

Institution: CAMBRIDGE UNIVERSITY
Unit of Assessment: UoA26 - Modern Languages and Linguistics
1. Unit context and structure, research and impact strategy

Unit Context and Structure

The submitting Unit comprises staff from the Faculty of Modern and Medieval Languages and Linguistics (MMLL), and the Department of Anglo-Saxon, Norse, and Celtic (ASNC). In 2019, the name of the Modern and Medieval Languages Faculty (MML) was changed to MMLL, in order to recognize more fully the integral part played by Linguistics in the Faculty. Until 2017, MMLL was administratively organized by language/area 'Departments'. An administrative and structural reorganization has dissolved these separate Departments into a single administrative and pedagogical framework, while informally maintaining language/area 'Sections'. The Faculty now comprises six Sections (French, German and Dutch, Slavonic, Italian, Spanish and Portuguese, Theoretical and Applied Linguistics), together with the Centre for Film and Screen, and a number of other associated research centres and networks. While the Sections maintain the original teaching area/language groupings, this administrative restructuring of the Faculty is being used as a basis for encouraging Faculty-wide comparative perspectives (in both teaching and research). For administrative purposes, ASNC is associated with the Faculty of English, but its research interests and methods coincide more closely with those of MMLL: both institutions are engaged in the study of language(s), literatures, linguistics, texts and their historical and cultural contexts. While there are many specific disciplines and subdisciplines across that spectrum, the intellectual coherence of the two institutional structures, and their linked research environment, comes from a shared research agenda. As a result of this shared history, inter- and multi-disciplinarity, which characterize all sections within the UoA, have become the guiding principles of its research activity.

The different Sections of the MMLL Faculty and ASNC are each large enough to constitute distinct research environments. Typically, each has sufficient research-active members of academic staff to cover a wide range of period, language and disciplinary specialisms. Research in the language Sections deals with every period from the medieval (the particular domain of ASNC) to the contemporary, and incorporates the study of literature, linguistics, philology, history, the visual arts and film, thought, and culture, in the broad sense of that term, including related language areas within the remit of several sections (e.g. Ukrainian, Catalan). Research in Theoretical and Applied Linguistics (TAL) likewise covers a comprehensive range of the language sciences and offers theoretical and empirical research in a broad spread of fields from historical linguistics and comparative syntax to language processing and computational linguistics. Both MMLL and ASNC form part of the School of Arts and Humanities. The Unit's research and impact strategy informs and responds to the strategy of the School in which it sits, which makes available further streams of research and impact funding. The School is also responsible for a number of interdisciplinary research centres and activities, in which the UoA plays an active role (see below for details). The strategic direction of research in MMLL is led by the Research Strategy Committee (RSC), on which ASNC has been represented since 2011. All major research grant and postdoctoral applications, from every Section/Department, are closely vetted prior to submission by the RSC (or by the ASNC Departmental Committee, as well as local funding competitions and fellowship assessments). Supervision and assessment of research students in MMLL and ASNC are

conducted according to School- and University-wide policies, in line with national standards set by UKRI.

The 31 Colleges, which are self-governing institutions within Cambridge University, are also a key part of the Unit's research environment. Most crucially, they host and fully fund 17 lectureships which are fully integrated into the UoA's teaching and research framework. They also foster interdisciplinary collaboration through formal and informal interactions, and regular research seminars and colloquia frequently take place in Colleges in tandem with the Unit. They provide office space for University and College staff, which is primarily used for research; they award postdoctoral Research Fellowships, fund postgraduate studentships, and assist both staff and students with research expenses; they also foster research collaboration outside Cambridge through Visiting Fellowships. Currently the Unit has 75 University-employed Lecturers, the vast majority of whom have a College affiliation, seven Research-only staff (employed by the University), 17 College Teaching Officers, and 12 Research Fellows (attached to individual Colleges).

Research Strategies and Objectives

In 2014, our UoA had three specific goals:

1. to ensure that the range of languages and cultures studied within the Unit is maintained and, where possible, enhanced;
2. to develop interdisciplinary collaboration within the research clusters across the language Departments and ASNC; and in the Language Sciences under the auspices of the University's Strategic Research Initiative in this area.
3. to encourage and enhance research in Film/Screen Media Studies.

We can confidently state that we have met the goals of our 2014 submission:

1. The **range of languages and cultures** studied within the Unit has been both maintained and enhanced: in the Department of ASNC, three recent new appointments, including a newly established lectureship in medieval manuscript studies and the filling in 2019 of the Elrington and Bosworth Chair of Anglo-Saxon (by Professor Rosalind Love) testify to the increasing strength of its research and teaching culture; in the Slavonic Studies Section, a University Lecturer position in Polish Studies, filled by Dr Stanley Bill, was fully funded through a permanent endowment from the Polish government and made permanent in 2017 after a four-year pilot project to introduce this new language and area of research for the Faculty, and funding was secured for a new Russian Language Teaching Officer; the appointment of Dr Caroline Egan, in Spanish, enabled for the first time in the MMLL Faculty the teaching of and research into materials relating to American indigenous languages, such as Quechua and Nahuatl; Portuguese teaching provision has been enhanced to 3.5 members of staff and Catalan language teaching is now guaranteed by the Batista i Roca Fellowship at Fitzwilliam College; the relocation of Dr Joanna Page's post from POLIS (the Department of Politics and International Studies) to MMLL also bolsters research and teaching in Latin American studies and enhances the Faculty's already strong links with the Centre for Latin American Studies (CLAS); the reendowment of the Chair in German by the Schröder Foundation has also been strengthened by a fund of around £60,000 per annum to support teaching and research in German Studies; the launch in June

2019 of the Cambridge Centre for Greek Studies, jointly established by the Faculties of MMLL and Classics, and bolstered by the transfer to MMLL of the Lewis-Gibson Fund for Modern Greek (currently worth £900,000), is further proof of the enhancement of the range of languages and cultures, with the specific brief to promote the study of the history, culture and language of the Greek peninsula and associated territories, from prehistoric times to the present day; moreover, Prof Adam Ledgeway has instituted courses in Romanian offered to students of Romance Linguistics.

2. **Interdisciplinary collaboration** within the UoA has been encouraged by the restructuring of the MMLL Faculty, which is leading to internally funded collaborative ventures, with the introduction of annual Faculty-wide research allowances and funding for cross-Section seminars and workshops; the AHRC Open World Research Initiative-funded project, MEITS (Multilingualism: Empowering Individuals, Transforming Societies), involves members of TAL, Spanish, Slavonic Studies, and other departments within the University; collaboration between medievalists and linguists across MMLL and ASNC continues to bear fruit (and the new University Lecturer post in manuscript studies within ASNC will enhance this still further); the establishment of the cross-School DAAD Research Hub for German Studies (co-director Prof. Chris Young) has enabled the stimulation of research on German subjects across many disciplines, most prominently History, Law, Economics, Divinity, Philosophy, Literature and Linguistics; the Cambridge Italian Research Network, launched in 2013, draws together researchers from a dozen faculties for cross-disciplinary enquiry; the Cambridge Committee for Russian and East European Studies (CamCREES), founded in 1987, continues to promote interdisciplinarity across Faculties and Colleges within the University; the active participation of the UoA in the newly formed trans-disciplinary Centre for the Study of Global Human Movement (Associate Director: Dr Jenny Mander) engages with one of the greatest societal challenges of the 21st Century, that of human movement, dispersal, mobility, and migration.
3. **Film/Screen Media Studies** continue to play an increasingly prominent role, with two recent newly established University Lecturer appointments (Dr JD Rhodes and Dr Laura McMahon), the first lectureships to be made specifically in this field in the Unit, to complement the extensive research interests in film already present in the language Sections, and further enhanced by new appointments with interests in film since 2014 (Cameron, Mukhida), the establishment of the Centre for Film and Screen, and a burgeoning new PhD programme in Film. We aim to continue the enhancement of Film/Media Studies, building upon our association with digital humanities and research in visual culture.

For the 2021 submission, our three interconnected main goals will be:

1. to enable ongoing interdisciplinary collaboration and related grant capture across the UoA, through joint research projects, open structures, innovative practice, and the development of new spaces for collaborative exchange;

2. in particular, to develop further the existing collaboration within the UoA between arts/humanities and science/technology, leading to new and creative strategies and research directions;
3. to play a leading role in the University's commitment to Global Humanities, especially through the UoA's diverse research projects relating to global movement and migration.

Support Structures for collaboration and interdisciplinary research

We maintain an active series of research seminars and events, both within individual (language/area-based) Sections, and across chronological and conceptual groupings (e.g. Renaissance; Film and Screen Studies; Romance Linguistics). There are approximately 15 research seminar groups meeting regularly across the UoA as well as regular symposia, including several run by postgraduate students with Faculty support; additionally, members of the UoA participate in, and benefit from, the rich range of interdisciplinary seminars across the University, in particular through the Centre for Research in the Arts, Social Sciences and Humanities (CRASSH); the Cambridge Language Sciences Interdisciplinary Research Centre; the Centre of Latin American Studies (CLAS); the Cambridge Committee for Russian and East European Studies; the Cambridge Italian Research Network; the Centre for the Study of Global Human Movement; the Cambridge Late Antiquity Network (CLANS); the Cambridge Endangered Languages and Cultures Group (CELC); the several Faculty-funded seminars and reading groups, such as the seminar series on Voice (run by Franklin-Brown) and Science and Culture (led by James), set up with the aim of securing external funding for future research projects. A cross-disciplinary seminar series from 2018-19, entitled 'Tactics and Praxis', coordinated by McNeill, Haywood and Evans and devoted to siting creativity at the centre of academic life and thereby questioning patriarchal and hegemonic power systems, resulted in a publication, 'Tactics and Praxis: a manifesto', in a special issue on feminist pedagogies in *MAI: a Feminist Journal of Visual Culture* (2020); owing to COVID19, a major conference to be held at CRASSH in July 2020 was postponed to July 2021, but the seminar series continues to be held online.

Interdisciplinary research in the UoA is particularly evident in the following areas: Area Studies (with scholars working across cultural, historical and political disciplines), Language Sciences (where the Interdisciplinary Research Centre for Language Sciences functions as a catalyst for much of the multidisciplinary language research involving specialists within the UoA and in the School of Arts and Humanities, but also colleagues in disciplines such as Psychology, the Social Sciences, Engineering, the Department of Computer Science and Technology, and the Medical School, as well as Cambridge Assessment, and the MRC Cognition and Brain Sciences Unit), Medieval Studies (with two recent University Teaching Officer appointments in the MMLL Faculty, and two in ASNC, and regular collaboration between MMLL and ASNC as well as with medievalists in the Faculties of Divinity, English and History), and Film and Screen (where our UoA has established itself as the centre for teaching and research in the University, involving other Faculties, such as Architecture and History of Art, Geography, Asian and Middle Eastern Studies, and English). With interdisciplinary research in mind, the MMLL Faculty has lined up an upcoming vacancy (2021) to be repositioned from French to create a comparative post in Postcolonial Hispanophone and Francophone Studies. Other major current and recent collaborative research projects (all of which have resulted or are resulting in major research outputs) include:

- MEITS (Multilingualism: Empowering Individuals, Transforming Societies; PI Ayres-Bennett), one of four interdisciplinary flagships funded by the AHRC under its Open World Research Initiative to revitalize Modern Languages and shape UK language policy by showing how multilingualism can empower individuals and transform societies, and already producing a wide range of published outputs, including articles on linguistic standardisation and language policy, autism research, humour in Catalan satirical cartoons and comics, and questions of languages and national belonging. The Linguistics group is engaged in a number of projects and initiatives such as the Cambridge Bilingualism Network and MEITS' Policy Journal that seek to inform language education and policy development within the UK and abroad, while others make a number of targeted contributions in the area of Public Health.
- 'Domestic Devotions' (ERC Synergy grant; PI Brundin), which included a major exhibition, 'Madonnas and Miracles', held at the Fitzwilliam Museum, Cambridge in 2017, and resulted in many outputs, including the book *The Sacred Home in Renaissance Italy* (OUP, 2018).
- 'Rethinking Comparative Syntax' (PI Roberts), which led to numerous outputs, including Roberts's 700-page monograph *Parameter Hierarchies and Universal Grammar* and OUP mini-series of monographs (*Studies in Rethinking Comparative Syntax*); and 'Lexical Acquisition across Languages' (PI Korhonen), all funded by the European Research Council.
- 'LION (Literature-based discovery for cancer biology)' (PI: Korhonen) and 'PheneBank' (PIs Collier, Korhonen), both funded by the Medical Research Council.
- 'CLIC (Centre for Lifelong Learning and Individualised Cognition)' (PI Hendriks), established with the support of the Singapore National Research Foundation.
- The Leverhulme Trust-funded 'Fading Voices in Southern Italy' (PI Ledgeway) and 'Expressing the Self' (PI Jaszczolt); the ESRC-DFID-funded 'Multilingualism and Multiliteracy in India' (PI Tsimpli).
- the DAAD-funded Research Hub for German Studies; the 'Kaiserchronik Project' (PIs Young, Chinca), and the Schnitzler Digital Edition Project (PI Webber), both funded by the AHRC.
- In the ASNC subject areas, 'Text and Meaning: Contributions to a Revised Dictionary of Medieval Irish' (AHRC; PI Ní Mhaonaigh), 'Brittany and the Atlantic Archipelago' (Leverhulme; PI Russell), 'The Gersum Project: the Scandinavian Influence on English Vocabulary' (AHRC; PI Dance), 'Vitae Sanctorum Cambriae' (AHRC; PI Russell), 'Latin Arthurian Literature and the Rise of Fiction' (Leverhulme; PI Love), 'Mapping the Medieval Mind: Ireland's Literary Landscapes in a Global Space' (Leverhulme; PI Ní Mhaonaigh); 'The Íslendingasögur as Prosimetrum' (AHRC-Deutsche Forschungsgemeinschaft: PI Quinn).

The collaborative nature of all these projects has led to many fruitful connections within Britain and across the world, showing the national and international standing of our UoA and underlining our commitment to continued cooperation with different sectors of society.

Support for Open Access/Open Research/Research Integrity and Ethics

The UoA has followed the University in its mission to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence by promoting and supporting Open Research. In doing so, we aim to improve discoverability and transparency of our research outputs and to maximise access to knowledge: two particular examples, the Kaiserchronik project (with fully searchable access to digital facsimiles) and the Schnitzler digital edition (maintaining free access to all), epitomise our commitment to such openness. We see an Open Research Culture as an essential way of furthering the global reach of our research and of enabling researchers within the UoA to use open research materials from other scholars in order both to accelerate the pursuit of knowledge and to foster international collaboration. The UoA liaised with the University Open Access team to educate and train researchers in Open Access requirements and ways in which an Open Research culture can increase inclusivity and collaboration. The Office of Scholarly Communications in the University Library offers regular training and information sessions on Open Access for research staff, and members of the UoA have attended a number of these sessions.

The UoA is fully committed to the highest standards of research integrity and ethics and remains aware of its responsibilities in the pursuit of excellence in research and scholarship. The Faculty of MMLL has a Research Ethics Committee (currently chaired by Dr Dora Alexopoulou), and the UoA's Research Strategy Committee regularly monitors questions of integrity and ethics at its meetings. For a number of Impact Case Studies in particular and other Impact work more generally, especially regarding work in prisons and with refugees, careful attention has been paid to questions of ethical responsibility.

Impact Strategy and Objectives

Much work has been done within the UoA to embed Impact into our research strategies at individual and collective levels. To this end, the UoA has established two dedicated Impact Officers – the Chair of Research Strategy (Prof. Emma Widdis, succeeded by Prof. Rodrigo Cacho) and one other (in the years since REF2014 Prof. Mari Jones and Prof. Henriette Hendriks) – who have worked to build awareness of, and a positive attitude towards, the Impact agenda.

Since the beginning of the academic year 2016-17, regular training sessions for UoA members have been organized. Six of the sessions (2016-17), conducted with guidance from the University's Impact Office, were targeted specifically at each of the MMLL Faculty's academic Sections and the discussion therein was tailored to the research interests of a particular Section (including more overarching 'institutional impact'). The aim of the 2017-18 workshops, in which members of ASNC were also involved, was to complement the subject-specific events with a more cross-subject approach. Two workshops took place focusing on the themes of 'Heritage' and 'Policy' (14 and 10 attendees respectively), and two 'Masterclass' type workshops were held, at which members of the Unit who provided Impact Case Studies for REF 2014 and/or who were successful in obtaining the School of Arts and Humanities Impact awards presented their work. All academics within the UoA are encouraged to keep regular personal Impact working notes and to place them in the University Impact repository, resulting in a good take-up of around 80 cases submitted. These were used as a basis for working up and developing Impact case studies for REF2021, but the purpose is also to place Impact at the heart of the Unit's research activities beyond 2021. As a result, work continues to be done with scholars and funding has been made available with the explicit intention of supporting Impact-related studies that will be developed and will bear fruit in future years.

Contact is maintained with the impact work of other UoAs within the University, and Prof. Jones's membership of the School of Arts and Humanities Impact Steering Group has been crucial in this regard.

The UoA has actively supported postgraduate training initiatives at both Faculty and School levels: 28 postgraduates participated in an AHRC DTP training event on Impact (2017) and training sessions were run for TAL and ASNC PhD students (both in 2018). A session devoted entirely to the REF and its importance for those interested in academic careers, with particular emphasis on the ways that Impact could help shape their future research projects, was attended by 15 MMLL postgraduates in 2019. The Research Excellence Framework (from both an environment and Impact perspective) is now embedded into the postgraduate training programme, with the aim of preparing and training those doctoral students who will be moving on to academic posts after their degrees.

The portfolio of Impact Case Studies for REF2021 emerged directly from the new Impact-related initiatives described above. Although each case study has been developed and nurtured independently, the wider Impact work within the Unit has allowed certain shared themes and goals to emerge, reflecting upon the Unit's wider objectives. While the Unit's aim to enhance cross-disciplinarity remains central to the Impact portfolio for REF2021, multilingualism and its impact upon individuals and society play an especially important role in many of the case studies, bringing to the fore a number of urgent questions related to languages in the 21st century. 'Changing the value of languages' (Ayres-Bennett) is concerned with shifting the national debate about languages and championing the value of languages across government in key areas such as educational policy, social cohesion, business and innovation. The benefits of a multilingual education lie at the core of 'Harnessing multilingualism in Indian primary schoolrooms' (Tsimpli), and the study continues to have a major impact on government organisations, policy-makers and teachers. 'Cambridge Bilingualism Network' (Katsos) explores the benefits and challenges of bilingualism by sharing its findings with researchers, teachers, clinicians and parents of bilingual children. Language endangerment and social exclusion inform four other Impact Case Studies, with the preservation and/or dissemination of endangered/ancient languages central to three studies (Jones, Sitaridou, Ní Mhaonaigh/Dance), and the value of literature/film in one other (prisons in the study by Gilby). The research within all of the Impact Case Studies maintains a contemporary relevance, whether through the current political situation in Poland (Bill), or popular culture, with the development of award-winning video games (Rowe).

2. People

Staff

The strong academic standing of our colleagues' research is evidenced in the fact that, of the 75 University-employed permanent teaching and research staff in our UoA, 31 are full Professors (15 female; 17 male), and 25 are Readers (11 female; 14 male).

In many diverse areas, the research environment of the UoA is buoyant. The Unit currently has approximately 100 MPhil students and 170 doctoral students, as well as 43 research-only staff (22 female, 21 male), which includes 13 postdoctoral Research Fellows in collegiate Cambridge.

Staffing strategy

The great majority of research-active staff in the Unit are employed by either a Faculty or a College or both, on contracts involving both teaching and research. The remainder are postdoctoral researchers attached to a particular funded project, or Research Fellows (normally postdoctoral) appointed by Colleges. The areas in which University appointments are made reflect the strategic commitment to sustaining existing branches of the subject areas and developing new ones, both in research and in undergraduate and postgraduate teaching. Outstanding research quality, proven or potential, is an essential criterion in the selection of candidates at all levels. Within the time period of the current REF process, there have been 17 permanent University Lecturer (UTO) appointments within our UoA (11 female, 6 male). Examples of new appointments that have been informed by a continued vision of interdisciplinarity, reflecting the new cross-Section structures within MMLL, include those in 2017 of Dr Caroline Egan, who works on peninsular and colonial materials in both Spanish and Portuguese, in 2018 of Dr Laura McMahon, whose recent work concerns the animal in both film and philosophy, Dr Leila Mukhida, whose research interests include German and comparative visual culture and cinema, and in 2019 of Dr Mary Franklin-Brown, who researches in medieval writing in French, Occitan, Latin and Catalan. The forthcoming comparative post in post-colonial studies will further enhance the Unit's development of cross-disciplinary posts.

Recruitment in ASNC has been buoyant in diverse research areas, with the appointment in 2016 of Dr Alison Bonner (specialist in Pelagius and manuscript transmission in the fourth and fifth centuries), and in 2019 of Dr Rory Naismith (whose primary research interest concerns coinage in Anglo-Saxon England) and Dr Erik Niblaeus (who works on church history and manuscripts in German-speaking Europe and Scandinavia in the central Middle Ages).

When a College appoints a College Teaching Officer (CTO), representatives of the relevant University Department are normally invited to take part in the selection process, and research contribution is always taken into account. CTOs are fully-integrated members of the research communities, within the UoA, participating in and often organizing research seminars and undertaking PhD supervision. The outputs of all CTOs within our UoA have been included, reflecting not only the high quality of research of College-based academic staff but also the integral role that they play within the Unit's research environment.

Early Career Researchers

Mentors and heads of section/department actively encourage early career researchers to participate in the comprehensive range of compulsory and voluntary training schemes that the University provides for early and mid-career staff, covering all aspects of research, teaching, administration and leadership. Throughout the census period four British Academy Postdoctoral Fellowships and one British Academy Mid-Career Fellowship have been held in the Unit, as well as three Leverhulme Early Career Fellowships, and 19 research posts associated with research grants funded from sources such as the AHRC, ESRC, ERC, Leverhulme Trust and Marie Curie Foundation. The opportunity to interact with world-class research within the UoA, through research seminars, workshops, and association with research projects, provides an excellent starting point for these researchers to progress with their careers, and many are already at the top of their respective fields.

The Colleges also expand and enrich the research base by their appointments to three- or four-year stipendiary Research Fellowships, typically awarded to outstanding postdoctoral researchers following elections which generally attract well over 100 (and in some cases several hundred) applications across multiple disciplines for each fellowship. Within the assessment period around 8-10 Research Fellows (RFs) per year have been elected in fields coming within this Unit of Assessment. Most of these early career scholars go on to distinguished academic careers, including in recent years Acedo-Matellan (Oxford), Callander (Cardiff), Counter (Oxford), Flechner (University College Dublin), Goodman (Oxford), Naismith (KCL and Cambridge), Polgovsky Ezcurra (Birkbeck), Ring (UCL), Roach (Exeter), Soper (Oxford), Thornbury (Yale), White (Nottingham), Williams (Oxford).

Staff development

In addition to the University's induction programmes for all newly-appointed staff, the UoA provides extensive support. Early-career staff are provided with a mentor from a different Section who oversees, and advises on, the development of their work in the Faculty (this applies to CTOs, RFs, and externally-funded postdoctoral researchers as well); where possible, they are allocated lighter teaching and administrative loads during the (normally three-year) probation period; they are annually appraised. Other members of staff are appraised biennially, but may request annual appraisal. As part of the new structures within MMLL, appraisals are now generally carried out by one of the Co-Chairs of the Faculty, usually with the head of Section to which the appraisee belongs. The University Personal and Professional Development Office runs an extensive programme for staff development, catering for all categories and career stages and covering such matters as research integrity and ethics.

University and College Teaching Officers are entitled to one term of sabbatical leave on full pay for every six terms of service so that one year can be accumulated by six years of continuous service. Most staff make full use of this entitlement, often at other universities overseas and with University/College assistance towards travel costs. The University has considerably more generous maternity/paternity and adoption leave provision than required by law. It also offers a graduated return to work plan, flexible working arrangements and recommends that major meetings should be held during core working hours so that parents of young children are not excluded. Since 2016, MMLL changed the start of Faculty Board meetings to 1.45pm, explicitly in order to avoid clashes with childcare arrangements. Subsequently, all other main Faculty Committees have start

times after 9.30am or before 2pm. The University have established a Returning Carers Scheme to help staff members (male or female) resume their research work on their return to work following a career break arising from caring responsibilities. It offers varying amounts to meet particular circumstances, e.g. buying out teaching and/or administrative duties, funding attendance at conferences or providing research support. The UoA has participated fully and successfully in this scheme (with lecturers like Dr Heather Webb, who through the assistance scheme have managed to maintain their active research profile).

For University Lecturers, promotion to Senior Lectureships, personal Readerships and Professorships is run through an annual highly-structured competitive exercise with final decisions made by a Committee chaired by the Vice-Chancellor. Promotion requires evidence to demonstrate significant international research reputation, supported by objective criteria and strong external support. The HR Division offers support to those making applications for promotion by appointing a suitable senior academic as mentor to guide them through the process. All applicants are given support within the UoA, through the University promotion mentor scheme, and through appraisal discussions, where promotion is always addressed; Chairs of Faculty advise all eligible University Teaching Officers on promotion and provide feedback in cases of unsuccessful applications. During the assessment period, 12 members of the UoA have been promoted to Professor (seven female, five male), 11 to Reader (seven female, four male), and 10 to Senior Lecturer (five female, five male).

Equality and Diversity

The UoA remains committed in its pursuit of academic excellence to a proactive and inclusive approach to equality, supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. The nine protected characteristics of the Equality Act 2010 – age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; gender; sexual orientation – are essential components of our work in this domain but are not exclusively so; we remain mindful of other areas, such as economic inequality. The Faculty of MMLL Equality, Diversity and Inclusion Committee, which has been working in tandem with the Faculties of History and English (of which the department of ASNC is administratively a part), is chaired by Dr Jenny Mander, and meets termly, reporting to the MMLL Faculty Board. It aims to achieve a culture within the UoA that promotes and values equality, diversity and inclusion across all areas of teaching, learning, examining, research, recruitment and administration.

While ASNC, as part of the Faculty of English, hold an Athena SWAN bronze award, MMLL were ready to make a submission for an Athena SWAN bronze award in April 2020 before the coronavirus crisis led to Athena SWAN postponing all submissions.

Individual Sections within the UoA continue to devote time to ways in which diversity and inclusion can be reflected in both the teaching syllabus and matters of research: for example, in May 2018, the French Section dedicated an away day to this subject, which resulted in every area of study changing its corpus of texts and themes.

The UoA actively supports the University's Equal Opportunities Policy in all matters relating to staffing. Four members of the UoA, Professors Sarah Colvin, Helena Sanson, and Andrew Webber, and Dr Louise Haywood, are University Equality Champions, with

the express purpose to demonstrate leadership and support for equality and diversity matters. During this period, 5 UoA members were supported by the University during maternity/paternity leave, with two members making use of the Returning Carers Scheme.

Equality and Diversity considerations played a key part in the construction of the REF submission by this UoA and appeared as an item on every agenda for REF committee meetings.

Research students

Integration into research culture

Both collectively and within its different Sections, the Unit has developed a thriving research culture into which research students are fully integrated. Graduate students in the UoA receive a large number of training opportunities, such as:

- transferable skills training provided by the Graduate School, specially designed to help in the completion of the doctoral thesis and to prepare for life beyond the PhD;
- expert advice and tuition in areas such as project management, writing skills (including research proposals and writing for publication), digital resources and presentation skills;
- a Graduate Training Framework intended to ensure that research students receive appropriate preparation and training and intended to be flexible and above all relevant to individual students' needs; this is undertaken as part of the student's Personal Development Plan.
- core generic skills, honed by both in-house sessions and broader provision within the university; Faculty training includes sessions on research methods and skills, language teaching, supervisions, how to write a lecture, paleography, statistics. developing a profile in modern languages, how to organize a conference, getting published and career development; introduction to the REF process in preparation for future academic careers
- subject-specific training covering topics such as the understanding of theoretical issues, specific research contexts and related fields, as well as the development of relevant research skills and methodologies; generally this is delivered at Section-level and features at least one research colloquium as a central element.
- attendance and speaking at conferences, nationally and internationally, encouraged by the provision of grants from various Faculty funds, to help students to gain experience; the School, Faculty and CRASSH also provide funds for planning and running graduate-led conferences.
- attendance at relevant Faculty and Section seminars, which are often co-organized by research students, as an integral part of their research training. In addition to talks by distinguished outside speakers, there are opportunities for PhD students to present papers.
- In addition to Departmental/Section seminars, a very busy programme of visiting lectures is available: for example, in recent years visiting lecturers have included Professors Terence Cave, Nils Langer, Stephanie Bird, Thomas Elsaesser, Mark Franko, Rebecca Schneider, Karen Pinkus (as Leverhulme Visiting Professor, 2019-20), Jo Labanyi, Jay Atlas, Susan Irvine, Catherine McKenna, Greg Toner, Laura Mulvey (jointly organized with the British Film Institute), Virginia Cox, and Dr Uliana Suprun, Minister of Health of Ukraine. Additionally, the Faculty of MMLL

holds an annual Faculty Lecture, usually addressing pressing concerns connected to the learning of languages, including a roundtable discussion on the theme 'Encountering Brexit', and lectures by leading figures such as Thomas Bak, Bridget Kendall, Steve Eadon and Bernadette Holmes. The 2019 Annual lecture was given by Professor Michael Moriarty, to mark the 100th anniversary of the Drapers Professorship in French at Cambridge University, and was attended by leading academics from across the country.

- the interdisciplinary focus of the UoA has enabled exciting links with major figures, such as the Filmmaker in Residence at the Centre for Film and Screen (including Todd Solonz, Joanna Hogg, Gianfranco Rosi, and Lucrezia Martel).

Every Section/Department within the UoA holds regular **Graduate Research Seminars** between 2 and 4 times a term, addressed by many distinguished national and international speakers. Larger Sections hold separate seminars devoted to periods or themes. Additionally, the different Sections within the UoA hold progression workshops in which graduates (at both MPhil and PhD level) are provided with the training skills mentioned above. The Department of ASNC, and the Sections of French, Italian and TAL hold an annual graduate-led colloquium, attracting graduate student speakers from across the world, and to which speakers with international reputations are also invited, with the papers being published in journal (ASNC: Quaestio Insularis) or book (French: published by Peter Lang) form, edited by the students themselves. Many research students from within the UoA are also involved in organizing and attending interdisciplinary seminar series at CRASSH. In addition to the various Section seminars, some more specific information is given below.

ASNC: The Departmental seminars are augmented by three named lecture series, the contributions to which are published annually. The Department also takes turns to host two annual 'exchange' symposia (one in the Celtic languages and one in Old English and Old Norse plus Latin) with Oxford and London, at which graduate students are the primary contributors. For more than ten years, moreover, ASNC has participated in an annual Graduate Symposium on Old Norse studies at the University of Bergen, where graduate students give papers; and graduate students were also involved in presenting their research in a series of exchange events with Ludwig-Maximilians-Universität (Munich) in 2019 (funded by the Cambridge-LMU Strategic Partnership).

French: The French Section holds regular medieval, early modern, 19th-century and modern research seminars, as well as seminars in linguistics, attended by academic staff, graduate students, and visiting scholars. Since 2014, links between different seminars have been used creatively, such as the joint early modern and 19th-century seminars held over one term in 2016 (which included a paper by John D. Lyons), and the joint early modern and modern seminar in 2018 (given by Yves Citton). The continuing interest in transdisciplinarity has been reflected in the developing collaboration between the modern seminar and the Film and Screen Studies research seminar, with invited speakers like Sarah Cooper in 2019, and in talks such as that given in 2019 by the art historian A.J. Clark to the 19th-century Seminar. In addition, a French Graduate Research Seminar, organized by the students themselves, has been held on a regular basis (8-10 seminars per year) for the past 16 years.

German: The Section cooperates with the Freie Universität Berlin and Chicago in doctoral exchanges and graduate conferences, on themes ranging from Discourses of Death (Chicago, 2015) to Epiphanic Realities (Berlin, 2017) to Economic Subjects (Cambridge, 2018) and Post-critique (Chicago, 2021). Research students also participate in special visitor events, such as the screening and lecture by Thomas Elsaesser (2018), and attend the Schröder and DAAD Hub Lectures, with such speakers as Tariq Ali, Christopher Finlay, Katharina Karcher, Sulhaiymah Manzoor-Khan and Thomas Ostermeier. The Tiarks Fund regularly supports the organisation of international conferences by graduate students (e.g. Biological Discourses, 2015) and the publication of proceedings.

Italian: As well as hosting a regular research seminar run jointly by/for postgraduates and senior members, the Section offers a postgraduate fund, 'The Italianist Fund', co-administered by the Section with the Universities of Leeds and Reading, which is used for graduate-run conferences and postgraduate training sessions. The Cambridge Italian Research Network (CIRN), established in 2012, coordinates research activity on Italy in Cambridge across all humanities and social science disciplines, drawing approximately 100 researchers from MPhil and PhD level upwards. CIRN offers research seed funding, an annual lecture (given in recent years by Jane Garnett and Gervase Rosser, Richard A. Etlin, Marina Warner, Nadia Urbinati, Miri Rubin, and Virginia Cox) and an annual interdisciplinary research symposium (on topics such as the Home, Death, Crime and Punishment, Stereotypes, and Food).

Slavonic: In 2017, the cross-Faculty Cambridge Committee for Russian and East European Studies (CamCREES), where the Section plays a lead role, celebrated its 30th anniversary. The Section coordinates its regular seminars and those of CamCREES, and these provide a key forum for research students. Recent events include talks given by speakers like Victoria Lomasko, Robert Romanchuk, Ilya Vinitsky, Igor Fediukin, Natalia Murray, Mark von Hagen, Tamara Hundorova, and Marta Dyczok, and there are bi-annual public lecture series (e.g. 2019 'Cultural Histories of the Present'). The Section is also a prominent member of the CEELBAS language-based area studies consortium, and research students participate in coordinated training and seminars organized by this consortium. The students also attend regular Ukrainian Studies research events held within the Section.

Spanish and Portuguese: The Section runs a very active Graduate Seminar, with recent invited speakers including Mary Vincent, Polly Savage, Catherine Boyle and Jo Labanyi. Numerous conferences have taken place under the auspices of the Section and in conjunction with CRASSH, such as 'Eco-imaginaries and the Borders of Art' (convenor: Segre), 'Subversive Intent and Beyond' (convenor: Epps), 'Between the Frames: Politics and Visual Print Media' (co-convened by Cameron and McGlade), 'Limits and Extensions of the Subject' (co-convenor: Keown), 'Mobilizing Affect: Populism and the future of democratic populism in Spain' (convenor: Cameron), 'The Queer Art of Feeling' (co-convened by Maguire). Workshops have also been held, where graduate students have been able to present their research not only to their peers but also to established staff in the Faculty. Many of the graduate students participate in research seminars run in other Sections, faculties, and institutions. They also attend the Centre of Latin American Studies Open Seminars. The Section itself has a budget to which students can apply to organize or participate in conferences.

TAL: The Section's close ties with the Cambridge Language Sciences Interdisciplinary Research Centre, provides opportunities to PhD students and RAs on various funded projects to participate in advanced training sessions. Presentation skills workshops are offered twice a year to prepare graduate students to take part in the 1-minute talks and poster exhibition at the Language Sciences annual Symposium. A separate symposium to showcase research by early career researchers is held in June and attended by 50-60 PhD students and postdoctoral researchers. The Section's research is focused around six principal research clusters which bring together not only staff and postgraduate students in TAL but also linguists from other Sections of MMLL and ASNC. Activities organized by the Section include the Cambridge Linguistics Forum, talks and presentations, student-run workshops, and reading groups in Syntax, Bilingualism and Semantics/Pragmatics. Research students are given regular opportunities to present their work, with the chance to receive feedback on their projects. The Section is also active in organizing conferences in various domains of theoretical and applied linguistics, including those arranged periodically by postgraduate students to showcase the work of outstanding young researchers from the UK and abroad. These include: SyntaxLab, a weekly seminar in Syntax where speakers from Cambridge and elsewhere present ongoing research; Cambridge Comparative Syntax, an annual conference now in its ninth year, which attracts speakers of the highest quality from all over the world and is attended by 80-100 delegates; the Cambridge Linguistics Society, a student-run fortnightly lecture series bringing in speakers from outside Cambridge in all areas of Linguistics and Advanced Core Training in Linguistics, a consortium of Linguistics Department in the South-East (including UCL, Queen Mary, Oxford, Essex and others), providing advanced graduate training in all areas of theoretical linguistics. There is also an online working-papers series 'Cambridge Occasional Papers in Linguistics' (COPiL), organised and edited by PhD students.

Film and Screen Studies: In addition to the regular seminar series, which has featured speakers like Linda Ruth Williams, Sarah Cooper and Victor Fan, the Centre has established and funded a high-profile Filmmaker in Residence programme, as mentioned above, in each case holding masterclasses, a research symposium, a film retrospective and discussion events with the filmmakers. Postgraduate students have the opportunity to attend regular film screenings and events such as the student-led MPhil research conference.

The examples above testify to the vibrancy and range of our research culture within the Unit. Although much of our energy during the period of the current REF has been devoted to sustaining and promoting cross-disciplinarity and cohesion across the Unit as a whole, we remain committed to maintaining the specialist knowledge and cooperation that such individual seminar series and events encourage.

Recruitment

Care is taken to ensure equality of opportunity in the admission of graduate students, by allowing an element of flexibility in judging relative levels of achievement in first degrees, and by offering telephone/skype interviews to selected applicants. Recruitment is fostered by the availability of various funding sources: in addition to the cross-disciplinary sources (AHRC, ORS, the Gates Foundation and so forth), there are specific local sources. The University funds: a Cambridge Home and EU Scholarship Scheme (CHESS, ex-DRS) and a Cambridge International Scholarships Scheme (CISS); the Cambridge Commonwealth Trust; and the Cambridge European Trust. The Colleges too fund Research Studentships.

Thus in ASNC, of 33 students starting research in 2014 or later, 24 have obtained studentships, including 15 from the AHRC (plus 3 fees-only awards), one from the Gates Foundation, two from Colleges, two from the University's Domestic Research Studentship scheme, and two from the Cambridge Commonwealth, European and International Trust. In MMLL, of 192 students starting doctoral work within the period, the vast majority have received studentship funding (some from more than one sponsor). These include over 57 awards from the AHRC, 14 from the Gates Foundation, seven from CISS, nine from CHESS, 30 from Cambridge Trusts and 73 from other sources. Roberts's ERC grant funded four students to successful completion of their PhDs in 2011-16.

Some funding sources are tied to particular areas, for instance, the Odette de Mourgues Studentship (French), Schröder and Tiarks Scholarships (German), Sykes Studentship (Italian), and Gibson Spanish Scholarship. Sections and Colleges support research students with grants for specific purposes, such as travel for research.

Academia and business exchange

Within the UoA, TAL has led the way in helping research students to build links with business. There are active links between Cambridge Enterprise, the commercialisation arm of the University, and Cambridge Language Sciences. In 2019 2 graduate students in the Language Technology Laboratory, Simon Baker and Gamal Crichton, won the Cambridge Enterprise Postdoc Business Plan competition, with £20K funding and business mentoring to develop their start-up company Versed AI. Constanza Conforti is part-sponsored by Siemens to do her PhD as part of the NERC Data, Risk and Environmental Analytical Methods (DREAM) Doctoral Training Centre, established between the Universities of Cambridge, Cranfield, Newcastle and Birmingham. Collier's EPSRC-sponsored Semantic Interpretation of Personal Health messages on the Web (SIPHS) project has also been involved in an (unfunded) industrial collaboration with the SME Linguamatics. Korhonen, through her work on natural language processing, has links with Huawei, Google, Adobe and Toshiba. Dr Stanley Bill has since 2016 been a member of the steering committee of the annual Polish-British bilateral Belvedere Forum, which seeks to strengthen and deepen the ties between the two countries by exploring economic, social, political and cultural issues.

Monitoring and support

The pattern for arrangements for PhD supervision in ASNC and MMLL is broadly similar. In both cases supervision involves a supervisor and an advisor, who is able to provide appropriate complementary expertise. In addition to the benefit to the student, working in teams makes it easier for junior colleagues to acquire their first experience of supervision with appropriate support. A Registration Assessment takes place by the end of the third term (for full-time PhD students), involving reports from two independent assessors, evaluating a plan and a 10,000-word piece. Further assessments, always involving at least one other colleague beside the supervisor, take place regularly (in MMLL by the end of the sixth, ninth, and tenth terms, and (if necessary) by the beginning of the eleventh and twelfth).

Students are alerted to the range of training opportunities offered centrally by the University (including the resources of the Language Centre, Computing Service and Staff Development) and by the relevant Faculties (MMLL or English), such as postgraduate seminars. Training is also discussed as part of the PhD Registration procedure at the end of the first year, and each student keeps a record of her/his training, which is reviewed in

the third-term registration meeting. Students are, moreover, strongly supported in acquiring presentational and organizational skills by regular seminars and symposia run for and by them in the Sections. Within MMLL, research students are provided with training days on a wide range of research- and teaching-related skills; typically, first-year PhD students are required to attend ten days of training per year, with a further eight days required over the course of Years 2 and 3.

3. Income, infrastructure and facilities**Income**

The generation of research income has been identified as a key part of the UoA's research strategy and has proved to be one of the UoA's continued areas of success, with nearly £19 million of research income having been generated during the current REF period. Annual research income during the period has increased from £1,666,845 in 2013/14 to £3,261,778 in 2019/20. The Unit has been awarded a number of large research projects from sponsors such as the AHRC, ESRC, British Academy and Leverhulme Trust (Alexopoulou, Ayres-Bennett, Brundin, Collier, Dance, Gordon, Graham, Korhonen, Larsen, Ledgeway, Love, Meelen, Ní Mhaonaigh, Reich, Russell, Tsimpli, Widdis, Willis, Webber). A wide range of funding for individuals such as early career fellowships, mid-career fellowships, Leverhulme Prizes, British Academy small grants and research fellowships have been awarded to the UoA. Internal funding schemes, such as the Newton Trust and the Cambridge Humanities Research Grants Scheme, have been generous in awarding research funding.

Posts funded by Trusts/donations

The Section of German and Dutch have a Schröder Research Associate paid for by the Schröder Fund. In TAL, eight UTO posts are funded by the Applied Linguistics Fund (Special Fund rather than Trust Fund) – one University Lecturer, five Readers, two Professors, and one Research Associate.

Central Funds for research support

Members of MMLL can apply to a centrally held Personal Research Allowance Fund (funded by the Faculty share of research overheads) for up to £500 each academic year to help with personal research (travel/subsistence for conferences, publication expenses, research assistance). Eligible staff are UTOs, LTOs and CTOs in all Sections apart from German/Dutch and TAL. Staff in German/Dutch have access to similar funding via Trust Funds held in that Section (Schröder, German Endowment), and doctoral students can apply for research support from the Tiarks Fund. Staff in TAL (in non-grant funded posts) can apply for up to £2000 per academic year for personal research funding. Also, Linguistics Undergraduates and TAL MPhil students can apply for up to £100 during the course of their degree for dissertation/thesis costs (typically payments to participants in experiments). TAL PhD students can apply for funding of up to £450 for travel and £300 for participants in experiments during their course of their degree (i.e. up to submission). All these Linguistics-related funds are financed from the TAL share of research overheads. Staff in ASNC can also apply to a departmental research fund. Two University trust funds, the Chadwick Fund and the Scandinavian Studies Fund also support research in ASNC areas, for both staff and students.

Academic infrastructure and facilities

The academic infrastructure in Cambridge is of a very high standard. Staff and research students have access to the University Library, a legal deposit library since 1710, with exceptional foreign holdings going back to the earliest printed books. The UL houses over two million volumes on open shelves, making the Library one of the largest open-access collections in Europe, with over nine million books overall, and attracting researchers from across the world. It also offers a digital library open twenty-four hours a day to all Cambridge members, providing access to full-text electronic journals, many databases and

a rapidly increasing collection of electronic books. Of particular interest to researchers within our UoA are a range of remarkable special collections, such as the Montaigne Library, a unique collection of books connected with Montaigne's life and times, including ten volumes owned by Montaigne himself, the Leigh collection of approximately 8000 volumes formerly owned by the great Rousseau scholar R.A. Leigh, the Stefan Heym Archive, containing an invaluable collection of books and documents relating to this important German-Jewish writer, and the Arthur Schnitzler Papers, consisting of manuscripts and correspondence of the Austrian author and dramatist, and a large collection of medieval manuscripts, of particular interest to researchers in ASNC and medievalists in MMLL. The UL is supplemented by the Faculty Libraries in MMLL, which houses c. 120,000 books, including the extensive German research Beit library, and 5000 films, together with journals, foreign-language magazines and newspapers, access to e-books and e-journals, and English (for ASNC), which has more than 85,000 volumes, and by the College libraries, many of which have extensive foreign language holdings.

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

Members of the UoA lead the field in their disciplines, both nationally and internationally, and are actively engaged in a wide range of other activities. While the majority of staff have personally organized conferences and workshops, a significant number have been and remain engaged in different collaborative networks. All mid to late career academic staff have served on AHRC peer review or research grant panels or similar national and international committees, and many have been involved in national or international University research advisory panels, and in external appointment panels. The vast majority of Unit members have acted as referees for academic publications or research proposals, have taken leading positions in various national and international societies relating to their subject; and have examined doctorates in other universities both in Britain and beyond.

The research carried out by members of the UoA has had considerable impact elsewhere:

Major Journal editorships

Crowley, Gilby, *French Studies*; Chesters, Hammond, *Early Modern French Studies*; Whaley, *German History*; Brundin, *The Italianist*; Sanson, *Women, Language, Literature in Italy*; Kantaris, *Bulletin of Latin American Research*; Keown, *Journal of Catalan Studies*; Reich, Russian editor *TLS*; Keynes, Love, *Anglo-Saxon England*; O'Bryen, *Journal of Latin American Cultural Studies*; Quinn, *Viking and Medieval Scandinavia*; Rhodes, *World Picture*; C. White, *Nineteenth-Century French Studies*; Hendriks, *Language, Interaction and Acquisition*; Huot, *Medium Ævum*; Meelen, *Journal of Historical Syntax*; Willis, Associate Editor, *Language*.

Book Series editorships

The majority of members of the Unit serve on editorial boards and edit book series. Book series editors include: Dance, *Exeter Medieval Texts and Studies* (Liverpool UP); Roberts, Tsimpli, *Cambridge Monographs in Linguistics* (CUP); Ledgeway, Roberts, *Oxford Studies in Diachronic and Historical Linguistics* (OUP); Antonello, Gordon, *Italian Perspectives* (Peter Lang); Jaszczolt: *Oxford Studies of Time in Language and Thought* (OUP); Ní Mhaonaigh, *Studies in Celtic History*; Sanson, *Gender and Women in Italy 1500-1900* (Classiques Garnier); Willis, *Advanced Textbooks in Historical Linguistics* (Edinburgh UP); Wilson, *Moving Image* (Legenda); Young, *Companions to Contemporary German Culture* (De Gruyter).

Awards of Note

Ayres-Bennett, Visiting Professorship, University of Amiens; Brundin and Cacho, Berenson Fellowship, Harvard University Center for Italian Renaissance Studies; Gilby, Scaliger Fellowship, University of Leiden; Ledgeway, Honorary Doctorate, University of Bucharest; Ní Mhaonaigh, Senior Research Fellow, British Academy/Leverhulme Trust; Roberts, Life Member of the Linguistic Society of America; Naismith, AHRC Leadership Fellowship;

Ruehl, Senior Fellow, Interdisciplinary Center for Enlightenment Studies, Halle, Germany;
 Ruprecht, Fellowship of the Alexander von Humboldt Foundation; Webber, Erich Auerbach
 Visiting Chair of Global Literary Studies, Tübingen; Willis, Leverhulme Fellowship.

Book and Publication Prizes

Albé: the Thomas Mann Essay Prize of the English Goethe Society;
 Alexopoulou: Albert Valdman Award for outstanding publication in Second Language
 Acquisition;
 Birch: Larry Schehr prize, for best work in the field of nineteenth-century French Studies by
 an early-career researcher;
 Brundin: Bainton History Prize, Sixteenth Century Society (USA) for best book in
 History/Theology;
 Conde: Robert and Meryl Selig Prize; Modern Language Association Katherine Singer
 Kovacs Award for outstanding book published in English or Spanish in the field of Latin
 American and Spanish literatures and cultures;
 Franklin: outstanding contribution to literary and cultural studies prize, awarded by the
 American Association of Teachers of Slavic and East European Languages (AATSEEL);
 and University of Southern California Book Prize in Literary and Cultural Studies;
 Mandelbaum: the Forum Prize (FMLS);
 Naismith: North Book Prize, British Numismatic Society;
 Reich: Best First Book from AATSEEL;
 Serra: Vivien Law Prize for the best essay in the history of linguistics, given by the Henry
 Sweet Society;
 Shercliff: Johann-Kaspar-Zeuss Prize for the best PhD in Celtic Studies (international),
 awarded by the Societas Celtologica Europaea;
 Sottillotta: Polly Stewart Award, for research on women folklorists of Italy and Ireland, given
 by the Women's Section of the Americal Folklore Society;
 Sugden: George Sand Association Memorial Prize, the Society of Dix-Neuviémistes
 Publication Prize, and Larry Schehr prize (see Birch, above);
 Choi, Feile Tómas, Gutiérrez Trápaga, Kendrick, Tanna: AHBI Publication Prizes,
 Association of Hispanists.

Positions of Note

We have nine current Fellows of the British Academy, four of whom (Gordon, Ledgeway,
 Webber, Whaley) have been appointed within the current REF period (the others being
 Franklin, Huot, Keynes, Moriarty, Roberts). Keynes, Moriarty and Roberts have all been
 Section Chairs for their respective subject areas at the British Academy. Several members
 of the Unit are Fellows of other international boards of honour (e.g. Jones, Fellow of
 Learned Society of Wales and Member of the Conseil Scientifique et Culturel du Parler
 Normand; Watts, Council of Philological Society of Great Britain; Ní Mhaonaigh, Board
 Member and Chair, School of Celtic Studies, Dublin Institute for Advanced Studies; Love,
 Council member and publications secretary, Henry Bradshaw Society; Dance, Council
 member, Early English Text Society; Hammond, Fellow of the Royal Society of Arts).
 Numerous Unit staff are or have recently been in charge of national or international
 Societies, such as Burgwinkle, President of the Society for French Studies; Colvin,
 President, Association for German Studies in the UK and Ireland; Ayres-Bennett,
 President of the Philological Society; Quinn, President of the Viking Society for Northern

Research. A good number of our staff serve as members of key national research funding advisory boards (e.g. Franklin, advisory board for 'Translating Cultures'). Many are members of the AHRC Peer Review academic college or are assessors on ERC grants (e.g. Roberts, Hammond, Conde). Others are members of British Academy/Leverhulme Trust assessment panels (e.g. Franklin, Moriarty, Webber), the Review Panel of the Royal Irish Academy (Ní Mhaonaigh), or the Italian VQR panel (Gordon, Ledgeway). We also have two members of REF Panel D: Ledgeway (who was on the panel for REF2014 and remains in place for REF2021) and Widdis (REF2021).

The rich and diverse Impact-related research within the UoA is not limited to the chosen Impact Case Studies alone. Many projects, a few of which have been earmarked as potential future case studies, continue to thrive, such as the following examples:

- Mander, whose research will be at the heart of the UoA's continuing commitment to Global Humanities, has explored the dynamics of storytelling and their pertinence to the wellbeing of individuals and communities in today's multicultural and mobile society, involving work with refugees, migrants and community inclusion initiatives, changing attitudes towards the ways in which personal stories are captured and generating new strategies using storytelling for empowerment and social inclusion;
- Keown's work on promoting knowledge and consciousness of Catalan has involved an interactive web-conference aimed at secondary and tertiary students in Valencia;
- O'Bryen has been making films that narrate the impact of climate change in the Colombian Caribbean, concentrating on the cultural and environmental heritage of the lower Magdalena River region;
- Antonello has worked in close collaboration with curators, museums and art galleries in expanding public knowledge of the work of the Italian artist and designer Bruno Munari, presenting public lectures and talks at exhibition openings and book launches;
- As a part of the ongoing Arthur Schnitzler digital project, Neumann staged and then filmed a play at the Cambridge University Library (the first public performance of its kind there), linked to her digital edition of Schnitzler's puppet plays;
- Brundin has been instrumental in preparing and staging exhibitions relating to Italian book collections in English country houses, attracting large numbers of visitors;
- Hammond has been exploring the sound worlds and street songs of early modern Paris in tandem with the professional musical group Badinage (with the 2019 winner of the Joan Sutherland prize at the Cardiff Singer of the World competition, Katie Bray), involving public concerts and a theatre project in development with a stage director.

Public Outreach

Although Research 'Impact' is crucially distinguished from the broader 'Knowledge Exchange' and public education agenda, the UoA has also played an active role in public outreach. The UoA currently participates and takes a leadership role in a number of University-led initiatives, such as the highly successful 'Festival of Ideas' and the 'Being Human' Festival. It also organizes a number of lectures open to the public such as the annual Faculty, Schröder, CIRN and MacColl Lectures in MMLL, and the annual Quiggin, Chadwick and Hughes Lectures in ASNC. Members of the UoA have also participated regularly in events at other Festivals, such as the Cambridge Series at the annual Hay Festival (e.g. Ayres-Bennett, Sanson), and the Durham Summer in the City Festival (e.g.

Hammond).

We have particularly successful public education programmes linked to Ukrainian Studies and Polish Studies, where the philanthropic endowment of the programmes has been able to factor in dedicated funds to assure this kind of public-academic exchange. The Linguistics group is engaged in a number of projects and initiatives such as the Cambridge Bilingualism Network and MEITS' Policy Journal that seek to inform language education and policy development within the UK and abroad, while others make a number of targeted contributions in the area of Public Health. A range of other schemes and projects are currently being supported by the UoA. These include participation in the Centre for Global Human Movement (Associate Director: Mander) that forms part of the 'New Initiatives' programme in the School of the Humanities and Social Sciences, and in the 'Learning Together' project (in conjunction with HMP Whitemoor), and to which Dr Emma Gilby and a team of lecturers and students from the French Section have made a major contribution. HIRAETH, an arts outreach programme for unaccompanied asylum-seeking adolescents and refugee children in Cambridgeshire and funded by grants from the School of Arts and Humanities and Rayne Foundation, was established by Post and Tsimpli, and included an experimental summer programme (2019) for 17 participants, with the aim of providing space for free self-expression, self-narration and self-curation.

The UoA continues to be proactive in its collaboration with these and other similar initiatives in order to further develop the communication of its research to the wider non-academic world and to policy makers in particular. More broadly, at an institutional level, we continue to develop and strengthen cross-cultural and inter-lingual relations within broader political and civil life, including collaboration with the cultural sections of the embassies of those countries whose languages are covered by the Unit's research and teaching. The Unit's focus on language, on national and international multiplicity and diversity has the explicit aim of being outward-facing beyond academia, with the intention of making a decisive impact and contribution, both ethical and political, to civil society. This contribution will be affected in a number of ways, for example through collaboration with civil society groups such as refugee support networks and migration organisations. Close interactions with the Cambridge Centre for Science and Policy is enabling activities such as the production and dissemination of language techniques in support of national (e.g. Public Health England) and transnational public health organisation (e.g. the EC's Joint Research Centre) and of diverse projects (such as the Engineering and Physical Sciences Research Council Interdisciplinary Research Collaborations using text messaging). Also, the Pop-Up World of Languages, a series of family-friendly activities and games, visited Cambridge, Nottingham, Belfast, Edinburgh and London; underpinned by MEITS research, it demonstrated that languages are fun and accessible.

Since REF2014, members of the UoA have continued to contribute to public debates in the national and international media, including appearances on Television (e.g. Ayres-Bennett, BBC Breakfast, on language learning; Naismith, 'Book Talk' BBC Parliament; Gordon and Antonello, Italian public broadcaster RAI, on the centenary of Primo Levi's birth); and on Radio (e.g. BBC Radio 2, 4 and 5 Live: Ayres-Bennett, on language learning; BBC Radio 3, 'Free Thinking': Mander, on Encyclopedias and Knowledge, and Webber, on Musil's *Man without Qualities*; and BBC Radio 4: Cacho, 'The Forum', on Magellan; Griffin, 'In Our Time', on Christine de Pizan; Naismith, 'The Long View', as episode-long guest; Wickerson, 'Equal As We Are', on gender dynamics in literary encounters). Several staff members have engaged with print and social media, in some cases interacting with the most famous names in their respective disciplines, such as the research of Roberts with Noam Chomsky on alien languages, as reported in the

New Scientist (June, 2018), or Griffin's work on and interaction with Bruno Latour on social media. Amongst those who have taken part in regular podcasts, Reich contributed to several *Times Literary Supplement* podcasts, and Naismith appeared in the Viking History podcast

During the Coronavirus pandemic and lockdown, contributions by members of the UoA were both of practical use and played a part in public debate surrounding COVID19. On the practical side, computational linguists Korhonen and Collier were involved with colleagues in the Departments of Radiology and Applied Mathematics and Theoretical Physics in developing an open-source AI tool that integrates chest imaging and clinical data to support diagnosis and triaging for COVID-19. Members of the UoA who were engaged in wider discussions about responding to and helping cope with the crisis included: Naismith, who wrote a blog piece for CUP's Cambridge Reflections: Covid-19 series, released 14 May 2020; Hammond, who presented weekly podcasts on the values of reading French literature during the shutdown on the Paris-based website Paris Update (5300 subscribers); Marzella, who penned a series of articles for the newspaper 'Avvenire' on reading Tolkien during the pandemic; Keown, whose work on promoting the profile of Catalan in Spain (encatala.vives.org) was, at the request of teachers in Spain, kept open as a distance learning format for students while schools and universities were in lockdown; Neumann, who published a blog post on how her 'Performing Medicine' project is informed by and engages with the Coronavirus crisis; and Ruprecht, who participated in a podcast on the Royal Ballet's production of 'The Metamorphosis' in the context of lockdown and social distancing.

Political Engagement and Influence

The UoA has engaged on many levels with policy-makers, relating our research to the sustainability of the discipline and to national and international priorities. As an example, academic members of the UoA have held regular constructive meetings with Policy Fellows, including the following: Prof Brad Epps and Prof Wendy Ayres-Bennett each met Linsey Farrell, Director of Urban Villages, Racial Equality and Interface Issues from the Northern Ireland Executive, on a number of occasions (2017-18); Ayres-Bennett, along with Dr Jenny Mander and Prof Ianthi Tsimpli, each held meetings with Nicola Davis, Head of the Languages team at the Foreign and Commonwealth Office (2019); Ayres-Bennett has also met with leading figures at the Departments of Transport (2019) and Education (2016), Home Office (2018) and Ministry of Housing, Communities and Local Government (2016); Dr John Leigh met Craig Bennett, CEO of Friends of the Earth (2015); and Dr Nigel Collier held meetings between 2015 and 2018 with high-ranking officials from the Care Quality Commission, Food Standards Agency, Google DeepMind, and the Treasury. A key feature of MEITS is the co-creation of research with over 30 non-HE partners, ranging from large charities such as Age UK to local grassroots bodies. On the invitation of Alex Burgart MP, Prof Simon Keynes gave a presentation on the Anglo-Saxon origins of Westminster Abbey at the Houses of Parliament (November, 2018). Dr Stanley Bill's Notes from Poland website, as the leading independent source of English-language news about Poland, resulted in its contributors being commissioned to write a major annual report on Poland.

Supporting the Discipline Nationally and Internationally

Much of the work within the UoA is carried out with the aim of sustaining and developing our respective disciplines in the wider world. A mark of the Unit's success can be seen in the numbers who have gone on to permanent employment. Between 2014 and 2017, a sample period for which data is available, of those departing PhD students who responded (about 80%), 76% moved directly to permanent employment and 14.6% to temporary employment, with 35.4% going on to research positions and 34.4% to teaching/lecturing positions. Many former PhD students and postdoctoral researchers published monographs and other publications during this period, and have been conspicuously successful in obtaining academic posts. Aside from appointments in Cambridge and temporary or postdoctoral appointments elsewhere, the following are among those who have taken up permanent university posts since 2014: **Aberdeen:** Krylova; **Anglia Ruskin:** Sheehan (awarded personal Chair 2019); **Birkbeck:** Polgovsky; **Birmingham:** Corr; Murakami; Schifano; **Bristol:** Karcher (then Birmingham); Knight; Merchant; Randall; Mooney; **Cardiff:** Callander, Whitfield; **Coventry:** Jones; **Durham:** Damlé; Dickson; Osborne (then St Andrews); **East Anglia:** Elder; **Essex:** Kim; **Exeter:** Linge; **Keele:** Flood; **KCL:** C. White (and then Cambridge); Bowden; Smale; **Leeds:** Jarman; **Liverpool:** Blejmar; **Manchester:** Diazi; **Newcastle:** Fehimovic; **Nottingham:** Godard, Harries; **Nottingham Trent:** Hardy; **Oxford:** Choi, Counter, Williams, Wolfe; **QMUL:** Yaqoob; **St Andrew's:** Lennon; **Sussex:** Cieplak; **UCL:** Baker; Bollington; Ring; **Warwick:** Stone; **Westminster:** Karatsareas; **York:** Clarke; **Beijing Language and Culture University:** Song; **Bochum:** Laufer; **Boston:** Chang; **Christian-Albrechts-Universität zu Kiel:** Zellers; **Communication University of China:** Li; **Georgetown:** Biggs; **Goettingen:** Hoehn; **Harvard:** Camozzi Pistoia; **Hong Kong:** Perry, Lam; **Konstanz:** Walkden (Chair); **Leiden:** Barany, van der Wal; **Mannheim:** Engemann; **Marburg:** Blom; **Maynooth:** Hayden; **Pacific Northwestern College of Art:** Rogers; **Peking:** Hu; **State University of Milan:** Berti; **Thessaloniki:** Micheloudakis; **Trinity College, Dublin:** Colasanti; **University of California, Santa Barbara:** Hudley; **UCL:** Ring; **UCLA:** Silvestri; **San Diego State:** Dinkin; **Sydney:** Stenberg.

The large size of our UoA and the diversity of our interests are major strengths that we are confident will enable us to pursue our three main goals of opening up new spaces for collaborative exchange, pursuing links between arts/humanities and science/technology, and placing global humanities at the heart of our research initiatives. Although we do not underestimate the challenges that range and diversity can also present, they are challenges that we will continue to embrace fully. We remain committed to producing research outputs of the highest quality, to playing an active role nationally and internationally, to promoting a rich and diverse research culture for graduate students and academic staff alike, and to making sure that Impact remains at the core of what we do. Even at a time of global uncertainty, we look forward to the future with confidence and energy.