

Institution: Lancaster University

Unit of assessment: 28 (History)

Section 1. Unit context and structure, research and impact strategy

1a) Overview

The History Department at Lancaster forms part of the Faculty of Arts and Social Sciences (FASS). It includes 25.2 FTE Category A staff with an international reputation for excellence in regional, national, and transnational historical research.

The Department's research and impact strategy supports individual scholars working across a wide chronological and thematic range, whilst building a critical mass of researchers in four particular areas, facilitating the internal and external collaborations needed to deliver ambitious research projects with impact (*Digital Humanities, Regional History and Heritage, International and Military History, and History of the Transatlantic Slave Trade*). Half the Department's academic staff have joined Lancaster since 2014, transforming our demographic profile, and enabling us to recruit excellent colleagues with the expertise needed to achieve our key research objectives and enhance our inclusive and vibrant research environment. The Department has well-developed research-management processes that enable staff to produce excellent research with impact (see sections 2 and 3 for details).

Since 2014, the Department has: i) Renewed its staff base with an emphasis on developing a new generation of junior scholars; ii) Expanded its research collaborations with scholars both in the UK and around the world (resulting in numerous grant awards, in areas ranging from the application of geospatial analysis to research on the early colonisation of America, through to explorations of the history of Sardinia in its medieval Mediterranean context); iii) Supported staff to produce excellent research outputs (some 200 monographs, articles and book chapters); iv) Built close and sustained relationships with non-academic institutions – including national and international museums, UK government agencies and software companies – enabling staff to maximise the public benefit of their research; v) Increased PhDs awarded by 40% while doubling the number of students receiving ESRC/AHRC studentships; vi) Improved implementation of EDI best practice in areas including appointments and promotions.

1b) Review of REF 2014 Plans and Development of Research Strategy

The Department identified five key priorities in its REF 2014 submission, which have shaped the successful implementation of its research and impact strategy over the past seven years:

1. *Strategic staffing appointments to maintain wide-ranging research coverage.* The Department has taken advantage of staff retirements and departures to make new appointments that enhance geographical, chronological and thematic breadth, e.g. in Ancient and Medieval History (**Ambler, Cousins, Edmonds**), Early Modern History (**Pettigrew, Radburn, Wragge-Morley**), Modern and Contemporary History (**Hurst, Kemp, Mills, Wyss**), Regional History and Heritage (**Donaldson, Edmonds, Kemp**), and Digital Humanities (**Isaksen** replaced by **Murrieta-Flores**). These appointments have also supported development of the four research clusters described in the following paragraphs.

2. *Developing research clusters and cross-disciplinary collaboration.* The Department has built clusters that re-enforce existing areas of research strength and extend capacity in areas where we wish to develop our research profile further. The first three clusters discussed below are linked to formal Research Centres/Hubs (a new Research Centre linked to the fourth is under development). The clusters and associated Centres/Hubs bring together colleagues carrying out research in cognate areas, contributing to the Department's vibrant research culture, and facilitating sustained engagement with researchers and research users beyond Lancaster. The research clusters are *not* silos and there is extensive research collaboration between them.
 - a) The Department sponsored the creation of the interdisciplinary and inter-departmental *Digital Humanities (DH) Hub* (established 2016), led by History's **Gregory** and **Murrieta-Flores**, cementing and developing its status as a world leader for research in DH (e.g. the *Hub* leads DARIAH, the main EU Geohumanities Initiative). Members of the *DH Hub* have been P.I. or Co-I. in cross-disciplinary funded projects totalling £8 million in this REF cycle. Historians attached to the *DH Hub* have developed innovative methods from spatial humanities, corpus linguistics and artificial intelligence to inform research on historical topics ranging from the medieval to the modern (winning numerous prizes, see Section 4). They have also been instrumental in creating one of the largest collections of digitised historical and literary texts in the world (stretching from 1475 to the present). The *DH Hub* has attracted 14 PGRs and launched a new MA in Digital Humanities. **Gregory** and **Murrieta-Flores** regularly lead Summer Schools in North America and Europe helping researchers apply DH skills to their own projects. Many colleagues in the Department (e.g. **Donaldson**, **Edmonds**, **Metcalfe**, **Radburn**, **Sutton**) incorporate DH methodologies in their research strengthening our reputation in this area. Historians associated with the *DH Hub* work with external partners including heritage organisations (British Library, National Trust, National Institute of Anthropology and History of Mexico, Indian National Trust for Art and Cultural Heritage) and software companies (Tagtog, Lucentia Lab).
 - b) The Department has catalysed Lancaster's long-standing expertise in regional history through the creation, in 2014, of the *Regional Heritage Centre (RHC)* (now led by **Edmonds**), incorporating the former *Centre for North-West Regional Studies* and the *Victoria County History for Cumbria*. **Donaldson's** appointment built on existing strengths in the history of the Lake District. The *RHC* advances the Department's leadership in researching the history of North-West England, acting as a focus for collaboration with scholars, in Lancaster and elsewhere, and uses its expertise to promote public understanding of the region's past. The *RHC* has in this REF cycle: organised 50 Study Days; developed a prize-winning MOOC (on Lancaster Castle); digitised the Elizabeth Roberts Oral History archive; and trained volunteer historians to carry out research for a major project (*VCH Cumbria*). More recently, **Kemp's** appointment expanded the Department's expertise in developing innovative interdisciplinary methods in Heritage research, recognised by her success in securing £8 million from the HLF and other funders to purchase the Whitehouse Ruskin collection, and present it in new ways to national and international audiences. She directs the newly-formed *The Ruskin: Library, Museum, Research Centre* (which sits outside the Department but has close ties with many History staff). *The Ruskin* collaborates with museums around the world, and **Kemp** has been awarded funding (AHRC, BA) to develop tools that facilitate new forms of digital engagement with the collections. She has organised numerous

exhibitions/workshops exploring the contemporary significance of John Ruskin's ideas, including the critically acclaimed 'Ruskin: Museum of the Future'.

- c) The Department has strengthened its existing research strengths in International/Military History (**Camino, Hughes, Peniston-Bird, Hagopian**) through the appointment of new staff (**Ambler, Hurst, Mills, Wyss**). These appointments were designed to extend expertise chronologically (e.g. **Ambler's** work on medieval warfare) and geographically (e.g. **Mills'** research on UK-Latin American relations). **Wyss**, with **Ambler** and **Mills**, led the development of a new (2019) *Centre for War and Diplomacy (CWD)*, and an associated MA programme, which is building a cohort of UK and international PhD students. The CWD attracts members from other departments and institutions and provides a focus for collaboration with scholars abroad (Amsterdam, Vilnius). It contributes to the Department's lively research culture, hosting two conferences in its inaugural year, and holds regular seminars with speakers from academia and diplomacy. CWD members work closely with the *DH Hub*, applying spatial and linguistic methodologies to research in International and Military History (e.g. collaboration between **Gregory** and **Peniston-Bird** on an HLF funded project mapping First World War casualties; **Hughes** and **Mills** with **Gregory** on digitising Foreign Office records). CWD members have provided briefings to the military and think-tanks (**Hughes, Mills**). The Centre maintains close links with partners, including the RAF Museum, co-sponsoring lectures and developing research projects.
 - d) The Department has expanded its research into the history of the Transatlantic Slave Trade, building on **Barber's** research on slavery in the West Indies, and her work with schools exploring its impact on contemporary society. The appointment of **Radburn** and **Pettigrew** has facilitated the development of innovative approaches to studying the slave trade (combining **Radburn's** expertise as an economic historian with **Pettigrew's** application of the history of the constitution, corporations, and political economy to analysis of the slave trade). Their collaboration led to the award in October 2020 of a £1m AHRC research grant 'The Legacies of the British Slave Trade'. The grant will see **Pettigrew** (P.I.) and **Radburn** (Co-I.) work with a consortium of experts including scholars at Manchester and UCL. FASS will in 2021 establish a Research Centre to support and sustain further research collaboration and public engagement in the area. Members of this research cluster have deployed their work in non-academic settings, with **Barber's** research supporting a UNESCO world heritage site bid, **Radburn** collaborating with the Smithsonian and the Musée D'Histoire (Nantes), and **Pettigrew** working with the Museum of London and the Museum of the Home.
3. *Curriculum review and workload management.* The department has since 2014 revised its curriculum to create a richer relationship between teaching and research. A new workload model introduced in 2014 ensured greater equity among staff in accessing time needed for research. A further iteration of the model introduced in 2018-19 'rewards' significant research achievements/activities, including securing grant income and sustained impact/engagement work. These changes have facilitated the Department's support for ECRs through reduced workloads and promoted EDI by enabling greater transparency in workload allocation (Section 2 for further details).
 4. *Increasing grant income.* History staff have since 2014 attracted £2.1m from major UK (e.g. AHRC, ESRC, Leverhulme) and overseas (e.g. Mellon Foundation) funders. Department/FASS funds have pump-primed research initiatives that have

developed into large externally funded projects (e.g. **Metcalfe's** AHRC project 'Power, Society, and (Dis)connectivity in Medieval Sardinia'). Staff have been awarded a *further* £1.35m research funding since August 2020. Funded projects have facilitated the Department's national/international collaborations and development of interdisciplinary research projects. These projects have employed ten PDRAs, enhancing the Department's important role in developing a new generation of researchers.

5. *Increasing PGR numbers.* PGR recruitment has grown with a strong record of success in winning AHRC/ESRC 'open' and collaborative studentships. PhDs awarded have increased by 40% compared with the previous REF cycle, while the expansion of our PGT programmes is further enhancing PGR recruitment. This has been combined with excellent PRES scores of 100% satisfaction in 2019 (Section 2 for further details).

1c) High-Level Research Objectives over the Next Five Years

The Department has identified a set of interlinked research objectives for the next five years:

- Support staff to produce high-quality research outputs;
- Increase external grant income (target 50% rise per staff FTE);
- Increase PhDs awarded (target 25% rise per staff FTE);
- Increase international research collaborations (as measured by joint grant applications and publications);
- Build additional collaborations with non-academic partners to further the public benefit of our research (including work with heritage organisations; software companies; schools; local/national government agencies).

The Department is confident, given its strong financial position, that it can achieve these objectives by building on the strategy and mechanisms that have underpinned its success since 2014:

- Maintaining an agile organisational framework that facilitates research collaboration within and beyond Lancaster (e.g. developing existing research clusters and creating new ones in response to fresh opportunities);
- Fostering an inclusive culture that values the contribution of all colleagues;
- Providing financial support to staff for (e.g.) archive trips, pump-priming research bids, work with non-academic partners;
- Providing financial and organisational support for seminars, workshops and conferences;
- Using Performance Development Reviews (PDRs) and research interviews to support staff development and ensure alignment between individual and Departmental objectives;
- Managing workloads to ensure all staff have time to produce excellent research.

While the impact of the Covid-19 pandemic may initially shape the pattern and timing of our research activities, we are confident of achieving our objectives within five years.

1d) Enhancing Research Impact

The Department recognises that maximising research impact requires clear strategic direction and support for researchers to develop their own initiatives. The research clusters

discussed above have created capacity to sustain close links with partner organisations, ensuring these do not depend on a single member of academic staff, but are embedded in a network of relationships. The Department has established a new position of Impact Lead, who works with colleagues to increase the reach and significance of their research, while PDRs and research interviews are used to offer advice on such areas as 'building in' impact from the start of the research process. The Faculty has also appointed Professional Service staff to support impact activities (see Section 3), while the Press Office works with researchers to promote awareness of their work through the media (see Section 4).

The Department and Faculty have provided History staff with financial support – typically up to £5,000 – for such projects as developing a MOOC on Lancaster Castle (**Edmonds**) and supporting schools in fostering understanding of the impact of the First World War on Lancaster (**Peniston-Bird**). The changes to the Department's work-load model recognise the commitment of colleagues who spend significant time on impact and engagement activities. Such work is also explicitly rewarded in new University promotion procedures, creating a virtuous circle that rewards success in this area.

All three case-studies returned to REF 2021 are associated with staff in one of the Department's research clusters whilst *all* draw extensively on the expertise of colleagues in DH. 'From the Romans to the Romantics: Exploring and Promoting Northern England's Regional History' builds on work by colleagues in the 'Regional History and Heritage' cluster (**Edmonds, Donaldson**); 'Enriching Understanding of the Atlantic Slave Trade's History' is based on work carried out by the History of the Transatlantic Slave Trade cluster (**Barber, Radburn**); and 'The Great War: Local, Inclusive, and Historically-Driven Commemoration' draws on research by colleagues in the Military/International History and DH clusters (**Gregory, Hughes, Peniston-Bird**). The full impact of the Department's research extends far more widely. **Kemp**, for example, has transformed *The Ruskin* into a 'Museum of the Future', facilitating innovative forms of digital and 'in-person' engagement with national and international audiences. Staff associated with the Digital Humanities cluster (**Gregory, Murrieta-Flores, Sutton**) have worked with communities both locally and globally to create resources facilitating new forms of digital interaction with heritage and history.

The Department's research and impact strategy, including the creation of clusters/centres, will ensure that it can sustain and enhance the public benefit of staff research over the coming years. Colleagues in the Regional History/Heritage cluster, including **Edmonds** and **Kemp**, will develop collaborations with existing partners and engage with new ones (e.g. Eden North). **Murrieta-Flores** and other DH colleagues will continue collaborating with software companies developing platforms that facilitate the use of artificial intelligence in humanities research (e.g. developing 'machine-learning' that allows analysis of texts in languages other than modern English, a project that will expand the scope of DH research, and develop AI applications beyond academe). **Gregory, Hughes** and **Mills** will extend collaborations with the Foreign Office developing innovative digital methodologies to promote access to public records.

1e) Supporting Interdisciplinary Research

The Department's research clusters, and associated centres, are designed to foster collaborative projects that are by their nature often interdisciplinary in character. Many colleagues have backgrounds in disciplines other than History, which has been invaluable in developing interdisciplinary work. DH projects managed by **Gregory** and **Murrieta-Flores** draw together scholars from computer science, geography, linguistics, literature and history. **Metcalfe's** AHRC Project employs a transdisciplinary team of historians and archaeologists. **Taylor** is Co-I on the AHRC funded 'History of Financial Advice', which

involves collaboration between historians and literary scholars. **Kemp's** research on 'heritage futures' builds on collaborations with material scientists and computer scientists at Lancaster and elsewhere. **Tadmor** has published innovative research with a Professor of Music. **Hickman's** work on the history of drug addiction builds on collaboration with colleagues working in a range of disciplines including psychiatry. The Department provides the full range of organisational and financial support for projects pursued jointly with colleagues in other departments and institutions.

1f) Open Access

The Department is committed to the principle of Open Access while being mindful of the complex financial and legal problems it poses for historians. Given these challenges, attention was focused in this REF cycle on increasing access to important collections of primary source material (reflecting our expertise in 'the digital'). **Kemp** led the £8m purchase of the Whitehouse Ruskin Collection, guaranteeing public access to the world's most important collection of the paintings, photographs and manuscripts of John Ruskin. She has also received funding to scope the use of AI to digitise the Collection in ways that facilitate new forms of engagement. **Murrieta-Flores's** AHRC project 'Digging Into Early Modern Mexico' is creating extensive open-access collections of maps and gazetteers. The *RHC* led by **Edmonds** raised £45,000 to digitise the Elizabeth Roberts' Working Class Oral History Archive. **Radburn** co-manages 'Voyages: The Trans-Atlantic Slave Trade Database', which makes publicly available the fruits of decades of research by scholars. **Gregory, Donaldson** and **Murrieta-Flores** collaborate with Library staff developing a Lancaster instance of Cambridge University's Digital Library platform. The *DH Hub* makes its resources freely available (subject to licensing restrictions) through a combination of Pure, Github and CQPWeb. Significant monographs and edited collections by History staff are available as open access publications (e.g. **Hughes's** *Beyond Holy Russia* has been downloaded by readers in sixty countries).

1g) Research Integrity

Lancaster historians abide by the University's Code of Practice on Research Integrity. PDRs, research interviews and mentoring provide platforms for discussions about research ethics and integrity (as does the Department Research Committee). The FASS-LUMS research committee reviews proposals involving live subjects (e.g. interviews).

Section 2. People

2a i) Staffing Strategy: Appointments and Staff Development

The Department has made twelve appointments since 2014. These were made in light of the research strategy outlined above, with an emphasis on supporting excellent research by 'lone scholars', whilst also building research clusters and associated Centres/Hubs to support collaborative and interdisciplinary impactful research.

Kemp and **Pettigrew** were appointed at professorial level to provide leadership in Heritage and Atlantic Slavery respectively (the Department already had professorial leadership in the other two clusters). The remaining appointments were at lecturer level (**Ambler, Cousins, Donaldson, Edmonds, Hurst, Mills, Murrieta-Flores, Radburn, Wragge-Morley, Wyss**). The quality of these appointments is shown by the promotion

of **Wyss** and **Edmonds** to Readerships direct from lectureships, and **Murrieta-Flores** to a Senior Lectureship, all within three years of appointment. **Ambler** was awarded a Philip Leverhulme Prize in 2020. **Radburn's** work has been awarded the Wayne D. Rasmussen Award for outstanding work on Agricultural History.

The Department's future recruitment policy will be informed by the same principles that have shaped its successful appointment strategy since 2014. It will maintain a broad chronological, geographic and thematic research profile while building capacity in specific areas to facilitate collaborative research. The Department expects to recruit shortly to posts in European History and the History of the Global South. It also plans to recruit further staff with expertise in Digital Humanities, and will consider appointments in Health Humanities, to complement the recent creation of Lancaster's Health Innovation Campus.

The Department is committed to avoiding a split between teaching and research staff. It has not appointed any full-time Teaching Fellows (though it currently employs two members of staff on fractional teaching-only contracts, while one member of staff has moved voluntarily to a non-research contract, playing a critical role as Deputy Head in overseeing the Department's education provision). All full-time T&R academic appointments in this REF cycle have been indefinite (subject to probation), except 1 full-time appointment on a fixed-term contract (to replace **Tadmor** when she held a BA Senior Fellowship).

The Department gives great attention to helping new and existing colleagues develop their research careers. Every new staff member in History is assigned both a mentor and a buddy. The mentor is a more senior member of staff, usually in the Department but beyond if appropriate, who provides advice on issues ranging from grant capture to teaching skills. The buddy is typically a staff member on a similar grade and provides more informal assistance. New members of junior staff have a three-year probation, which involves formal meetings with the Head of Department (HoD) after six months, a year, two years, and three years. The process requires the HoD and staff member to identify objectives (including research) which are regularly reviewed and amended if appropriate. Great care has been taken to ensure all new colleagues understand the changing nature of the research landscape, through probation meetings, PDRs, and research interviews. The success of this approach is demonstrated by the extensive contribution they have made to the Department's research income and impact profile over the past few years. ECRs have a lower than average teaching/administrative load (typically a third lower in Year 1 rising to a full load in Year 4).

PDRs identify staff development needs and aspirations (mentors also provide advice). PDRs also facilitate discussion about career progression between the reviewer (HoD or Deputy HoDs) and the reviewee. The HoD receives an overview of PDRs allowing them to identify general training needs. This process has led to History staff taking more than 200 courses offered by the University's Organisational and Educational Development Unit, while the Department has organised bespoke workshops on subjects including 'pathways to impact' and 'securing grants'. Every staff member has an annual research interview with a senior member of the Department's Research Committee. This is informal and developmental, providing an opportunity to discuss research trajectories over five years (including publication plans, grant applications and impact work). The Department maintains a register of staff expertise – in areas ranging from developing impact through to managing research projects – which allows colleagues at *all* levels to benefit from peer mentoring on various research-related issues.

2a ii) Staffing Strategy: Sabbaticals

Permanent staff (full-time and part-time) can apply for one term of research leave for each seven terms worked. During this REF period, History staff took 55 terms of University-funded sabbatical leave, representing an investment of c.£1.2m (excluding unpaid leave or cases where leave was financed externally). Every staff member who had accrued enough service to apply was granted sabbatical leave. The Department and Faculty are flexible about planned outcomes. Staff typically use research leave to carry out archival research, or complete writing up books or articles, though some have focused on developing the impact of their research.

2a iii) Staffing Strategy: Postdoctoral Staff (PDRAs)

The Department's success in winning research grants means that it has employed ten PDRAs during the current REF cycle (**Atkinson, Donaldson, Fernandez-Aceves, Licerias-Garrido, Murrieta-Flores, Porter, Muresu, Rose, Shanmugapriya, J. Taylor**). The University has signed the renewed 'Concordat to Support the Career Development of Researchers', with its commitment to building a vibrant and inclusive research culture, and the Department places great emphasis on supporting the career development of PDRAs. PDRAs are assigned a mentor separate from their line manager. They can bid for Department research funds on equal terms with other academic staff and, where their contract allows, contribute to teaching to build their CV. A PDRA representative sits on the Department's Research Committee. PDRAs are encouraged to give papers at Department seminars and organise seminar series (**Licerias-Garrido** convenes the Digital Humanities and Geospatial Innovation seminar). These arrangements have successfully facilitated the career progression of Lancaster PDRAs. **Donaldson** and **Murrieta-Flores** moved to permanent positions elsewhere before returning to Lancaster. **J. Taylor** left Lancaster for a Presidential Fellowship at Manchester. **Atkinson** and **Porter** moved to research posts at Liverpool and Queen's Belfast. The others are still employed at Lancaster.

2b) PGR students

The Department has a flourishing PhD community. 39 History students received PhDs during this REF period, 40% higher than last time, representing 1.5 awards per staff FTE (a rise on the previous REF despite the large number of new junior appointments in the Department). 50 new PGRs joined the Department. Half had studied at Lancaster, the rest coming from other UK and overseas institutions (e.g. Cambridge, Liverpool, Oxford, MGIMO, Trinity Dublin). Our MA cohort has doubled over the past three years (from c.25 to c.50), leading to substantial recent growth in PGR numbers, though we will only recruit high-quality students researching topics where we can offer excellent supervision.

The Department has been very successful in recruiting PhD students funded by the North West AHRC Doctoral Training Partnership and ESRC Doctoral Training Academy (FASS spent an additional c.£340k on bursaries for History PGR/T students). 19 PGRs were awarded funding from ESRC/AHRC during this REF cycle (including 6 CASE/CDA awards with partners including the RAF Museum and Royal Society). Another PGR received a studentship on a Leverhulme-funded project (table 1). PGRs have taken numerous training courses provided by the DTP/DTA, and some have been awarded extra funding to develop student-led networks. Lancaster historians contribute

to the consortia-wide training programmes.

Table 1: PhD Funding Awards in REF period

Funder	Studentships
AHRC (Open)	10
ESRC CASE	4
ESRC (Open)	3
AHRC CDA	2
Leverhulme	1

New PGR registrations during this REF cycle have been 58% male/42% female (this figure would have been 50:50 but was distorted by an unusually skewed intake in one year). PhD graduates have been 52% male/48% female and there are no discernible differences in progression rates by gender. We only recruit a small number of PGR students from ethnic minority backgrounds (EDI issues are discussed further below). The Department welcomes PhD applications from those returning to learning (using bespoke assessments in the admissions process).

PGRs have two supervisors. On arrival they complete a Developmental Needs Analysis to identify training requirements. They benefit from an extensive Faculty Research Training Programme with additional workshops at Department level. The Department has well-developed processes for supporting students, including an annual appraisal system, and an electronic recording system that identifies when students are not maintaining the required contact with supervisors. During this REF cycle, the Faculty has offered annual financial support up to £500 for PGRs giving conference papers. The Department provides PGRs with opportunities to gain experience of impact/engagement activities (e.g. social media co-ordinator for *The Ruskin*, online mentors for the *RHC's* MOOC). History PGR students have shared study rooms and access to a Department computer-room and kitchen/social facilities. PGRs in their second and third years have an opportunity to lead undergraduate seminars. They are required to complete the University's Introduction to Teaching at Lancaster workshop and encouraged to take advantage of further training opportunities (e.g. the Associate Teacher Programme).

PGR students are closely integrated into the Department's research culture and invited to all seminars, workshops, and book launches. They run their own fortnightly research seminar and organise an annual conference attracting research students from many institutions. They have taken a leading role in establishing/running networks such as the North West Medical Humanities PGR network (**Bramwell, Mullen**). The quality of our PGRs has been recognised by the achievements of those who graduated over the past ten years. **Edwards'** (now MMU) book *Allies in Memory* was shortlisted for the RHS Gladstone Prize. **Vickers** (now John Moores) was awarded the Vice-Chancellor's prize for social engagement. Of recent PhD graduates, **Maddox** won a Daiwa Scholarship in 2016, **Lambert** was appointed a PDRA in Lancaster's Sociology Department, **Perry** is historian at the Church History Library in Salt Lake City and **Simmons** is an RA at Bochum University. **Walker** and **Pawelski** obtained professional services roles in HE. Other PGR graduates work in areas such as publishing and finance.

2c) EDI and Well-Being

The University has well-developed EDI policies on: i) recruitment; ii) promotions; iii) parental leave; iv) part-time/flexible working; v) LGBT (the University is a member of the Stonewall Global Diversity Champions programme); vi) (Dis)ability (the University is a Disability Confident employer). It supports EDI-related networks (e.g. Women's Network, LGBT Network, Race Equality Network) that promote changes in culture and practice. The Department seeks to foster EDI, both through formal processes, and by building an inclusive culture that values open dialogue. The RHS reports on *Race, Ethnicity & Equality*, *Gender Equality*, and *LGBT+* have been widely discussed in the Department, helping to contextualise challenges, and informing potential ways of addressing them.

The University has made numerous changes to policies and procedures to ensure that EDI considerations are embedded in all its processes (e.g. ensuring that explicit consideration is given in promotions to the effects of career breaks and part-time working; creating new roles of Pro-Vice Chancellor for Education *and* EDI and University Dean for EDI to champion change across the institution). FASS in 2019 created a new post of Associate Dean EDI & People, tasked with ensuring that departments embed EDI considerations in all aspects of their work, and the Department now mirrors this structure with a new post of Deputy Head EDI & People.

The Department works closely with HR to ensure that recruitment is informed by EDI best practice (e.g. using software to ensure wording of advertisements is inclusive; using informal networks to make a diverse range of candidates aware of opportunities). It has also sought to develop best practice in promotion (e.g. through proactive discussion in PDRs to reduce the problem of 'self-selection').

These initiatives have facilitated a welcome change in the gender balance of the Department at all levels. 40% of staff returned in REF 2021 are female compared with 14% for REF 2014 (reflecting the low number of females then in the Department and the disproportionate exclusion of women on T&R contracts). The situation is also positive regarding the gender balance of PDRAs/PGRs. 5 female and 5 male PDRAs worked in the Department during this REF cycle while the gender split of PhDs awarded was almost even. The profile of Category A staff is now reasonably balanced in gender at all levels (table 2). The Gender Pay Gap in History is lower than for the University).

Table 2: History Staff Distribution by Grade and Gender

Grade 31 July 2020	Number	Male	Female
Lecturer	8	6	2
Senior Lecturer	9	5	4
Reader	2	1	1
Professor	6.2	3.2	3

This improvement reflects the Department's success *both* in attracting high-quality female staff *and* in supporting their career development (the low number of female lecturers reflects their success in gaining early promotion rather than any imbalance in recruitment). We are confident of success in our forthcoming Athena Swan Bronze application. The Department supports flexible working through managing timetables to support staff with caring and other responsibilities (e.g. limiting teaching early and late

in the day and ensuring that all main meetings take place in core hours of 10.00 am to 4pm). Its workload model explicitly requires management to facilitate equalisation of workloads over time. While such measures benefit *all* staff, they are of particular value to colleagues with protected characteristics, since they promote equity and ensure the Department has the flexibility to respond to individual circumstances.

More males than females have taken parental leave in this REF cycle (though typically for shorter periods). The HoD meets staff on T&R contracts returning from significant periods of parental leave to discuss ways of helping their reintegration back into the Department. They also meet with staff returning from periods of sickness to identify possible support needs.

The situation is less positive in terms of recruiting/promoting staff with some other protected characteristics. Many challenges raised in the RHS *Race, Ethnicity and Equality Report* apply to the Department. While colleagues from ethnic minority/mixed heritage backgrounds represent 14% of PDRAs and staff on permanent T&R contracts, the proportion is lower in the latter category (though staff from such backgrounds have a strong record of grant capture and career progression suggesting peer-review and mentoring processes are working equitably). The Department is holding staff/student workshops to explore how we can facilitate the development of wider perspectives (including discussions about Decolonising the Curriculum). FASS has instituted a cross-departmental mentoring system to support the career development of staff from ethnic minority/mixed heritage backgrounds. The University is carrying out a major review of obstacles to establishing greater ethnic diversity, ahead of its application for the AdvanceHE Race Equality Charter in 2021, and the Department will use these findings to develop further initiatives.

The Department followed the University's Code of Practice in planning its REF submission, ensuring the process adhered to the principles of *transparency, consistency, accountability* and *inclusivity*. The process was managed at Department level by the Director of Research and Research Committee with detailed oversight at both Faculty and University levels. Staff were asked to nominate outputs, which were then read by two internal readers, with reference to a third reader in case of disagreement. External advisers were sent a high proportion of outputs to ensure the Department was making consistent judgements about which outputs to include in its submission. The Impact Case Studies were similarly chosen following internal and external review.

The Department views EDI issues as part of History's broader commitment to promoting Well-Being (including mental health) which is vital to attracting and retaining high-quality staff. We seek to foster a culture where staff feel able to discuss challenges openly including in such settings as the PDR. The Department's Health, Safety and Well-Being Committee reviews these issues as part of its remit. A senior HR partner regularly discusses issues relating to staff well-being with the HoD. All staff have access to the Employee Assistance Programme.

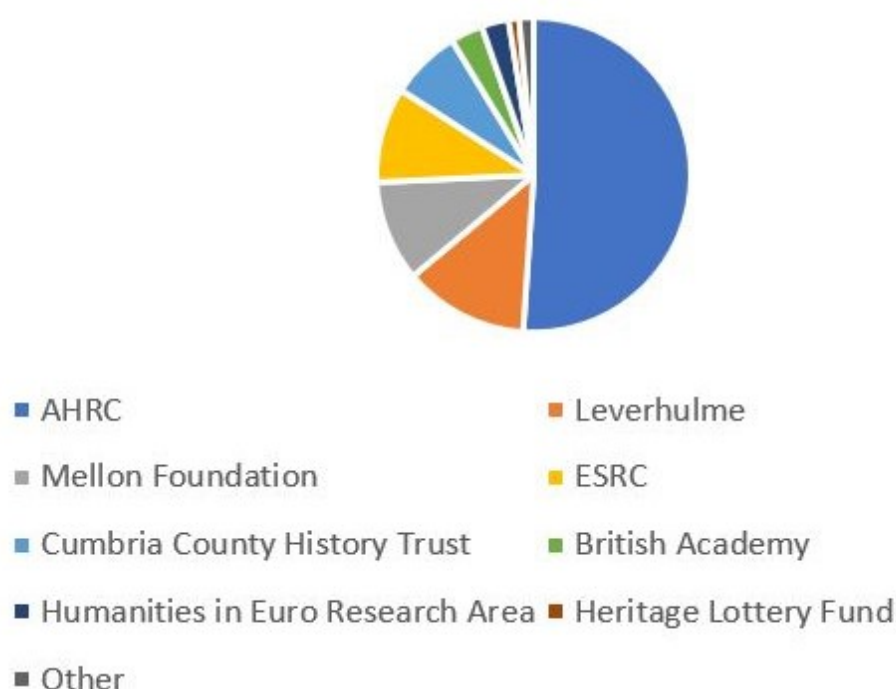
The University conducts biennial staff surveys seeking opinions on a range of issues (e.g. workload, support from management). All departments including History return a detailed report proposing actions to respond to the findings (History has conducted focus groups to drill down into any issues arising from staff surveys). The Department also organises events to foster informal staff interaction (brown bag seminars, informal meals, etc).

Section 3. Income, infrastructure and facilities

3a) Research Income

Staff secured £2.1m in new *awards* in this cycle (See Figure 1 for grant award breakdown). Total research grant *expenditure* was also c.£2.1m, which amounts to £83k per staff FTE, which is 12% higher than in the previous REF cycle, despite the rise in staff numbers including many new appointments at a junior level. The trajectory is also extremely positive. More than £1.1m was awarded in the last two years of the REF cycle, while a *further* £1.35 million has been awarded between August and December 2020 (to **Ambler**, **Murrieta-Flores** and **Pettigrew**). The proven success of the Department's research clusters and associated centres/hubs will further enhance grant capture throughout the next REF period. More junior staff are encouraged through the PDR/Research interview process to seek external grant income and act as Co-I on a bid to develop their understanding of the application process. This strategy has already proved successful (e.g **Donaldson** on applications with **Kemp**; **Radburn** on applications with **Pettigrew**).

Figure 1 – Proportion of grant awards by funder (2014-20)



Notable grants awarded include 'Power, Society, and (Dis)connectivity in Medieval Sardinia' (AHRC, **Metcalfe**, £823,298), 'Geospatial Innovation in the Digital Humanities: A Deep Map of the Lake District' (Leverhulme, **Gregory**, £213,168), and 'Digging into Early Colonial Mexico' (ESRC, **Murrieta-Flores**, £161,640). While P.I.s are responsible for managing their project, they are subject to the normal process of PDR and research interviews, ensuring their work is located within the Department's framework for delivering excellent research/research impact. There is an equal gender split among P.I.s winning significant grants (defined as £25,000 and above). PDRAs are supported in submitting grants in their own name (e.g. for

Leverhulme/BA ECFs).

3b) Operational/Financial Support for Research

The Department's Director of Research (DoR) (**Pettigrew**) sits on FASS Research Committee, which provides strategic oversight and support for research across the Faculty. Lancaster University's Research Institutes – *Social Futures (ISF)*, *Data Science*, *Material Science*, and *Security Lancaster* – also promote interdisciplinary work across departments and faculties. Staff in History have worked closely with all four institutes especially *ISF* (**Edmonds** and **Hurst** have served as *ISF* Fellows) and *Data Science* (**Isaksen** and **Murrieta-Flores**).

The DoR chairs the Department's Research Committee and sits on its Management Group to ensure that research considerations inform decisions on issues including staffing and resource allocation. The Impact Lead (**Murrieta-Flores**), who sits on Research Committee, oversees all impact/engagement activity in the Department and supports academic staff in maximising the public benefit of their research. The DoR and Impact Lead work with staff including directors of research centres to identify potential synergies and collaboration (e.g. resulting in joint grant applications by staff in the DH and Military/International History clusters).

The Department's Research Committee supports high-quality research through such mechanisms as: allocating funds (£55k in this REF cycle) to support: archive visits leading to research publications (e.g. **Tadmor's** *Past and Present* article on 'The Settlement of the Poor'); initiatives to enhance research impact (e.g. **Peniston-Bird's** work with communities on memorialisation of World War I); etc. Research Committee also peer-reviews grant proposals and, where requested, offers feedback on outputs before submission. This research-management structure ensures the Department can achieve its strategic objectives while recognising that excellent research and impact typically develops through individuals working alone or with others.

FASS has used HEIF funding to support work with non-academic partners through Impact and Knowledge Exchange grants (e.g. supporting **Donaldson's** work with English Heritage on 'Re-envisioning the Roman Legacies of the Border Region'). History staff have also been successful in bidding to the £1m ESRC Impact Accelerator Account housed in FASS (e.g. an award to **Murrieta-Flores** for 'Co-Creating the Future of the Past: Harnessing A.I. for Humanities Research'). FASS provides further financial support for research/research impact, including a £1,000 research allowance to each member of academic staff (reduced temporarily in 2020 due to COVID), along with extra funding for conference attendance. FASS Research Committee has allocated a further £30,000 'responsive-mode' funds to historians for such activities as: archive visits leading to publications (e.g. **Hughes'** biography of Randall Davidson); pump-priming bids (including **Radburn's** successful application with **Pettigrew** to the AHRC); and developing new databases and apps (e.g. **Metcalfe, Sutton**). FASS also distributed £100k from the University for potential impact case studies (c.£10k was awarded to History).

HEIF funding has enabled the appointment of a FASS Engagement and Partnership manager who works with researchers to develop relations with non-academic partners (one of their main tasks is building links with creative industries including heritage organisations). FASS employs two further full-time staff – an Impact

Development Manager and an Impact Support Officer – who advise researchers on developing the impact of their work. History researchers are further supported by Research Services staff, including some embedded in FASS, who offer detailed and tailored research development support. Research Services staff circulate information about grant calls and advise on research ethics and data management. The post-award team works with P.I.s on all aspects of grant management.

Both Faculty and Department have provided organisational and financial support for History research seminars, including a regular Department Research Seminar that attracts speakers from the UK and overseas, as well as a brown-bag series that gives staff feedback on work-in-progress (PDRAs and final year PhD students also present). The Department organises research symposia on themes such as 'Creativity in Historical Research'. The *DH Hub* and the *CWD* each have a seminar series, which attract audiences from across the Faculty and beyond (typically monthly for the former and twice termly for the latter). *The Ruskin* organises a long-standing monthly seminar series, while Medievalists in the Department host meetings of the M6 Research Seminar.

All full-time academic staff in History have their own offices, which are located together in a single building, along with PGR and PDRA offices, fostering the communication needed to sustain a vibrant dialogue on research. All staff have a networked computer or laptop computer *and* an iPad for use in teaching and research.

3c) Scholarly Infrastructure Supporting Research

LU Library is a critical *partner* in supporting historical research and maintains a sustained dialogue with the Department. It has rich holdings in all areas of history covered by the Department and has invested heavily in books/e-books and databases needed by staff for their research. The Library completed a major expansion, in 2017, which created new flexible and technologically enabled study spaces that are invaluable for PGRs. A further £11m extension (completing January 2021) will provide a Digital Scholarship Lab aimed at supporting DH, a remodelled Special Collections, collaborative research space and a new exhibition space. The Library provides many training courses of value to History PGRs and staff on subjects ranging from Open Access to the use of bibliographic software. The Library has worked closely with History staff, including **Donaldson, Gregory** and **Murrieta-Flores**, on projects facilitating the development of Digital Humanities, ranging from the creation of new teaching space through to initiatives to improve digital access to primary sources held at Lancaster and elsewhere (e.g. via collaboration with the Cambridge Digital Library Project).

LU Library holds archives and rare books in Special Collections that have been used by History staff (e.g. **Gregory, Hughes, Peniston-Bird** made extensive use of the Welch Papers and rare newspapers when researching their well-received popular book on Lancaster in the First World War). It also holds extensive collections of primary sources important for the study of the history of the North West, including the Quaker Archive, and actively collects new material and makes it available digitally. *The Ruskin* headed by **Kemp** holds the most important collection in the world of Ruskin's papers and drawings, which are used as a foundation for a number of research collaborations, including some involving staff from History, such as a new project on 'Killing at a Distance' (**Ambler, Hughes, Wyss**). The LU Peter

Scott Gallery holds a rich collection of modern art.

We use our collaborations with organisations in the region to enrich the material and textual 'archive' available to Lancaster historians. Lancashire Archives is one of the most significant regional collections in the UK and has been used by many staff and PGRs in their research. The same is true of the Harris Museum in Preston. Staff also make use of material held by the City Museum and the Maritime Museum in Lancaster, as well as the Duchy of Lancaster, along with material at local properties run by English Heritage and the National Trust.

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

4a) Research Collaboration

The Department supports all collaborative activity that leads to excellent research and research impact, using the mechanisms discussed in previous sections (establishment of research clusters, PDR/Research interviews, pump-priming, etc). This strategy has facilitated extensive work with academic and non-academic partners, in the UK and abroad, strengthening the Department's research base and enabling staff to build relationships that enhance the impact of their work in areas ranging from education to software development.

During this REF cycle, the Department has been home to four AHRC-funded research networks: 'Battlegrounds of Memory and Justice' (lead **Camino**); 'Urban Heritage and the Digital Humanities in India' (lead **Sutton**); 'Space and Narrative in the Digital Humanities' (lead **Gregory**); 'Revealing Long-Term Change in Vegetation Landscapes' (lead **Gregory**). **Kemp** is on the steering group of the AHRC Nuclear Cultural Heritage network. These networks have fostered collaboration with non-academic partners (e.g. National Archives, Natural History Museum) in areas ranging from holocaust education to curation policy and resulted in scholarly publications and further grant applications.

The Department has supported staff collaboration with researchers in the UK and more than 20 countries worldwide, leading to numerous joint publications and grant awards. Many funded projects involve extensive international research collaboration including: **Metcalfe's** 'Medieval Sicily' (University of Aarhus, National Research Council of Italy); **Murrieta-Flores's** 'Digging into Early-Colonial Mexico' (University of Lisbon and Instituto Nacional de Antropologia e Historia); and **Gregory's** 'Spatial Humanities: Texts, GIS, Places' (which brings together scholars from Britain, Continental Europe, and the US). **Edmonds** was Co-I on the Leverhulme-funded project 'Brittany and the Atlantic Archipelago' (based in Cambridge), which brought together scholars from different countries to investigate Brittany's connections with Britain and Ireland, c.450-1200. **Kemp** was awarded a BA International Fellowship to support the project 'Transcultural Utopian Entanglements and the Future'.

4b) Collaboration with Non-Academic Partners and Contribution to Economy and Society

The Department's strategic focus on increasing research impact has provided staff

with resource – money and time – to work with non-academic partners to promote economic and social well-being, including:

- *Direct research collaboration*, e.g. CDAs/CASE studentships have allowed History researchers to co-design/co-supervise projects with organisations both local (Westfield Memorial Village, Lancashire Archives) and national (Royal Society, British Library);
- *Co-design of new software applications*, e.g. **Murrieta-Flores**' work with Tagtog developing new forms of machine-learning; **Sutton**'s use of AHRC/EPSRC funding to work with UK developers and Indian cultural partners (e.g. Centre for the Study of Developing Society, Delhi) creating software enabling smartphone users to engage with heritage in ways that recognises the contested nature of the past;
- *Work with museums developing innovative forms of visitor engagement*, e.g. **Radburn**'s work building 3-D models of slave ships for use in museums including the Smithsonian National Museum of African American History & Culture;
- *Heritage Consultancy*, e.g. **Donaldson**'s work with the National Trust engaging new audiences by showing how local histories illuminate wider issues of heritage; **Kemp**'s work with museums – including the Weltmuseum (Vienna) and the Musée de l'Homme (Paris) – developing new ways of conceptualising and presenting their holdings;
- *Fostering public engagement with History and Heritage*, e.g. work with the Duchy of Lancaster and Global Link delivering lectures/workshops on subjects ranging from the significance of Lancaster Castle through to the impact of the First World War on North West England (**Donaldson, Edmonds, Gregory, Hughes, Peniston-Bird**);
- *Work with government departments and think-tanks*, e.g. **Hughes**' work with FCO historians on hackathons harnessing the skills of IT professionals to present official records in innovative ways; **Mills**' work with the British Foreign Policy Group on developing relations between the UK and Latin America;
- *Work with regional agencies to promote tourism*, e.g. **Edmonds**' work with Marketing Lancashire to identify how heritage sites can identify new themes to attract visitors and bolster the regional economy.

The success of the Department's strategy in maximising the reach and significance of its research can be further illustrated by focusing on two key areas: schools and the media.

Staff use their expertise to work with schools enriching curricula and creating new resources. **Radburn** is part of an international team that edits/manages the 'Slave Voyages' website used extensively by schools on both sides of the Atlantic (c.75k users per month). **Peniston-Bird** has worked with local schools through the Lancashire Heritage Learning Team, running workshops advising teachers on how to present the First World War through the prism of Lancaster's experience, while with **Gregory** she established a Summer School for Year 12 students on 'Memorials of World War 1 and Digital Skills'. **Donaldson** has worked with schools exploring the development of graphite mining in Cumbria. The *RHC* manages a website 'Local History for Schools' that provides primary sources for teachers to use in class; it also sponsors an award recognising innovative work by teachers in north-west England in the field of regional history. **Kemp** has worked with schools to produce worksheets

on *The Ruskin's* collections for use during lockdown; **Hurst** has worked with publishers reviewing educational material for schools.

The University and Department encourage staff to share their expertise with the public through the media (the Press Office provides training and liaises with external organisations). The success of this policy is shown by the contribution of History researchers to TV and Radio programmes with an estimated audience of 25 million (the Department values contributions to local media as highly as contributions to national and international media). This work allows Lancaster historians to use their research to foster public engagement with History/Heritage – local, national, and international – and encourage greater understanding of the past.

Hughes used his research expertise on Anglo-Russian relations to contribute to the two-hour BBC Documentary 'Royal Cousins at War' (2014), reviewed extensively in the national press, and in 2019 spent several days filming in Russia for the BBC programme 'Family Footsteps'. He has been interviewed on TV stations both in the UK and overseas and was the anchor in BBC Radio Scotland's special broadcast on the centenary of the Russian Revolution. **Hagopian** and **Tadmor** have appeared on BBC Radio 4 programmes on the Vietnam War and history of friendship respectively. **Rohkramer** has contributed to historical programming on German TV. **Barber** has contributed to BBC Radio 4's PM programme about life in 17th century London. **Mills** has commented extensively on American politics in local and national media.

Gregory and **Peniston-Bird** have been interviewed frequently on local radio and television about their research on the First World War in the North-West (including the innovative digital 'Streets of Mourning' project). **Donaldson** writes extensively about heritage issues for the regional press and has been interviewed on Radio 4's 'Making History' (on the changing significance of Hadrian's Wall). **Edmonds** also regularly contributes to regional publications on questions of regional heritage; she has also discussed her research on BBC Radio Lancashire. **Radburn** and **Sutton** have been interviewed on Radio Lancashire (on the history of slavery and Indian partition respectively). **Ambler** has discussed her research in a BBC History podcast, and appeared on BBC Parliament TV, as well as featuring in 'Bone Detectives' (Channel 4). Her work has also featured in *BBC History* magazine. Many staff have written for *The Conversation* including **Ambler**, **Barber**, **Donaldson**, **Hughes**, **Hurst**, **Mills** and **Sutton**.

4c) Contribution to the Research Base and Sustainability of the Discipline

The Department has fostered an outward-looking culture in which staff at all stages of their career see contributions to the development of History both nationally and internationally as a core academic responsibility (such work is recognised in the promotions process).

Senior staff including **Hughes** and **Tadmor** have undertaken significant roles in learned societies and other organisations that promote History nationally and internationally (the former has been Treasurer of the RHS and BASEES and serves on the REF History sub-panel; the latter is Chair of the Social History Society and has served on RHS Council). Non-professorial staff have also carried out roles in learned societies. **Hickman** is President of the Alcohol and Drugs History Society. **Murrieta-Flores** co-chairs the Geohumanities groups for ADHO and DARIAH (the most important DH organisations worldwide). **Mills** is Vice-Chair of the Transatlantic

Studies Association. **Wyss** is President of the Bibliographical Committee of the International Commission of Military History and a Governing Board Member of the European Initiative on Security Studies. **Edmonds** is a Council member of organisations including the English Place-Name Society and the Cumberland and Westmorland Antiquarian and Archaeological Society.

Three scholarly journals are edited by Department staff: *International Journal of Military History and Historiography* (**Wyss**), *Ruskin Review* (**Donaldson**), and *South Asian Studies* (**Sutton**). The Department provides the administrative home for the Social History Society (publisher of *Social and Cultural History*). Staff have served on the editorial boards of twenty journals. **Wyss** co-edits Brill's *New Perspectives on the Cold War* book series. **Hughes** is on the Editorial Board of the multi-volume *Russia's Great War and Revolution* (Slavica). **Edmonds** has been appointed co-editor of the first volume of the new *Cambridge History of Britain*. History staff have reviewed manuscripts for more than forty journals including *American Historical Review*, *English Historical Review*, and *The Historical Journal*. They have reviewed manuscripts for major university and commercial publishers including: Cambridge U.P., Oxford U.P., Stanford U.P., Bloomsbury, Palgrave, and Routledge.

Several staff have served on the AHRC Peer Review College (**Taylor, Pettigrew, Isaksen, Tadmor**). Lancaster historians regularly review proposals for all the main British funders of historical research (AHRC, ESRC, British Academy, Leverhulme Trust, and Wellcome Trust). They have also reviewed proposals for more than a dozen international funders, including: Canadian Foundation for Innovation, COST (European Cooperation for Science and Technology), Fonds Nationale de la Recherche, Macarthur Foundation, Netherlands Organisation for Scientific Research, and Social Science Research Foundation (USA).

The Department has fostered international scholarly exchange through organising historical conferences and workshops at Lancaster e.g.: Summer Academy in Atlantic History (2015), Social History Society Annual Conference (2016), Spatial Humanities Conference (2016, 2018), the Invasion Network (2016 and 2017), Transatlantic Studies Association Annual Conference (2019), British International History Group Annual Conference (2019), New Researchers Conference of the British Commission for Military History (2019). The Social History Society Conference to be held at Lancaster in 2020 was postponed due to COVID-19. Lancaster historians have organised conferences and workshops elsewhere in Europe (e.g. Groningen, Madrid) and beyond (e.g. California, Delhi).

4d) Other Esteem Indicators

The worldwide research reputation and contribution of History staff to scholarship has been recognised by the award of numerous fellowships and scholarships including: British Academy/Leverhulme Senior Research Fellowship, Fletcher Jones Distinguished Fellowship in British History (Huntington Library), and Folger Shakespeare Library Short Term Fellowship (**Tadmor**); Patricia and Phillip Frost Senior Fellowship at the Smithsonian American Art Museum (**Hagopian**); Visiting Fellow, Hoover Institution Stanford (**Hughes**); Visiting Professor, University of Cagliari (**Metcalfe**); Indian National Trust for Art and Culture Heritage, UK Fellowship (**Sutton**). Staff have also won numerous awards for their research, including the British Library Labs Research prize (**Gregory**); the Martyn Jope Award for the best novel interpretation, application of analytical method and presentation of new findings (**Murrieta-Flores**); Philip Leverhulme Prize (**Ambler**), and the Wayne D. Rasmussen

Award for the best article on Agricultural History (**Radburn**). Lancaster historians have given numerous invited lectures throughout the UK and globally.

These invitations and awards reflect the global reputation of Lancaster historians and the Department's success in supporting its members to produce excellent and innovative historical research over the past seven years.