, and Edinburgh Book Festival, and programming such as Read Regional. One example of the range of public engagement that individual projects can give rise to is Hildyard's innovative creative-scientific Leverhulme ECF, which led to her producing a voiceover script on cyanobacteria for the 'Hidden Worlds' exhibition (2018-23) at The Eden Project, Cornwall, and delivering a keynote talk on climate change at the Venice Biennale (2019).

We also make use of formal funding routes for public engagement, as with **H. Williams's** project 'Novel Impressions: Literature and the Hand-Press in the Eighteenth Century', which was awarded a British Academy Rising Star Engagement Award in 2019 to support a programme of public

engagement activities around eighteenth-century print culture. Likewise, when the first SAS/BA/AHRC-funded Being Human Festival call was announced in 2014, we embraced this opportunity to celebrate the Humanities beyond the academy. We secured funding that year to lead a programme of ten public events under the title, 'Eighteenth-Century Legacies: The Past in our Present'. The following year we were invited to coordinate a programme as a regional 'hub', and we have had events funded by the Festival in each ensuing iteration.

While we recognise that opportunities for public engagement can arise incidentally, we ensure that all researchers in English are able to pursue engagement activities through regular training opportunities (e.g. one-to-one media training) and the cultivation of meaningful relationships with our formal and informal partners (e.g. Lit&Phil, Newcastle City Library, TWAM and Tyneside Cinema). Our success with the Being Human scheme, for example, results from our strategic development of and commitment to staff and PGR expertise in public engagement combined with an embedded culture of partnership working. This commitment, in turn, is exemplified by **H. Williams'** role as an NCCPE Public Engagement Ambassador (2012-17), delivering training nationally to academics and PGRs.

Collaboration and Contribution to the Research Base

We are passionate about promoting the discipline and the Unit is one of the most influential nationally in its contribution to initiatives and debates concerning the future of English Studies. We pursue this through multiple strands of collaborative activity.

One strand reflects the impact of our research on curriculum, pedagogy and public understanding. **Clark** is a founding member of 'Integrating English' a project that promotes public understanding of English as a diverse but ultimately unified discipline. The organisation addresses itself to subject practitioners in both schools and universities, and produces resources, badged under its 'LangLitLab', for teachers at KS3 and KS4. **K. Shaw** is involved in delivering CPD for English teachers through the English and Media Centre (EMC), and, as editor of the journal *C21 Literature*, has played an important role in advising on the teaching of post-millennial texts on the new A level curriculum. Most recently **K. Shaw** has run a research consultancy project for the British Council surveying the teaching of post-2000 British literature around the world. Meanwhile, **Hall's** work with the British Council has been highly influential on how researchers and practitioners understand ELT globally.

Our collaborative approach to supporting the disciplinary research base also manifests in our national and international activities. For example, in line with our strategic aim to raise our international research profile, we have fostered a range of relationships, including the brokering of an institutional partnership with Palacky University (Czech Republic) leading to a successful

Erasmus+ project; regular collaborations with the British Council (**Hall, K. Shaw**); as well as major international collaborations on the development of research on, and digital delivery of, ESL for adult learners (**Naeb**) leading to **Naeb** being invited onto the Council of Europe's Expert Working Group on Literacy and Second Language Learning for the Linguistic Integration of Adult Migrants. In this cycle, our research has been published and/or contracted in Czech, French, Mandarin, Portuguese, Serbian, Spanish and Russian, with additional translations from Latvian and Estonian. At a national level we co-hosted the ground-breaking 'English: Shared Futures' conference in July 2017. This vibrant interrogation and celebration of the state of the discipline was the first event on this scale to encompass all areas of English (Language, Linguistics, Literature and Creative Writing). The conference hosted around 100 sessions including academic panels, literary salons, and 'how-to' masterclasses especially aimed at developing researchers. In keeping with our commitment to public engagement, we co-curated the 'Fringe' programme of public events held across the city with English at Newcastle University. The second English: Shared Futures, to have been hosted in Manchester in 2020 (delayed due to Covid), includes **Clark** on the organizing panel.

We contribute extensive leadership to the discipline through disciplinary and learned societies. **Baxter** sits on the English Association's Higher Education Committee, and on a working group (University English, English Association, Institute for English Studies) for Decolonizing the Discipline, establishing a national network for sharing good practice, developing guidance, and hosting workshops and events. **Carey** was President of the Association for the Study of Literature and Environment, UK and Ireland (2015-19) and is President of the British Society for Eighteenth-Century Studies (2020-23); **De Cristofaro**, Ditter (PGR) and **K. Shaw** sit on the executive of the British Association for Contemporary Literary Studies; **Duffy** was elected Vice-President of the UK Cognitive Linguistics Association (2019); **Green** sits on the Higher Education Committee of the National Association of Writers in Education; **Leung** on the Executive of the British Association for Applied Linguistics; **Naeb** is President of Literacy Education and Second Language Learning for Adults (2020-); **Walker** is President of the International John Bunyan Society (2019-); **K. Shaw** sits on the executive of University English, and both **K. Shaw** and **Clark** have contributed to the current 'Campaign for the Humanities'. **Carey** was also Chair of the 2019 International Congress on the Enlightenment Organizing Committee, one of the largest Humanities conferences ever held in the UK with 1700 delegates.

This subject leadership is augmented through the high number of academic journals edited in English. Chief among these is *English: The Journal of the English Association*, one of the oldest English Studies journals in the UK, (eds. **Baxter** and **Hansen**, 2015-20). Other journals based in English during the cycle are *Cognitive Linguistics* (ed. Dabrowska, 2009-14); *ELTJ* (ed. **Hall**, 2013-17); *Charles Lamb Bulletin* (ed. **Newbon**, 2018-20); *C21 Literature: journal of 21st-century writing*

(ed. **K. Shaw**, 2018–); *Bunyan Studies* (ed. **Walker**, 2010–); and *The Shandean* (ed. **H. Williams**, 2016–). We value the enrichment of our research culture that comes from hosting these journals. Editors provide opportunities for PGRs to participate in aspects of journal management and have run training sessions for ECRs and others, for example demystifying the peer review process. Both *Bunyan Studies* and the *Charles Lamb Bulletin* have benefited from subventions from English QR to cover some fixed costs. *C21 Literature* is a genuinely innovative journal in being fully open access and online, and in compressing the submission to publication timeline down to as little as 6 weeks, whilst maintaining rigorous peer review.

More broadly colleagues in English review for over 120 international academic journals and more than 20 academic publishers including Yale, Cambridge and Oxford. They sit on editorial boards of leading journals and publishers such as *Literature and History*, *Journal of Pragmatics*, Routledge Handbooks in ELT, and *Shakespeare*. **Baxter** (2014–), **Clark** (2014–20), and **van Hensbergen** (2019–) are members of the AHRC PRC. **Baxter** is also a member of the AHRC GCRF PRC (2018–) and many more review for national and international grant awarding bodies including British Council, Canada Council for the Arts, Leverhulme Trust, Netherlands Organisation for Scientific Research and SSHRC. The interdisciplinary and impactful reach of our research is also visible in the wide range of sectors that call upon us for consultancy from the Bank of England to the Algerian Ministry of Higher Education and Scientific Research; from the Italian version of REF (VQR) to JISC Historic books. Through all these activities we aim to invigorate our discipline and to engage meaningfully with our communities both at home and around the world.