

Institution: University of Nottingham
Unit of Assessment: UoA 25, Area Studies
<p>Section 1: Unit Context and Structure, Research and Impact Strategy</p> <p>1.1 Overview</p> <p>UoA25 comprises 18 (16.7FTE) research-active staff in the Department of American & Canadian Studies (ACS). The Department's postgraduate and early career researchers play a key role in maintaining the field's research strength and sustainability. Within the REF period, the Department hosted 3 Leverhulme-funded postdoctoral fellows and 1 AHRC-funded early career research associate, 3 of whom have successfully gone on to permanent academic appointments. Situated in the School of Cultures, Languages, and Area Studies (CLAS), in the Faculty of Arts, ACS conducts multi- and interdisciplinary research in North American history, politics, foreign policy, literature, print culture, visual culture, and music. The Department organises its scholarship, grant capture, and impact through three research clusters: Print and Visual Culture; Race and Rights; and Politics and Foreign Policy. Each cluster's academic lead reports to the Department's Research Director, and each organises conferences, visiting speakers, and public engagement activities. Since REF2014, two major transformational initiatives have resulted from the Department's scaling up of its research in race and rights. i) Trodd's leadership of the Rights Lab, one of six University of Nottingham Beacons of Excellence, which conducts research on modern global slavery (REF5a 2.1b; ICS1). ii) Salt's research on race, systems of governance, and decision-making led to her leading role in transforming how universities, UK funding bodies, and third-sector organisations engage with Black and Minority Ethnic communities (ICS2). ACS is the largest department of its kind in Europe and aims to set research agendas and foster excellence in American and Canadian studies research, knowledge exchange, and impact.</p> <p>1.2 Achievement of strategic aims during assessment period</p> <p>Since REF2014 the Department has successfully achieved its strategic goals and laid foundations for future successes. Research cluster vitality is evident: each has secured research awards (see 3.1), with 23 research grants totalling £1.38m in research income, a 60% increase on awards of £860k reported for REF2014. The Department has produced 11 monographs, 60 journal articles, 39 book chapters, 7 edited collections and special issues and collaborated with dozens of local, national, and international partners (see 4). Specific REF2014 aims have been achieved as follows:</p> <p>i) Advancement and consolidation of research specialisms and interdisciplinarity</p> <p>The Print and Visual Culture research cluster's wide range of publications include two landmark outputs: Lewthwaite's AHRC-supported <i>A Contested Art: Modernism and Mestizaje in New Mexico</i>, winner of the 2016 British Association for American Studies Annual Book Prize; and Trodd and Bernier's <i>Picturing Frederick Douglass</i>, the first comprehensive visual analysis of the most photographed American of the 19th century. The cluster strengthened a new research strand in 19th-century American print culture, resulting in key publications: Thompson's <i>Herman Melville</i>; Pethers's and Bernier's co-edited 750-page <i>Edinburgh Companion to Nineteenth-Century American Letters and Letter-Writing</i>; and Vandome's 'American Scientists and their Fictions.'</p> <p>The establishment of the Centre for Research in Race and Rights (C3R) in 2013, enhanced ACS's engagement with and leadership of University-wide strategic initiatives, enabled significant increases in grant capture (see 3.1), instigated new external collaborations, and developed partnerships with the wider academic community at Nottingham and beyond (see 4). Trodd's appointment supplemented existing staff research (Bernier, Ling, and Monteith). Monteith and Trodd co-founded and directed C3R and worked with external collaborators to extend C3R's reach to encompass modern slavery, antislavery, and civil rights. Under the auspices of the University's Global Research Themes (REF5a 2.1(a)), Trodd built on the success of C3R to co-found and direct a university-wide Research Priority Area (RPA) in Rights,</p>

Justice and Global Challenges (2014-19), supported by internal investment of £330k for research in the fields of human rights, civil rights, criminal justice, social, and economic justice. This new cross-faculty collaboration provided a strong foundation to enable Trodd to lead a successful bid to make slavery and civil rights the focus of one of the University's six Beacons of Excellence investments (REF5a 2.1b, investment of £8m). The Rights Lab research beacon addresses United Nations sustainable development goal 8.7, which seeks to eradicate forced labour, modern slavery, and human trafficking. Under Trodd's direction, The Rights Lab has undertaken innovative transdisciplinary research, including projects on: anti-trafficking and antislavery using satellite technology; building evidence for effective antislavery governance; and the effects of COVID-19 on modern slavery survivors. Academics from all five of the University's faculties collaborate on data, business, survivors, and governance research programmes. The Rights Lab works with a global community of policymakers, civil society actors, and businesses.

Salt's appointment in 2016, and her co-directorship of C3R, helped develop research, grant, and impact activity in new directions, and produced key publications, including Salt's *The Unfinished Revolution*. With her expertise on race, rights, and policy Salt developed research addressing diversity and inclusion in higher education institutions, third-sector organisations and funding institutions (e.g. UKRI). From 2019, Rottenberg took over co-directorship of the Centre (with Gust, History). Her research on feminism (key publications include *The Rise of Neoliberalism Feminism*) extended C3R's remit to encompass gender and intersectional rights.

The **Politics and Foreign Policy** research cluster has continued to produce high-quality research outputs, notably Ryan's *Full Spectrum Dominance* and Sewell's *The U.S. and Latin America*; Ling's second edition of *Martin Luther King, Jr.*, Phelps's co-authored monograph on *American Radicals*. Ryan and Sewell co-edited *Foreign Policy at the Periphery*. McGarr, Sewell, and Ryan published 24 articles and book chapters on American foreign policy, including on the US 'War on Terror,' Cold War policy and the Indian subcontinent, George Bush, and John Foster Dulles.

ii) Building strength in the University's archival collections as a basis for individual and collaborative research

In the assessment period significant acquisitions to strengthen the research environment include access to news and media archives, e.g. African American Newspapers and ProQuest Historical Newspapers, and individual issue archives for *The Nation*, *The New Republic*, *Washington Post*, *Los Angeles Times*, and *Times of India*, especially facilitating the Print and Visual Culture cluster's work on nineteenth-century print (Pethers, Thompson, Vandome); research in the Politics and Foreign Policy cluster, including Phelps's *American Radicals* and McGarr's essays; and cross-cluster collaboration such as Maxey and McGarr's co-edited *India at 70*.

iii) Appointments to support the Department's interdisciplinary strengths and expertise

See 2.1 below.

1.3 Impact

Significant institutional support, staff incentivisation, and grant capture (see 3.1, 3.2), has enabled the Department to achieve its strategic goals for impact in three respects. **i) to embed research impact and public engagement as a founding principle of C3R.** Both ICSs derive from underpinning research in race and rights, build on local collaborations (see 4.3), and scale up research to work with national collaborators (Tate, Runnymede Trust, UKRI in ICS2) and international organisations (the UN, multinational NGOs in ICS1) to extend impact reach. **ii) to continue to integrate post-graduate students into the department's culture of impact and public engagement.** All PGRs complete compulsory training in KE and impact via the Arts Researcher Skills Programme, and the Rights Lab (ICS1), Rights and Justice RPA and C3R (ICS2) have given PGRs experience in KE and impact work: Jeffrey and Schrader as Rights Lab Research Fellows; Wright as Rights Lab Student Internship Coordinator and Rights and Justice RPA Postgraduate Co-Director; Pearce as Postgraduate Director for C3R, working on event management and social media publicity. **iii) to capitalise on the appointments of honorary professors to stimulate extra-academic debate and activity.** Trodd's collaboration on

modern slavery projects with honorary professor Kevin Bales (2013-16) (subsequently appointed to UoN School of Politics and International Relations in 2016) underpinned grant awards (see 3.1) and their impact components leading to ICS1.

Our robust strategy fosters emergent impact across the Department, including Phelps's knowledge exchange activity (see 4.3), Rottenberg's collaborations on contemporary caring (see 4.1), and policy work stemming from Ryan's secondment to the Foreign and Commonwealth Office (see 1.5).

1.4 Open Research, Ethics, and Integrity

The unit supports the **open research** agenda in alignment with the University's approach to open research (REF5a 2.3). School Research Committee oversees implementation of UoN's policies on open access and research data management and ethics. Support for UKRI grant applicants' data management plans is provided by the Library and the Digital Transformations Hub. PGRs are also supported to complete data management plans. The unit has embraced opportunities for openly sharing knowledge. Going beyond the minimum standards for open access required by the REF, Maxey's monograph *South Asian Atlantic Literature, 1970-2010* (2012) is available through Open Access (<http://www.oopen.org/search?identifier=625260>); Salt's *The Unfinished Revolution* was first published as a free, open access book (<http://www.oopen.org/search?identifier=1004127>). Trodd's work on the AHRC-supported 'Anti-Slavery Usable Past' project (see ICS1) made publicly available a digital archive of c1200 contemporary slave narratives (www.antislavery.ac.uk).

Institutional policies on **research ethics** (REF5a 2.4), including the Concordat to Support Research Integrity, govern all our work. The Department seeks to enable research of the utmost quality, integrity, and openness (REF5a 2.4), overseen by the School Ethics Officer who sits on School Research Committee. 'Research Ethics' are a standing Research Committee agenda item and thus embedded in the School's research governance structure. The School Ethics Officer advises and trains staff and PGR students in ethics and safe handling and storage of data, including GDPR. Research or impact activities involving human subjects or their data are submitted for ethical approval by Faculty Ethics Officers before any work begins.

The School produces a yearly **research integrity** report as part of the University's annual monitoring process. PGR students additionally benefit from Arts-specific Research Integrity training, administered by the Researcher Academy. Academic misconduct is dealt with in accordance with UoN policy. In 2019-20 Salt pro-actively led the promotion of research integrity as a member of the External Advisory Group who supported the research and publication of UKRI's 'Research Integrity: A Landscape Study' (<https://www.ukri.org/files/legacy/documents/research-integrity-main-report/>) and contributed to a webinar on research integrity in July 2020 (<https://ukrio.org/events/webinar-series/webinar-series-2020/>).

1.5 Future Research and Impact Strategy (2020-25)

The Department will build on its research and impact successes to consolidate proven areas of strength outlined in 1.2, and to identify new opportunities. The Department aims to:

- i) support colleagues at all career stages to produce excellent individual, impactful research sustain our strong record of supporting future research leaders**, through new ECR appointments, postdoctoral fellowships, and promotion
- ii) continue investing in a thriving postgraduate research community**, ensuring vitality and diversity through wider recruitment (e.g. to the new Black Studies programme), and enhanced support for research and impact training
- iii) further embed an equitable, inclusive, and positive research culture**
- iv) continue investing in the development of research, KE and impact excellence** in the Department, both in existing areas of achievement (e.g. C3R to Rights Lab Beacon) and in other/new research clusters
- v) continue to facilitate high-quality research and impact through grant capture** at all career

stages, for both excellent individual projects, and collaborative initiatives

vi) maximize the benefits of interdisciplinary research in order to respond to societal challenges, e.g. rights and justice, public health and social cohesion

vii) to expand Open Access capacity, in line with UKRI's 2020 review

Our three clusters will drive a research culture that enables every researcher to produce high-quality research outputs and impact with comprehensive support for academic development.

In **Print and Visual Culture**, Heffernan will edit a new 2-volume history of American popular culture for Cambridge University Press (CUP). Planned monographs include Hutchison on *Stoner*-author John Williams, Maxey on American life writing, Pethers on temporality and print culture in early America, Roberts on postcolonial film adaptation, and Thompson on print media history. Staff research will continue to develop our strengths in 20th-century intellectual history (Hutchison, Phelps, and Vandome) and contemporary literature and culture (Hutchison, Lewthwaite, Maxey, Roberts, and Rottenberg).

In **Race and Rights**, Trodd will continue to work on survivor narratives as part of the Rights Lab and undertake cutting-edge, interdisciplinary research and national and international impact work on antislavery. Miller will continue work on the US criminal justice system, leading to a monograph on Florida's death row history. Rottenberg will continue to develop collaborative research networks straddling humanities and the social sciences, and transform her North American gender politics research into impactful projects on care and caring in the contemporary world. Planned grant applications include to the Nuffield Foundation and to the Independent Social Research Foundation (both 2020).

In **Politics and Foreign Policy**, building on longstanding strengths in 20th- and 21st-century American foreign policy and the place of the US as a global power, future work includes Sewell's AHRC-funded network on 'US & the World Scholarship' (2020-22, COVID-delayed) and Ryan's continuing (0.6FTE) secondment as 'Senior US Analyst' in the Americas section of the Foreign and Commonwealth Office (2019-2021), undertaking research on contemporary US foreign affairs and providing impactful advice and analysis to policymakers. McGarr will complete *Spying in South Asia: Britain, the United States and India's Secret Cold War* (CUP, 2022). An edited collection based on Phelps and Vandome's Faculty of Arts-funded 'Marx and Marxism in the United States' symposium (May 2019) will appear in 2021 with Manchester University Press (MUP). Phelps and Vandome will also work on intellectual biographies of political radicals Samuel D. Schmalhausen and Joseph Freeman respectively.

2. People

2.1 Staffing and Recruitment Strategy

The Department's staffing and recruitment strategy is aligned to the Faculty of Arts strategic aims to **i) recruit, retain and develop excellent researchers** using fair and inclusive selection and appointment practices and clear and transparent merit-based recognition; and **ii) enable every researcher to produce high-quality research outputs and impact** with comprehensive support for academic development within an emerging open research environment. The unit comprises 18 staff (16.7FTE) (20 in REF2014). Three retired professors (Ashworth, Messent, and Newman) retain links as Emeriti. Two staff moved to other HEIs (Bernier, Monteith), replaced by two new permanent appointments, which also enabled succession planning for C3R. Salt expanded the unit's expertise in African American and Afrodiasporic culture to cover Haiti and the Caribbean, and extended the unit's impact strategy into the fields of diversity and inclusion through positions on the AHRC advisory board and EPSRC- and ESRC- funded research projects. Rottenberg reinforces the unit's expertise in social rights and justice and extends expertise in gender and feminism to American and global popular culture, again strengthening focus on the US and Canada and their global contexts. Both appointments ensured succession planning for C3R. Asquith, in post at census date, is now Research Associate on the GCRF-funded 'Antislavery Knowledge Network.' Project (Liverpool).

2.2 Staff Development Strategy

Guided by the Concordat to Support the Career Development of Researchers and enabled by UoN's *Building a Culture for Success* framework (see REF5a 3.1), the Department has three main aims for staff development:

i) To encourage the career development of the next generation of academics and sustain the discipline's health. Continuing the Department's outstanding record, participation in the **Leverhulme ECF** scheme supported 3 postdoctoral fellows (Durkin, McGettigan, Asquith) and Donington, post-doctoral researcher on the AHRC-funded Anti-Slavery Usable Past project. Three of these ECRs secured permanent posts at UK HEIs: Durkin (Newcastle), McGettigan (Royal Holloway), Donington (London South Bank). Three two-year **Honorary Research Fellowships** were awarded to recent PhD students and research assistants (Pickford, De Cristofaro, Guijt), to help them transition to academic careers. In 2020, recent PhD students Eastwood and Hughes were awarded 9-month **CLAS postdoctoral bursaries**, which included library, space, computing and other facilities, and academic mentor support. The Department provides a mentoring scheme for ECRs, post-doctoral students, and new members of staff. Staff have an individual yearly research allowance (see 3.2).

ii) To support all staff, irrespective of their career stage, in their personal growth as scholars, practitioners, collaborators, and leaders. Career development support is offered in a variety of ways. At a University-level the **Leadership and Management Academy** and Central Short Courses programmes offer training and mentoring to support individuals to develop their careers. Since 2016, the Faculty of Arts has run an **Arts Research Leadership Programme**. It enables scholars to make the transition from individually excellent researcher to research leader in the Faculty and beyond. The programme helps participants to: develop career planning; navigate changes to the internal and external research environments; and mentor and inspire colleagues. Lewthwaite, McGarr, Miller, Phelps, and Roberts have all completed this programme. The unit also encourages staff to seek research leadership development with external bodies. McGarr was a participant in the AHRC's **Engaging with Government Programme** in 2016 and held a British Science Association Media Fellowship in 2017. Trodd completed **the University-wide Research Leaders Programme** (2014-15), which aims to support the development and advancement of identified key academics in their strategic research leadership roles. Trodd's leadership of the Rights Lab Beacon demonstrates the scheme's effectiveness. At Departmental level the Research Director offers individuals guidance about research projects and appropriate funding sources, with additional specialist support provided by the Centre for Advanced Studies (CAS; see 3.2). Annual individual **Appraisal and Development Conversations** (in line with University guidelines, REF5a 3.1) and separate research interviews (see 3.2) provide opportunities to discuss and plan careers, research training needs, and long-term aspirations at all career stages.

The success of these and other structures described in 3.2 below is evident in a series of staff promotions. Of the unit's **18 staff members, 8 (5 women and 3 men) were promoted** during this REF period: Roberts, Lewthwaite, Maxey and Salt to Associate Professor, and Miller to Professor; McGarr and Sewell to Associate Professor, and Thompson to Professor.

iii) To ensure that all staff have sufficient time to undertake research and are given the mentoring necessary to set research priorities and secure internal and external funding. The School Research Committee operates a robustly scrutinised study-leave scheme that appraises applications in the year preceding the planned leave. School policy gives each staff member (including part-time staff) **one semester's research leave in every seven**. Seven ACS colleagues (Ling, Lewthwaite, Monteith, Roberts, Sewell, Thompson, Trodd) also benefited from the Faculty of Arts Pro-Vice-Chancellor's Fund, awarded on a competitive basis, to extend one semester of study leave to a full year, to finish major research outputs (see 3.2). Both School leave and the Faculty Pro-Vice-Chancellor's Fund are also available to support impact activity as well as work on outputs.

Facilitating impact and knowledge exchange (KE) with external organisations

The Department benefits from UoN's status as a UK leader in impact and KE (see REF5a 2.2). Projects promising significant impact receive dedicated support from the Faculty's Research Development team and KE and Impact officer (located in CAS) and the Department's academic Impact lead. Assistance includes the opportunity to access KE seed-corn funding for collaborative projects through a Faculty-led Arts Impact Accelerator Account.

2.3 Research Students

Our 30 PGRs are integral to the unit's research culture, and staff have played vital roles in PGR development and success across the wider School, Faculty and Midlands region: Pethers is Director of Postgraduate Studies for CLAS; Thompson served as Graduate School Associate Dean (2015-19); Monteith was founding director (2014-18) of the Midlands-wide AHRC-funded doctoral partnership—Midlands3Cities (M3C).

Recruitment and studentships

In the current REF cycle, the Department awarded 37 doctoral degrees (33 in REF2014). The Race & Rights cluster research yielded the creation of a **new Black Studies PhD programme**, the first of its kind in Europe, which began recruiting in 2017 and currently has 6 registered students.

The **AHRC-funded M3C** (2014-19: led by Nottingham), was a key strategic development that secured funding for a significant uplift in studentships from the AHRC with 1-to-1 match funding commitment from each consortium partner. The success of Monteith's directorship and consortium development laid a foundation enabling her successor to submit the top-ranked application in the AHRC's DTP2 competition (REF5a 3.3). The Midlands4Cities DTP (M4C) was awarded the largest allocation of studentships, again with 1-to-1 match funding. M3C/M4C has created a collaborative environment across the Midlands-based consortium and plays a major role in the future sustainability of research in American and Canadian Studies. Staff in the Department have co-supervised PhDs with colleagues in Birmingham, Leicester and Nottingham Trent, and with Nottingham colleagues in Classics and Archaeology, History, Politics and International Relations, and Sociology and Social Policy.

M3C/M4C funded 28 students admitted to the Department between 2014-20. The unit is also now ESRC-accredited and able to participate in the University of Nottingham's Midlands Graduate School (MGS, led by Warwick), one of 14 ESRC funded Doctoral Training Partnerships. In addition, students have been funded by 6 School scholarships and 8 University-funded awards, including schemes for EU and International students. The unit also awarded 19 MRes research degrees, 9 of whom went on to PhD study in the unit.

Monitoring and support towards progress and successful completion

The sustained success of our doctoral degree awards results from effective supervision, monitoring, and support overseen by the CLAS Research Committee and consistent with University processes (REF5a 3.3). All students are co-supervised, often on a 50-50 basis. Supervisors provide at least 10 **supervisions** per year (6 for part-time students). Outcomes and action points from supervisions are formally recorded. All PGRs take part in an **annual review** process. Assessors determine whether students continue their studies or submit to further review before their progression is confirmed or their registration terminated. A dedicated School Postgraduate Student Advisor deals with serious pastoral matters such as maternity leave arrangements, caring responsibilities, bereavement and severe ill health, following policies formulated in the University's Quality Manual.

Integration into the research culture and preparation for further research

PGRs benefit from weekly work-in-progress seminars, and present and discuss their research at least once each academic year. Invited speakers run additional dedicated seminars for PGRs where possible (e.g., Annette Gordon Reid, Nelson Lichtenstein, Jonathan Bell). School Research Committee and the University's Researcher Academy fund research and conference trips. M3C/M4C-funded students also have access to research funding from the DTP through its

Cohort Development and Student Development Funds. These resources have facilitated PGR research and conference attendance in the US and Canada as well as in the UK and Europe.

PGRs are encouraged and supported to run their own conferences, e.g. in 2015, 'Money Talks: Inequality and North American Identity' (Hamilton, Pearce, H Murray) and 'Workers of all Lands Unite? Working-Class Nationalism and Internationalism Until 1945' (Costaguta, Moody, Tiplady), which resulted in a co-edited book (2018). PGRs have also gained experience on paid placements to support C3R activities (see 1.3). They have dedicated shared office space, IT and social facilities, and administrative support from the School, and organise reading groups (e.g. on gender, digital culture, 19th-century print, Marxism) with other PGRs and staff in the School and Faculty.

The **annual American Studies retreat**, which began as a unit-sponsored event in 2015, enables students to develop academically, professionally, and socially by living and working together for a week away from the university campus. Academic staff (Heffernan, Lewthwaite, Pethers, Phelps, Roberts, Thompson, Trodd) participate in various intellectual and professional development activities as part of the retreat, including intensive work-in-progress sessions, reading groups on specific issues affecting the discipline, and exercises in module design. Since 2017, funding from M3C/M4C and from the British Association for American Studies has opened the retreat to students from across the M3C/M4C consortium, a model successfully adopted by another M3C/M4C research network, the Digital Culture Research Network, based at Nottingham.

Staff encourage and mentor postgraduate applications for external funding. **In addition to 23 research and travel grants, major successes include** 3 AHRC International placements at the Library of Congress (Brooks, Eastwood, Weightman); a Gilder Lehrman Centre Fellowship at Yale University (H-R Murray); an Agnese N. Haury Fellowship in Cold War Studies at New York University (Tiplady); a Filson Historical Society Fellowship in Kentucky (Gallo); and a Baird Society Resident Scholar Academic Appointment with the Smithsonian (Jeffrey). Postgraduates have published essays in journals including *ELH* (Hughes), the *European Journal of American Studies* (Bailey), *Critique* (Monkman), *Economic & Industrial Democracy* (Moody), and *Women's Studies* (Wright), as well as other essays in edited collections. PGRs in the unit have also played a vital role in organising postgraduate activities and events for the British Association for American Studies at the national level, by editing the Association's postgraduate journal—*US Studies Online* (Green, Offiler)—and acting as Postgraduate Representative for the association (Wright).

Support for research students' skills development and career preparation

PGRs access an excellent range of research training opportunities (REF5a 3.3) through two main avenues. First, the Research Academy's Arts Faculty Researcher Skills Programme, which conforms to national standards set out in Vitae's 'Researcher Development Framework' and the AHRC's 'Research Training Framework', and offers courses covering a range of topics from managing research projects to impact, research governance, and ethics, and from methodologies such as archival and digital research to writing, networking, and communication skills (in 2018-19, 46 such courses ran). Forms of training for diverse careers include placement opportunities provided by Postgraduate Placements Nottingham (COVID-affected in 2020).

Second, the Midlands Arts Programme is available to AHRC M4C-funded PGRs. This research and employability training draws on all eight M4C universities and encourages PGRs to establish non-academic and academic networks and to reflect on the changing status of arts and humanities researchers in the twenty-first century. M4C Student Development and Cohort Development Funds support additional types of research and employability training such as work placements and field trips. M4C students benefit from the Research Training Support Grant for overseas study visits with a training dimension.

Evidence for the success of the unit's supervision, mentoring, and training of doctoral students can be seen in their career destinations. Since REF2014, **8 graduates have gained permanent**

academic posts: Sykes (Birmingham), Lennon (Coventry), Williams (Hull), Assella (Kelaniya, Sri Lanka, Bishop (Lincoln), Pickford (Lausanne), H. Murray (Liverpool), and Offiler (Sheffield Hallam). They also go on to prestigious post-doctoral fellowships: 2 Leverhulme Early Career Fellowships at the University of Edinburgh (Jeffrey, H-R Murray); 1 at the University of Warwick (Hughes); a two-year Fritz Thyssen Foundation research fellowship at the University of Warwick (Schrader); a three-year Wellcome Trust Fellowship at the University of Northumbria (De Cristofaro); and a year-long Fellowship at the Rothermere American Institute, Oxford (Wright). Offiler is Associate Editor of the *Journal of American Studies*—the leading European American studies journal, joining 3 earlier PGRs from the Department (Moynihan, Witham, Feghali) to form the journal editorial team.

2.4 Equality, Diversity, and Inclusion

In line with UoN's **equal opportunities policy**, members of the Department are treated solely on the basis of their merits and abilities (see REF5a 3.5). The unit has 18 research staff (16.7FTE): 9 women and 9 men, 1 BAME colleague, who founded the Black Studies PhD programme and mentored the early entrants to it; 4 international; and none with a declared disability. 16 are full-time permanent, 1 is 0.5 part-time, and 1 is 0.2 part-time. At census date, 2 were Professors (1M, 1F), 9 Associate Professors (4M, 5F), 6 Assistant Professors (3M, 3F), and 1 Postdoctoral Fellow (F). 2 of the 3 Department heads during the REF cycle have been women. Emeriti continue to play a part in the unit's research culture by attending visiting speaker events and conferences, and continue to publish, e.g. King, *Arendt and America* (2015); Newman, *Utopia and Terror in Contemporary American Fiction* (2015).

Department research strengths in the history and legacy of North American racial, ethnic, and gender inequality inform the unit's commitment to the University's EDI Strategic Delivery Plan (REF5a, 3.5), the School's Athena Swan action plan (Bronze award, 2018), and the School EDI Committee's priorities. Maxey served as School EDI Director (2017-20), reporting to Head of School and to School Research Committee, where EDI is a standing item. She was succeeded by Roberts (2020-). The Department has fully implemented the recommendations of the Concordat to Support the Career Development of Researchers. The Director of Research supports ECR career development opportunities. For instance, Donington was mentored to a British Academy Rising Star Engagement Award (2015). All 4 of the unit's externally funded early career post-doctoral researchers in the current REF cycle were women.

Flexible working for staff is available: Asquith returned to her Leverhulme ECR at 0.5 after maternity leave; a reduction to 0.2 allowed Salt's secondment to UKRI (see 4.3); and Trodd is seconded to the Rights Lab with a full-time replacement. Statutory paternity leave cover was arranged for two colleagues (Pethers, Vandome). Staff on research leave are kept informed about research seminars and visiting speakers. Support for colleagues returning from leave, managing long-term illness, or with caring responsibilities includes paid Keeping in Touch days, where desired; phased return options (e.g. to part-time in the first instance); timetabling blocks on certain hours/days; return-to-work meetings with line manager, plus appropriate ongoing support (e.g. regular meetings, targeted mentoring). All staff complete online **unconscious bias training**, must complete training to sit on and/or chair interview panels, and are encouraged to receive training in EDI best practice through UoN's Leadership and Management Academy. At School, Faculty, and University level, new projects, policies, committees, and activities (including REF) are subject to **Equality Impact Assessments** (EIA) in order to avoid disadvantaging those with protected characteristics or who are otherwise vulnerable.

For staff and PGRs with disabilities, the UoN disability team works with individuals to ensure needs such as access are met, general wellbeing is monitored, and special equipment recommended by Occupational Health is purchased. Support for staff and PGR wellbeing is guided by University wellbeing and HR policies. Staff can undertake the University's Calibre bespoke career development programme for disabled staff. PGRs experiencing difficulties may interrupt their studies and extend their thesis-pending period. To take account of COVID's impacts, PGRs receive a six-month fee-free extension (and up to six-month stipend for AHRC-funded students) if they entered thesis pending after 29 September 2019, would have originally

concluded registered study between 1 March 2020 and 1 October 2021, or were registered prior to 1 March 2020 with end dates between 2 October 2021 and 30 September 2023.

Research Students

EDI is embedded at all levels of PGR activity. Staff handling PGR recruitment have completed Unconscious Bias and interview training. Our PGR body is diverse. Of the 37 doctoral degrees 7% were BAME students (24% for the current cohort); 25 were awarded to home students; and 12 to EU and international students (17F women, 20M; 4 declared a disability). M3C/M4C studentships offer up to 3 months' sick pay per year and 6 months' paid leave for parents and adopters. Completed PGR research topics include: 'What it Means to Prefer Roses: Lesbian-Inflected Narratives in Post-2005 Toronto Theatre Productions' (Dossetto); 'Transatlantic Abolitionism and African American Activism in Britain 1835-1895' (H-R Murray); 'Bearing Witness: Contemporary Slave Narratives and the Global Antislavery Movement' (Nicholson); 'Mythology and the Indian Diaspora in Contemporary North American Literature and Film'; and 'American Women's Prison Zines as sites of Art and Protest 1920-2017' (Wright).

REF Submission

REF2021 **output selection** followed the University's Code of Practice and showed due regard for EDI issues. Individuals were invited to declare personal circumstances; none did so. All reviewers undertook Unconscious Bias training. All outputs in scope were read by two internal reviewers as part of the University's REF Readiness Review processes and based on the criteria outlined in *Guidance on Submissions*. Final selection decisions involved discussion between the Head of Department (F), the School's Director of Research (M), and the School's EDI co-director (F). The portfolio of submitted outputs is in line with the unit's gender and seniority profile: 17F, 14M; 6 by Professors (4F, 2M); 18 by Associate Professors (10F, 8M); 6 by Assistant Professors (2F, 4M); and 1 by a Postdoctoral Fellow (F).

3. Income, infrastructure and facilities

3.1 Income

Since REF2014 we have implemented new strategies and processes for increasing research income. Grant time allocated to FEC grant-winners (PIs and CIs) is honoured in full. The Department's research awards from UK Research Councils and UK based charities in the current period total £1.38m, a significant increase on research income in REF2014 (£826,700) and RAE 2008 (£328,248). This equates to a research income per FTE of £74k, compared to £42k in REF2014 and £11k in 2008.

These awards have enabled the Department to:

i) establish Nottingham as a major research centre in race and rights: Monteith won a British Academy Landmark Conference Scheme Award for 'Civil Rights Documentary Cinema and the 1960s: Transatlantic Conversations on History, Race and Rights' (£25k) and a Leverhulme Major Fellowship, *The Civil Rights Movement: A Literary History* (£161K). Trodd's initial work with C3R received £9.1k from the British Academy for 'Picturing Frederick Douglass', a British Academy Rising Star Engagement Award on 'Race and Rights' (£15k), and an AHRC Grant for Exhibition Curating on 'The Frederick Douglass Community' (£4k). C3R benefited from Salt's AHRC-funded work with Prof. Keri Facer, Programme Lead for AHRC's Connected Communities (£36k); Salt's AHRC Network Grant 'Geographies of Black Protest: Usable Pasts and Sustainable Futures' (£33k), part of the AHRC's Translating Cultures programme response to the UN Decade of People of African Descent (2015-24); and Arts Council-funded project; and Arts Council-funded project 'The Bigger Picture' (£88.4k) investigating the impact of inter-generational arts programming on the experiences of exclusion and isolation within minority communities in Nottingham.

ii) forge transdisciplinary, collaborative projects that address serious global challenges:

Trodd was CI on the AHRC 'Antislavery Usable Past' project (total award £1.8m), which delivered £589.7k to the Department; CI on the ESRC 'Modern Slavery: Meaning and Measurement' (£18.7k, total award £80.7k); and CI on the ongoing University of Liverpool-led

AHRC GCRF 'Antislavery Knowledge Network' (£90k, total award £1.8m). These grants have enabled the Faculty- and University-wide research and impact programmes led by Trodd and described in 1.2 and 1.3. Similarly, Salt's work was enabled through funding as PI on an ESRC Research Grant 'The Trust Map' (£133k, total award £984k); CI on the EPSRC-funded projects 'STEMM CHANGE: Uncovering Barriers to Inclusivity and Transforming Institutional Culture' (£26k, total award £523k); and CI on 'eBase: Evidence-Base; growing the Big Grant Club' (£29.4k). She is also CI on the ESRC funded 'CuRAtoR: Challenging online fear And OtheRing' (£2.7k, total award £561k).

iii) develop new research projects and directions: Monteith, Salt and Trodd, as PIs and CIs on awards of over £7m during the cycle (not including the AHRC DTP), have contributed to the expansion of Faculty and University research into new areas (see 1.2). Additionally, Rottenberg's Israel Science Foundation Individual Research Grant (\$82k) and Marie Curie Individual Fellowship (€195k) supported her work on feminism, neoliberalism, and contemporary culture. She has recently been awarded a Leverhulme Research Fellowship for work on rethinking feminist solidarity (2020-21). McGarr's work on emotional diplomacy (£7k), Hutchison's work on a critical biography of John Williams (£7k), and Roberts's research on postcolonial film adaptation (£5k) have all benefited from British Academy small grants. Phelps won a Martin Duberman Visiting Fellowship, at the New York Public Library (\$15k) for his research on a biography of Samuel D. Schmalhausen, Vandome won a Visiting Scholar Research Fellowship at the Hoover Institution, Stanford University (\$2.5k) for a biography of Joseph Freeman, and McGarr's research on American foreign policy was supported by a fellowship at the John F. Kennedy Library in Boston (£3k).

3.2 Infrastructure & Facilities

The Department's research is overseen by the CLAS Research Committee, chaired by the School Director of Research and KE (currently Thompson), who is also a member of the Faculty Research and KE Board. Each year the Department's Director of Research conducts interviews with all staff about short, medium, and long-term research plans (see 2.2) and reports on research activity and developments to the School Research Committee, which also oversees applications for, and receives reports on, research leave; monitors research ethics applications; allocates research funds from the School research budget. Staff have an individual yearly research allowance of £600 and can apply to the **School's Research and Conference Funds** for up to an additional £1200 p.a. in each scheme. Total awards to Department staff in this cycle amount to £53.6k. Faculty incentives for research and knowledge exchange grant capture are built into workload planning models.

Additional internal support through the **Faculty of Arts Pro-Vice-Chancellor fund** (total £42k 2014-2020) has included vital additional leave supporting the completion of research monographs, including Roberts's *Discrepant Parallels*, Lewthwaite's forthcoming *Scarred Landscapes: Place, Memory and Trauma in Caribbean Latino Art* (contracted to the University of Oklahoma Press), Sewell's forthcoming *The Worlds of John Foster Dulles* (contracted to Johns Hopkins University Press), and Thompson's *Herman Melville*. Staff have also benefited from other Pro-Vice-Chancellor's Fund awards, including support for conferences, research assistance, and impact (Ling, Phelps, Sewell, Vandome).

Advice and mentorship for staff by the Department Director of Research is supplemented at University and Faculty level by CAS research development staff, who provide expertise in identifying funding opportunities, developing grant applications, fostering collaborations between disciplines and with non-academic partners; provide an academic peer-review mentoring scheme, and advice on embedding impact in research. Over the REF period, CAS support enabled the submission of 50 external grant applications (11F, 6M). The overall success rate was 26% (29%F; 20%M). Targeted CAS support will help address this slight gender imbalance of grant applications and help colleagues affected by COVID-19 in regaining their momentum, supporting the development and submission of grant applications delayed by personal circumstances and/or COVID restrictions on travel and archival work. ACS will provide intensified mentoring. Colleagues will also be invited to describe the impact of COVID in all

internal study leave, funding, and promotion applications, impact that will be taken into account explicitly in decision-making.

The **scholarly infrastructure** includes excellent access to academic resources. Of the University's 8 libraries the Hallward Library remains the key library for Arts disciplines. For significant acquisitions in the current cycle see 1.2.ii. The Faculty's Digital Transformations Hub supports digital teaching and research in Arts (workshops on databases, geospatial data, text mining, social media data mining, 3D scanning, network analysis, and an Introduction to Digital Humanities that runs yearly). With this support, a Department PGR (H-R Murray) was a finalist in the British Library Labs 2016 Competition, for work on black nineteenth-century abolitionists in the UK. PGR offices (shared) and staff offices (most single-occupancy) are centred in one building near to our main research library.

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

4.1 National and International Research Collaboration

Our research and impact **collaborations with external partners regionally, nationally and internationally** are facilitated by the University's interdisciplinary research infrastructure (see 1.2 and 3.2), and by Faculty and School support (2.1). Collaborative research beyond Nottingham is supported by School, Faculty, and University funding schemes. These have allowed staff to work in national and international research networks, in addition to the many associated with the Rights Lab Beacon (2016-22), including the Yale University Working Group on Modern Slavery. Sewell is a Steering Committee member of the AHRC-funded network 'Writing the History of the Americas after the Global Turn' (York, Nottingham, Sheffield, Harvard University, Fordham University, Northwestern University, New York University). Ryan contributes to 'The Trump Project' established at University College, Dublin in 2017. Roberts's Leverhulme-funded work on the 'Culture and the Canada-US Border' international research network included members based at SUNY Buffalo, Algoma University (Ontario) and Mount Royal University (Alberta). Pethers is a volume editor on *The Charles Brockden Brown Electronic Archive and Scholarly Edition* project based at the University of Central Florida with advisory board members at 10 US universities. Rottenberg is a member of the Care Collective (2017-present)—whose other members come from Birkbeck, the University of East Anglia, City University—and the Care Economies Network (2018-present), located in the International Inequalities Institute, London School of Economics and Political Science. Ling is the only non-US scholar on the 'Civil Rights Sites' World Heritage Bid, led by Georgia State University.

In its collaborative work the Department has built **scholarly networks** by curating more than 30 conferences, exhibitions, and edited books and journal special issues. For instance, Monteith was the PI for a British Academy Landmark Conference Grant in 2016: 'Civil Rights Documentary Cinema and the 1960s: Transatlantic Conversations on History, Race and Rights,' a 3-day event that brought together civil rights activists, documentary filmmakers, historians and cultural critics from the US and UK. Department staff have helped organize more than a dozen other conferences, at Nottingham and with colleagues elsewhere, including: the Annual conference of the BISA US Foreign Policy Working Group, City University, London, 2015 (Ryan); 'Theorising the Canada-US Border,' University of Kent at Paris, 2015 (Roberts); 'The Not Yet of the Nineteenth-Century US,' Exeter, 2017 (Pethers); 'America in the Asian Century,' Nottingham, 2017 (McGarr); 'In the Name of Women's Rights, the Rise of Femonationalism,' Goldsmiths, University of London, 2017 (Rottenberg); 'Historical Fiction in the United States since 2000: Contemporary Responses to the Past,' Nottingham, 2017 (Maxey), which resulted in an edited collection of essays (2020); 'Sexuality, Rights, and the State,' Nottingham, 2018 (Phelps); and 'The State of the State: What is American Political History Now?' jointly with the Department of History, Nottingham, 2018 (Miller, Sewell). Phelps co-edited a special issue of *Labor: Studies in Working-Class History* (2018) on journalism and Miller edited an issue of *Crime, History & Societies* on the death penalty (2017).

The Department draws on its research networks to host a **distinguished annual lecture in American studies and in Canadian studies**. The list of speakers over the REF cycle has

involved 7 women, including 4 women of colour, and 4 men. American studies speakers have been: David Blight (Yale), Annette Gordon-Reid (Harvard), Glenda Carpio (Harvard), Manisha Sinha (Connecticut), John Stauffer (Harvard), Barbara Savage (Pennsylvania), and Heather Ann Thompson (Michigan). Canadian studies speakers have been: Annis May Timpson (Edinburgh), Will Straw (McGill), David Stirrup (Kent), and Audra Simpson (Columbia). These events are the centrepieces of our visiting speaker programme, which has seen over 100 invited talks and events in this REF period.

Staff have also fostered their own research networks by delivering **keynote lectures** at, for instance, the Obama Institute for Transnational American Studies, Johannes Gutenberg University, Mainz (Pethers); the British Association for Canadian Studies conference, British Library (Roberts); the CAMEo Annual Conference, University of Leicester (Rottenberg); the Eleanor Roosevelt Lecture, University College London (Trodd); and the New York City of Print NEH Summer Institute (Thompson). In total, staff have delivered more than 200 invited talks at national and international venues and conferences.

4.2 Contribution to the Sustainability of the Discipline

Staff help to sustain the discipline in several ways. First, researchers in the Department have served as **editors of the two flagship national journals** in the field, the *Journal of American Studies* (Bernier, Sewell 2015-2018) and the *British Journal of Canadian Studies* (Billingham 2016-2020). Staff serve on the **editorial boards** of more than a dozen scholarly journals, including: *Canadian Literature*, *Journal of Modern Slavery*, *Journal for the Study of Radicalism, Resilience: A Journal of the Environmental Humanities*, *Comparative American Studies*, and *Labor: Studies in Working-Class History*. Trodd is a series editor for the 'Slaveries Since Emancipation' series (CUP) and Monteith for the Contemporary American and Canadian Writers series (MUP). Members of the Department routinely undertake **peer-review** for many leading scholarly journals across the field of American & Canadian Studies (e.g. *American Historical Review*, *Journal of American History*, *Diplomatic History*, *Early American Literature*, *African American Review*, *International Journal of Canadian Studies*, *Film History*, *American Literary History*, *Journal American Studies*) as well as extensive peer-review of monographs for academic presses (e.g. Princeton, Cambridge, Routledge, Columbia, Chicago, and Pennsylvania).

Second, staff hold **executive committee and board leadership** roles for the British Association for American Studies, the British Association for Canadian American Studies, Historians Against Slavery, and the British Association of Nineteenth-Century Americanists. They also contribute their expertise to **research councils and other funding bodies**, nationally and internationally. Monteith, Roberts, Thompson, and Trodd served on the AHRC Peer Review College in the period. Trodd serves as a UKRI Strategic Overseas Development Assistance (ODA) College Member, is a member of the AHRC Global Challenges Research Fund Strategic Advisory Group Member, and a Social Sciences and Humanities Research Council of Canada Grant Evaluator. Ling has been as Assessor for the ESRC/National Science Foundation SBE Directorate, Roberts for the Social Sciences and Humanities Research Council in Canada, and Rottenberg for the Israel Science Foundation. Salt is a member of the AHRC's Advisory Board and advises AHRC Council and Executive on strategic approaches to funding. She also serves as Deputy Director for Research Culture and Environment at UKRI and Deputy Chair of the UKRI's 11-member External Advisory Group for EDI, where she works with UKRI to gather evidence that will allow various UKRI teams, research councils, and partner organisations to transform research cultures and implement sustainable inclusion initiatives that prioritise accountability, transparency and evidence-based policies. Finally, staff routinely serve as PhD external examiners, and as external assessors in promotions processes, including professorial panels, nationally and internationally (e.g. Cambridge, Hull, Leeds, Cork, Columbia).

The quality of the Department's research has been recognised by the scholarly community in a number of **significant awards**: British Association for American Studies book prize (Lewthwaite); Claire Goldberg Moses Award for most innovative article in *Feminist Studies* (Rottenberg); Historians of the Twentieth Century United States Article Prize and the Labor and

Working-Class History Association Best Article Prize (Phelps); and the Pierre Savard Award for best Canadian Studies monograph (Roberts).

4.3 Economy and Society

Members of the Department regularly contribute to **the public understanding of current and historical events** through the media. Phelps has appeared on CNN International, Al Jazeera, Deutsche Welle, Sky News, BBC News, BBC World News, France 24, TRT and on the radio to BBC 4's 'The World at One', BBC World Service's 'NewsHour', BBC 2's the 'Chris Evans Breakfast Show,' the 'Jeremy Vine Show', and BBC 5 Live's 'Afternoon Edition.' Hutchison appeared on BBC Radio 4's 'Great Lives' and Phelps, Salt, and Thompson have appeared on BBC Radio 4's 'In Our Time.' Staff have also contributed to online news and feature websites, including the *Times Higher Education* and *Chronicle of Higher Education* (Phelps, 4 articles), *The Conversation* (Rottenberg, 3 articles; Ryan, 5 articles), and *Jacobin* (Phelps).

The Department makes **valuable contributions to local, national, and international initiatives**. Locally, it runs public events in collaboration with Nottingham's key cultural institutions. In 2017 Monteith joined a steering group for Journey to Justice, a social justice movement, and hosted representatives from local community organisations at the National Justice Museum. The result was 'Movements: Protest, Politics and Activism in the Twenty-First Century,' a public event held at Nottingham Contemporary art gallery in July 2018. Heffernan led a series of American Music Listening Sessions at **Nottingham Contemporary** (2016-19) and C3R has staged many events in collaboration with Nottingham Contemporary, including the October Dialogues (2015-2017), an exhibition on African American Activism in Nottingham (2017), a film screening and conversation on Murals as Activism (2016), and 4 sessions in a programme on Civil Rights Photojournalism and Open Letters (2015).

In collaboration with **Nottingham's New Art Exchange** gallery, and with funding from the AHRC's Connected Communities Programme, Donington and Trodd advised on and oversaw the creation of Nottingham's first Black community mural (2016). In 2017, in collaboration with the Nottingham Black Archive, the Department staged Black heritage at the gallery, and with the BACKLIT Art Gallery ran an event on Slave Trade Legacies: Past, Present, Future.

At the **National Justice Museum**, staff contributed to the Get Up Stand Up Exhibition Dialogues Series: Grassroots Activism (Ling and Miller 2015). Ling gave four public talks on 'Exploring Martin Luther King: A Social Justice Journey' at Nottingham's Afro-Caribbean National Artistic Centre. Monteith gave pre-show talks to the public at the **Nottingham Playhouse** (2016) and **Nottingham's Theatre Royal** (2015, 2016). At Nottingham's **Broadway Cinema**, staff organised screenings and public conversations as part of 'Black Power at 50! A Film Festival on the Anniversary of Black Power' (Trodd, 2016) and 'India at 70' (Maxey and McGarr, 2017).

At a national level, Salt's work on sustainable inclusion initiatives was described under 4.2 Internationally, Trodd's Rights Lab Beacon engages directly with the **United Nations** in their ambition to eradicate forced labour, modern slavery, and human trafficking, and secure the prohibition and elimination of the worst forms of child labour (SDG 8.7). Trodd and Rights Lab members have presented research and evidence to the United Nations in New York and worked with international third-sector organisations and businesses.