

Institution: Queen Mary University of London
Unit of Assessment: D26b Modern Languages
<p>1. Unit context and structure, research and impact strategy</p> <p>a. Unit context and structure.</p> <p>The international significance of research in Modern Languages and Cultures [MLC] and Comparative Literature and Culture [CLC] at Queen Mary is reflected in our position within the top 10 Russell Group submissions to this UoA in REF2014. In the present cycle, structured local implementation and wider institutional support has enabled the achievement of our ambitious aspirations and continued enhancement of our research environment. This has generated deep synergies between our constituent parts, and, catalysed by CLC, systematic extension beyond Eurocentrism to embrace global, transnational approaches and objects of study. Significant achievements since REF2014 include:</p> <ul style="list-style-type: none"> - Growth and diversification of research staff FTE (21.7 → 26.3, including 2 new BAME staff) - Doubling of extra-European research expertise - Continued increase in research income from £1.3 million (including Film Studies) to at least £1.89 million (excluding Film Studies) - Substantial growth in Early Career Fellows and postdoctoral researchers from 4 to 11 - Diversification of sources of ECR and PhD funding and a substantial increase of visiting PhD students to 33+, including over 20 from outside Europe. <p>A key development since 2014, aimed at fostering research synergies, was the establishment of a single MLC Department from multiple separate language units. Between MLC and CLC, the creation of a shared Research Board and research seminar, joint funding applications and collaborative PGR supervision, all ensure cross-fertilization and cohesion. Our two departments are part of the School of Languages, Linguistics and Film [SLLF], alongside Film Studies [FS – being returned to REF separately for the first time] and Linguistics [LING]. SLLF is itself one of 8 Schools in the Faculty of Humanities and Social Sciences [HSS]. MLC and CLC research leads develop research strategy with departmental heads, the Head of School, the Director of Research, and the School's Impact Lead (a post created in 2015). The strategic direction of QMUL's research is overseen within HSS by a Faculty Dean for research and overall by a University Vice-Principal for Research and Innovation.</p> <p>We benefit from a highly interdisciplinary research environment thanks to our position within SLLF and our extensive engagement with the Faculty's recently created research platform: the Institute for Humanities and Social Sciences (IHSS) [REF5a:2.1.5]. Collaboration with SLLF partner departments and other HSS Schools occurs via funded projects, PGR supervision and our cross-faculty research centres.</p> <p>b. Research strategy and implementation</p> <p>Our overarching mission since REF2014 has been to foster world-class research responsive to global intellectual concerns, to enhance and broaden the impact of our work, and to increase research funding in furtherance of these goals. To achieve this, we have pursued the internationalisation strategy developed in previous REF, intensifying investigations of non-European literary and cultural expression and prioritising global rather than national approaches to literature and culture in our specialist languages (French, German, Portuguese, Catalan, Russian and Spanish). We have fostered collaboration within the UoA, the institution and beyond; enlarged, diversified and internationalised funding streams targeted; futureproofed our disciplines with expansion of our postgraduate and ECR community; embedded EDI awareness and career development within all our selection processes and structures; and significantly improved research support, via the creation of the post of SLLF Research Manager.</p>

We have continued to support research on individual languages, especially via internationally recognised structures, e.g. the Medieval Hispanic Research Seminar, whilst also enhancing conduits for collaboration across them. We have **consolidated and actively invested in areas of established strength** including world literature and cosmopolitanism; visual and material culture; institutional and disciplinary history; and applied linguistics. This has resulted in a number of key theoretical works (Tihanov, Nicholls, Goerner); landmark translations (McMorran); and critical editions of specific genre (Bryant Davies) and particular authors (Gillett and Köhler, supported by a Leverhulme fellowship; Nicholls, supported by a Humboldt fellowship). There has been an intensification of work on intercultural flows and the transnational, both within and between continents, from Köhler's EU-funded project on European spa culture to Mangalagiri's publications on Indo-Chinese intersections. Bolstered by appointments (Oléron Evans, London, Bryant Davies, Dorado-Otero) and postdoctoral fellowships (Murawski, Andersen), we continue to produce ground-breaking research on visual and material culture and on intersections between literature and other media (e.g. Vaclavik's AHRC-funded project on fashion and fiction).

We have also systematically **expanded our coverage**, both geographically and temporally. Following plans described in REF2014, we have both intensified our global approach to our specialist languages and substantially broadened our coverage to include non-European and minority languages. This has been achieved principally through new appointments (Pravinchandra, Mangalagiri, London) who bring philologically-underpinned expertise in Chinese, South Asian and Catalan literary and cultural production, as well as expertise in postcolonial theory and world literature paradigms. In temporal terms, we continue to have particular strengths in medieval and early modern cultural history and in contemporary literature. Our appointment of Bryant Davies as part of the highly competitive IHSS Strategic Lectureship scheme which brought 16 new lecturers to QM in 2019 [REF5a:2.1.5] extended our coverage back to Antiquity. Bryant Davies also bolsters the unit's research on the nineteenth century, material culture and the culture of childhood. Our continued commitment to this approach is seen in our three recent appointments in French, German and Russian, all of which enhance our research on language areas within a global frame.

We have increased **collaboration and interdisciplinarity** by continued investment in research centres and through new initiatives. There has been substantial increase of PhD co-supervision between MLC and CLC and other parts of SLLF, and, through involvement in long-term interdisciplinary initiatives such as the Leverhulme Trust Doctoral Scholarships 'Mobile People' project, across the Faculty. Colleagues have collaborated on publications (e.g. Köhler and Gillett) and funded projects (e.g. Hicks' BA-funded conference with colleagues in Film). The creation of a joint seminar on Translation, Transmission, and Cultural Transfer (TTCT) fosters work on the interconnectedness of national cultures and transnational cultural flows. Away days facilitate collaboration via identification of research synergies. At School level, we have instituted a monthly Research Coffee Hour, where researchers from all SLLF departments come together to share research problems and methodologies. We have successfully pivoted the full range of these established mechanisms online, ensuring maintenance of a dynamic research environment even in the context of Covid-19.

Much of the research undertaken within the UoA is interdisciplinary, from Pravichandra's medical humanities research to the cluster of applied linguists whose work draws on political philosophy and theory (Oakes), history (Rash, Pfalzgraf) and health humanities (Koteyko). Successful interdisciplinary endeavours include Koteyko's ESRC award to conduct linguistic and ethnographic analysis into usage of social networking sites by the chronically ill, and Holgate's securing of IHSS funding to stage a series of events on cultural finance [REF5a:2.1.5].

Collaborative and interdisciplinary work is fostered via our research centres: the Centre for Anglo-German Cultural Relations (CAGCR, led by Goerner), the Centre for Catalan Studies (CCS, led by London) and the Centre for Childhood Cultures (CCC led by Vaclavik). In addition, Oléron Evans co-organises the Visual and Material Cultures Forum with History and Carrera is a founding member and co-director of the Centre for the History of Emotions (CHE, also with History). The annual lectures, regular (online) seminars, postgraduate reading groups and other events of these

groups build networks, raise our profile and generate publications. Key achievements of centres in the REF period include CCC's securing of BA Covid-19 funding, and the CHE's £1.5million Wellcome Trust Collaborative Award in Medical Humanities, with Carrera one of two PIs. The Centres also serve as umbrellas to postgraduates and postdoctoral research fellows: in this cycle CCC has seen 5 PhD completions, secured 1 CDP and 2 QM studentships, and attracted 2 visiting PhDs from Slovenia and Brazil, while the CAGCR, in addition to 5 PhD completions and 8 visiting research fellows, has secured 6 BASF bursaries for its MA, 2 BASF bursaries for doctoral studies, a Thyssen postdoctoral fellowship (Hines) and 5 Max Geilinger fellowships for Swiss literature.

We embrace an **open research environment**, making good progress towards compliance with the Concordat on Open Research Data. 100% of our research outputs are compliant with UKRI OA policies and 100% of journal articles are deposited in QMUL's OA repository [REF5a:2.IV]. An increasing number are published in gold and diamond OA venues, facilitated by Faculty funds for this purpose (e.g. Armstrong) and UKRI block grant funding (e.g. Vaclavik). Tihanov contributed to the inaugural issue of *Modern Languages Open* and spoke at its launch event. Oakes serves on its editorial board and SLLF has invested in a subscription to this platform, further facilitating OA publication for colleagues. Practise-based research has also been published open access (e.g. London's translations of poet Beatriz Viol). Vieira's pioneering Landless Voices website which underpins ICS3 offers access to hundreds of resources related to Brazil's Landless rural workers movement in English and Portuguese. Updated and extended during this REF cycle, it has been used extensively by international researchers (<http://www.landless-voices.org/vieira/>). We take an active part in debates concerning digitization in relation to our field of study and research materials (e.g. Goerner's *Frankfurter Allgemeine Zeitung* article on digital editorial practice and commission to write a report on *Bildung* in the digital age).

Our commitment to Open Access is one of the key ways in which we are developing **research integrity**. The institutional commitment to the UK Concordat to Support Research Integrity [REF5a:2.III] is fully apparent in our research culture. All our research is undertaken according to the highest ethical standards. Colleagues whose research involves questionnaires (McMorran, Oakes) or other engagement with living subjects (Vieira) can seek advice from and must have their projects scrutinized by QM's Ethics of Research Committee [REF5a:2.III]. Core values and responsibilities are embedded throughout the research community and form an integral part of PhD training, devised and implemented by Armstrong during his time as Deputy Dean for Research (PGR).

c. Impact strategy and implementation

Our research tackles issues of pressing contemporary concern including trauma, exile and migration, gender and sexuality, and language policy, and we maximise opportunities to effect change in the wider community. We aim to shape (inter)national debate; change attitudes and professional practice; and open up significant areas of (non-Anglophone) cultural production to British audiences. We harness the extensive opportunities of our East London location, especially its concentration of cultural and creative industries, but also generate impact at national and international levels. Our Head of School (Nair) is part of the leadership team of the Global Policy Institute which supports global policy impact [REF5a:2.I.3]. We adopt a carefully targeted approach towards audiences and an ethically responsible handling of sensitive materials on the basis that no research field should be 'off limits'. We have embedded a focus on impact in all areas of our work and have formulated a specific impact strategy which commits us to i) its embedding in the research process through training at all career levels, ii) consolidating existing research partnerships with external organisations and developing new avenues for engaging different groups of stakeholders nationally and internationally, and iii) engaging practitioners and the general public in the various stages of research.

We have implemented a range of initiatives and can marshal a wide range of resources both within SLLF and HSS in furtherance of these aims. In SLLF, impact is enabled via a targeted fund for Impact and Environment activities. In addition, colleagues have successfully accessed two designated HSS schemes: Support for Capturing Impact (used by all ICS leads) and Strategic

Impact Awards, as well as funds made available by the University's Centre for Public Engagement (e.g. used by London to present the work of Brossa to British audiences for the first time) [REF5a:4]. We have also created a specific role to ensure comprehensive support for researchers. Working with the Research Manager and Director of Research, the SLLF Impact Lead helps identify and refine ICS, designs workshops and targeted training sessions and coordinates the School's regular Impact Coffee Hour. These activities encourage colleagues at all levels to think deeply and creatively about impact generation. This work is supported and extended at Faculty and University level where a Deputy Dean for Research Impact, supported by an Impact Coordinator, oversees funding schemes and develops workshops bringing together researchers across IHSS to share best practice and problem solve [REF5a:4]. Dissemination of our work via a range of national and international media is a core means of engagement with stakeholders, practitioners and the general public and colleagues are supported in these activities by designated HSS and International PR managers.

The success of these initiatives is seen in the regularity with which our researchers are sought out to bring their expertise to bear on contemporary debates, in anything from parliamentary committees to interviews and opinion pieces. Our extensive collaborations with a range of museums (e.g. V&A, British Museum), libraries (e.g. John Rylands) and cultural organisations (e.g. LSO, London Chamber Orchestra) as curators, consultants or commissioners of new work (amongst others) are shaping professional practice in these fields. Media work, collaborations and our extensive translation practice all result in bringing otherwise inaccessible materials to British audiences. Our commitment to the sensitive delivery of all materials, regardless of their controversial nature, is reflected in McMorran's prize-winning article for *The Independent* on the process of translating Sade's *120 Days of Sodom* (Best Opinion/Comment Piece at the QMUL Engagement and Enterprise awards 2017).

Our three Impact Case Studies (Hicks, 'Transforming the Visual Record and Understanding of the Holocaust' (ICS1); Vaclavik, 'Alice's Adventures in 21st-Century Creative Industries' (ICS2); and Vieira, 'Tackling Gender Inequalities and Homophobia in Brazil's Rural Areas' (ICS3)) showcase our impact-related aims in their engagement with local, national and international audiences and have been nurtured and supported by our strategic approach to impact. All three have benefited from School and Faculty investment. They include a range of external stakeholders, both existing partnerships (e.g. V&A) and new collaborations (e.g. LSO). In each case, partners have been involved not just as end users but throughout the lifecycle of projects. ICS leads received extensive training and have opportunities to share their own developing expertise at a range of targeted sessions for the unit and School, and extended their skill-sets with in-depth training on media work. Engagement with impact at all career stages is reflected in the fact that ICS leads were at very different career stages (SL, reader and professor respectively) at the start of these projects.

d. Future Plans

Consolidating and building on our achievements to date, our key aims for 2021-26 are to:

- Continue to increase and diversify our grant capture via our proven internationalisation strategy. In particular, we will harness the expansion of coverage and therefore opportunities achieved through our recent appointments. We will also combine continued support for individual researchers with an intensification and extension of team-based research, creating responsive teams to develop research-led teaching programmes, submit applications for studentships and other funded projects.
- Build and diversify our postgraduate community through our extended supervisory offering resulting from recent appointments and our newly introduced PhD programmes in Translation and Adaptation (with a specific practice-based pathway) and in Visual Cultures. We will also continue to target collaborative schemes.

- Maximize the impact of our work by forging international collaborations and diversifying our range of partners and stakeholders to include galleries, commercial publishers and production companies.

2. People

Guided by the Concordat to Support the Career Development of Researchers, we seek to provide a supportive, stimulating and inclusive research culture for all our staff and students. Our research deals with gender, sexuality, mental health, migration and religious persecution, which ensures attentiveness and heightened awareness to these issues in the workplace. There is considerable diversity in the age, ethnicity, sex and sexual orientation, and religion of our staff, and we have a gender balance of 54: 46 (female: male). There has been significant diversification of staff and student body since REF2014 (with an increase from 1 to 3 BAME staff, representing 12% of our total FTE). Over half the School's senior leadership roles (7/11) are occupied by women. Nair is Head of School and Vaclavik is Director of Research.

a) Staffing strategy

Our staffing has been carefully managed to ensure optimal delivery of our research ambitions and maintain a dynamic research community, supported at all levels with a range of initiatives, structures and personnel. Our strong culture of internal promotion has resulted in rising seniority. To guarantee succession planning, all but one of our new appointments have therefore been at junior level. We actively seek to nurture and retain young talent, with several former PhD students returning to us in permanent appointments (Oléron Evans, Dorado-Otero) and as research fellows (Hines, Glasheen).

By advertising widely and taking account of international cycles, we recruit the very strongest candidates from a global pool, with Pravinchandra joining us from Cornell and Mangalagiri from Chicago. Our ambition to build capacity in the priority areas of internationalisation and interdisciplinarity has guided our 5 new permanent appointments over this REF cycle, all of which extend our temporal and/or linguistic coverage in ways which further bolster existing areas of expertise. Pravinchandra brings specialisms in the medical humanities, thus boosting interdisciplinary activity, and in South Asian literary studies, engaging with works produced in Gujarati, Hindi and English – in addition to Spanish. Mangalagiri reinforces strengths in world literature and extends our expertise into literary production in modern Chinese, Hindi and Urdu and intersections between the literary spheres of China and India. In MLC, Dorado-Otero's work on Cuba and the Hispanic Caribbean further extends our global approach, while her interests in the graphic novel and Galician children's literature bolster research on visual and childhood cultures. A senior lecturer in Catalan Studies was replaced by a new professor (London), recruited as chair of Hispanic Studies and Director of the CCS. With research interests spanning the avant-garde, sport, translation and theatre, London strengthens work on contemporary literature and culture, and practise-based research. Oléron Evans' research on transnational histories of art, art museums and collections has ensured continued capacity in the field of visual culture and extended the range of our work on translation and intercultural transfer. Her experience working with international museums also supports our impact strategy. Bryant Davies brings expertise in classics and classical reception studies, particularly in relation to children and childhood in the nineteenth century.

To build capacity in targeted areas and contribute to the vitality and sustainability of our discipline(s), we have continued to invest in and support postdoctoral fellows. Over the census period we have hosted a total of 11 fellows: two Marie Skłodowska-Curie fellows, three Leverhulme Early Career fellows (including Holgate and Andersen), one Newton fellow, two Humboldt postdoctoral fellows, one PDR funded by the Dresden Museum (Muratori), one funded by the MHRA, and another by the Thyssen Foundation (Hines). We have also welcomed a number of visiting postdoctoral and honorary research fellows (including Glasheen, 2020-23).

b) Career development and support

All staff, including ECRs, receive guidance and support for their research through the Queen Mary Performance Appraisal Scheme, involving annual meetings and more frequent informal contacts with an appraiser in which individual research plans are discussed and targets set. All new staff apply directly for HEA accreditation. New colleagues are supported during a three-year probationary period by a mentoring system, through which they regularly discuss their work and career development with a senior colleague in their research area, with particular emphasis on placing publications, identifying funding streams and generating impact. For all staff, research mentoring is conducted by departmental research leads and provides both short- and long-term guidance. Yearly research reviews, conducted by the Head of School and Director of Research, have also offered opportunities to convey feedback to staff on their research activities and shape future plans. We have a strong culture of internal promotion, preparations for which occur as part of the appraisal process, which ensures staff retention and rewards research excellence. In this cycle, there were ten promotions: three to reader and five (of which 2 women) to professor. The increase of female professorial staff (now 5/12) has been achieved through the introduction of a range of strategies to facilitate career development, including encouraging women to follow the Women into Leadership training run by Professional Development and the Aurora programme.

Staff research is supported by the University's **sabbatical leave** policy granting one semester's leave in seven served [REF5a:3.II]. Since 2014, 35 semester leaves have been awarded to staff in MLC and CLC. Additionally, during teaching semesters, all research staff benefit from a weekly 'research day', enabling regular, concentrated research activity. Around 12-14% of the School's consumables allocation is earmarked for research (av. £40,000 yearly), and all research-active members of staff can apply for up to £1200 per year to support their research in a range of ways. School policy allows holders of FEC research grants access to 10% of the overheads of these grants as pump-priming funding for new research. The School also sets aside £5000 yearly for the Research Environment & Impact Enhancement initiative, to which staff can apply to support the organization of conferences, initiate research clusters, or enable impact and public engagement activities. Further funding is available at Faculty level to support new research initiatives and public engagement work, to develop new impact and collaborative activity and to assist with its capture [REF5a:4]. These funds have been integral to the building of our ICS: all three were supported by Research Impact Awards, and an HSS Collaboration Fund Award of £10,000 in 2014 enabled ICS2's project with the LSO. Teaching relief also enabled Vaclavik to further develop ICS2. Researchers are also supported by the extensive range of **training** (e.g. in writing grant applications, PhD supervision, or research ethics, as well as one-to-one mentoring sessions) delivered by the Researcher Development team within the newly established Queen Mary Academy, a central University resource for staff training and development [Ref5a:3.II]. The Library team provides training on open access and relevant University IT systems [REF5a:4]. Our Research Away Days include peer-learning workshops in which colleagues focus on questions of research strategy, impact generation, project planning and collaboration.

We are fully committed to supporting and nurturing our **Early Career Researchers**. We currently have 11 early career researchers (5 permanent appointments and 6 postdoctoral fellows). Early-career researchers receive teaching relief and mentorship through their three-year probationary period. They join both a SLLF ECR network and the Faculty Early Career Researchers network, which provides support to researchers, including regular talks and workshops on e.g., finding and applying for research funding and academic peer review, as well as opportunities to exchange with other HSS ECRs. Temporary staff in posts created by externally funded or parental leave are integrated into the research community via informal mentoring and participation in our regular events. ECRs are encouraged to build networks within and beyond the University: thus Mangalagiri secured £1000 funding from the IHSS **Early Career Workshop Funding Scheme** [REF5a:2.I.5] to establish a South Asia Forum with a colleague in History; Oléron Evans co-organised a research workshop on the British Bauhaus with Tate Modern. Our success in nurturing ECRs is seen in their onward trajectories to permanent positions at Ludwig-Maximilians-Universität München (Dirscherl) and UCL (Murawski).

c. PGR recruitment, supervision, training and support

We have maintained a thriving postgraduate community with 23.6 PhD completions and 31 students currently enrolled. This community has seen a marked diversification, with a significant increase in the number of visiting students we have hosted from countries including Norway, Brazil, China, Slovenia, Germany and Spain. This has been achieved by use of our research centres to host students and by targeting collaborative doctoral studentships as well as non-UK sources of funding. We have secured 2 AHRC CDA studentships, an AHRC LAHP studentship and a Balearic Islands Doctoral Studentship in Catalan Studies, in addition to studentships funded by the Turkish Embassy, Saudi government, OWRI, and the Wellcome Trust. We have also secured 9 studentships offered by Queen Mary which attract the highest caliber of students. In line with our internationalization strategy, we supervise beyond the UK via a number of co-tutelle arrangements with Paris III, Munich and Rostock. We have also attracted over 30 visiting PhD students funded by e.g. the German government and Spanish Ministry of Education. These students visit as a result of existing collaborations between supervisors (e.g. Carrera) but also help build international relationships.

MLC and CLC each have a Director of Graduate Studies who reports to the School Director for Graduate Studies. We have benefited from the expertise of Armstrong who held the Faculty role of Deputy Dean for Research (PGR). A designated programme administration team within SLLF deals with all aspects of the postgraduate student experience. Research students have a primary and secondary supervisor, with the percentage input of these flexible to take account of specific needs. Supervisory teams are built across departments within the UoA and School (with Film and with Linguistics) and across HSS, which offer students the best possible support and foster collaboration. Beyond the institution, we co-supervise with colleagues at the London College of Fashion and UCL as well as the European institutions mentioned above. The second supervisor, together with a third member of staff, is responsible for reviewing student progress. An initial review is conducted at nine months in order to support and troubleshoot effectively. The progress of all research students is monitored via yearly reports and reviews to the School Research and Graduate Studies Committee to ensure consideration of broader policy issues.

A points-based system promotes participation in research-training and skill-development activities: students obtain points for research activities in the areas of knowledge and intellectual abilities such as personal effectiveness; research organization; and engagement and impact. After gaining 210 points over three years students are awarded the internal Qdip diploma. The Doctoral College provides skills and career development for research students. The menu of courses offers a broad range of training in research methods and approaches for first-year students, and analytical, presentational and career-oriented training in subsequent years [REF5a:3.III]. Subject-specific training is offered at School and departmental level, and through research centres, depending on needs (e.g. CCC offers annual PhD training sessions on, e.g. cartooning research or submitting exhibition proposals). All students also have access to subject-specific research training through the Institute of Advanced Studies and consortia such as the AHRC LAHP, in which QMUL is a partner institution. In addition to practical workshops offering training in working with archives or developing websites, LAHP provides sessions devoted to presentation skills and public engagement. In preparation for an academic career, second-year PhD students are offered opportunities to teach on relevant modules in MLC and CLC and are encouraged to bring their research expertise into their teaching practice. Supervisors provide mentoring for job and fellowship applications and interviews, and the University's Careers & Enterprise service has a careers consultant for PGRs and ECRs.

We actively involve doctoral students in our research community. Students attend and regularly present their work to an audience of peers and academic staff in departmental research seminars, the SLLF research coffee hour, and the seminars and designated PG work-in-progress events of research centres. They are also involved in the organization of these seminars (e.g. Glasheen's co-organisation of the Children's Literature/Lives series). They are encouraged to take part in, and to organize, conferences, for which they have access to funding at School and University level (e.g. Hines' organization of a graduate conference in philosophy and literature in 2016). Students

are eligible for up to £750 of research support per year from the School for research trips and to present papers at conferences. Further funding is available from the QMUL Research Fund (up to £2,000) and Doctoral College Initiative Fund (up to £1,000 for PGR-led activities that support the research experience and career development, with interdisciplinary activity prioritized) [REF5a:3.III]. PGR students are also encouraged to build on their training in knowledge transfer, dissemination and public engagement to secure internal funding to develop relationships and collaborations beyond academia (e.g. Riedel's Collaboration fund grant of £4534 leading to displays on Prince Albert in Osborne House and Coburg).

c) Equality, diversity and inclusion

Regular training concerning fair selection and unconscious bias for staff involved in appointment panels ensures that recruitment processes are rigorously undertaken with scrupulous regard for EDI matters. Our appointments during this cycle have both increased the number of women and the diversity of our researchers (4/5 new appointments are women, and 2 of these are BAME). CLC also secured one of the QM BAME MA studentships [REF5a:3.III].

Since REF2014 we have considerably bolstered and extended our support processes and mechanisms to ensure that staff at all levels are supported in their work and provided with equal opportunities to develop. The School's EDI Committee, which includes the Director of Research and is overseen by the University's EDI Steering group [REF5a:3.II], advises the School, shares and disseminates good practice, monitors and reviews training and mentoring, and raises awareness and engagement in equalities matters, notably active participation in the principles of the Equality Act 2010 and its implementation. A detailed workload review was conducted by the School's Executive Committee to ensure parity and transparency. The Research Committee, which now includes an EC representative and the School's EDI lead, oversees the implementation and annual review of the Concordat to Support the Career Development of Researchers. We provide tailored support for staff with long-term illness/disability, including targeted mentoring to devise plans for those unable to travel, and were supporting flexible working well in advance of Covid-19 restrictions. We have adopted a commitment to ensuring that at least 50% of research-related events occur within core hours to ensure that all staff, including those with caring commitments, can contribute to and benefit from our research culture. The School's Research Coffee Hour thus takes place at lunchtime. We actively support career shifts and mobility (e.g. Holgate comes to us after a successful career in investment banking and journalism, and Bryant Davies taught at secondary school). We encourage exchanges with organisations beyond academia through consultancy work (e.g. for museums and production companies), through involvement in CDA supervisory teams, and through secondment (e.g. Nair to the United Nations University in Barcelona/Bonn 2012-19). Diversification achieved is regarded as a catalyst to effect further change and we recognise that proactive interventions must be made at an earlier stage in the research cycle, hence our widening participation and outreach initiatives with local schools.

We approach our internal REF audits as an opportunity to build our research culture and with Equality and Diversity considerations in mind. In keeping with the Queen Mary Code of Practice [REF5a:3.II], we established transparent and accountable procedures for reviewing and selecting outputs and impact case studies for REF submission. All those involved in managing REF processes have undergone Equality and Diversity training, and training in unconscious bias. We operate an Equality and Diversity audit to check the results of REF selection processes against Equality and Diversity criteria. All research staff are fully informed of REF-related decisions and have the right to appeal, in accordance with the requirements of the University Code of Practice.

3. Income, infrastructure and facilities

a. Income

In pursuit of the strategic aims set out above, we have prioritized funding capture to enable innovative, world-leading research and to maximize its impact on the academic community and

beyond. Research income has risen from £858K in RAE2008 to £1,330k in REF2014 (incl FS) and to £1,887k (with FS now returned separately). This sustained increase is supported by our commitment to the diversification and internationalisation of research funding. We have both led and contributed to large bids developed over several years (e.g. Kohler) and been able to mobilise research teams rapidly in order to secure urgent calls (e.g. BA Covid-19 grant led by Bryant Davies).

Our UKRI funder portfolio now includes ESRC (with funding in excess of £236k). The number of AHRC grants secured in the census period has doubled since REF2014, totalling over £590k, including a collaborative project led by Nottingham, two CDAs and two inter-institutional bids as part of the OWRI scheme. Funding from the Leverhulme Trust has also increased, with three EC fellowships (vs two in REF2014) and other awards including two major research fellowships (vs 1 in REF2014) totalling £299k. We have secured a further British Academy Newton fellowship but also 7 small research grants, including a Covid-19 grant. We have also extended and diversified our EU funding, securing two Marie Curie IEF Fellowships, and, importantly, £224k as part of a collaborative project within the HERA joint research programme. Previously untapped sources of funding for postdoctoral fellowships include the MHRA, Thyssen Foundation, SKD (Dresden Museum) and Max Geilinger Foundation. Substantial additional research income, not funnelled through the Queen Mary research office and hence not included in REF4, includes a senior fellowship at the Descartes Centre at Utrecht University and Mangalghiri's fellowship at Harvard University's Asia Centre. The Humboldt foundation has also provided funds to support short-term fellowships for our four Humboldt fellows. In addition to regular financial support (e.g. CCS receives €18k/annum from the Institut Ramon Llull), our centres receive hard-to-quantify, but generous in-kind support from the Austrian, German and Swiss embassies, the Austrian Cultural Forum, German Academic Exchange Service, Goethe Institut, Lufthansa, Pro Helvetia, Thyssen Foundation, Roland Berger Management Consultants and BASF. Funds have been used for strategic capacity building, to organize events and to present research at international conferences, in addition to enabling extensive publications and impact work.

b. Infrastructure

The opening of the seven-storey £40.3 million purpose-built **Graduate Centre** in 2017 [REF5a:4] has substantially improved facilities for postgraduate students and postdoctoral fellows and has facilitated collaboration. The building houses a lecture theatre as well as 17 seminar rooms and extensive workspace for PGRs and postdoctoral researchers, including group study rooms, a reading room, and a dedicated common room. The Graduate Centre houses the Doctoral College, which provides a platform for postgraduates from different departments to sustain the interdisciplinary exchanges that enrich Queen Mary's research culture, as well as to access support resources such as skills training and career planning. Postdoctoral fellows in IHSS receive a desk in one of the state-of-the-art open-plan offices, which are intended to facilitate interaction among researchers. All this has, for instance, assisted Holgate in forging ties with colleagues in the School of Economics and Finance which has led to successful joint bids for internal funding.

We have also used both the Graduate Centre and our recently upgraded existing major investment buildings as **venues for high-profile events**. These include two major international conferences in the Graduate Centre (Literary anthologies 2019, Chinese Association for Literary Criticism 2017), lectures and screenings in the refurbished Arts One Lecture Theatre (refurbishment cost £35k) and Hitchcock cinema, as well as an exhibition and public screening in Arts Two (as outlined in ICS1). These activities have furthered our strategic aims by generating significant research outputs, stimulating collaboration within the institution and beyond, and enhancing our public engagement profile (e.g. writer in residence Barbara Honigmann's 2017 reading, also leading to Gillett's organization of a conference at Senate House).

The **QMUL Library** provides high quality spaces and electronic research tools to all staff and researchers. It offers Academic Reading rooms for staff and research students, including a recently refurbished and extended postgraduate area open 24/7 also comprising group study rooms and a common room. There has been considerable investment in levels of e-journal subscription and in

acquisitions of key e-books, as well as improvements to search engine capabilities. The total spend on books for MLC and CLC in the census period has been over £123k. In addition, the Library curates a unique collection of Lusophone films and Brazilian and Argentine documentaries, which enables our strategic aim of international coverage across media. In addition to its existing Fontane Collection of books, the CAGCR has attracted the deposit of two highly significant archives: papers from the publisher Libris, and from the writer and translator Wolfgang Held. The Swiss Collection, donated by Pro Helvetia, is drawn on regularly for research seminars led by the Max Geilinger fellows. Our researchers also regularly use of the library's Leo Baeck collection (e.g. in Goerner's monograph on Kokoschka). Research activity both benefits from Library resources and furnishes new materials, e.g. the writer in residences schemes of our centres are building an important archive of contemporary European writing. QM's library resources and provision are complemented by the book, manuscript and online collections at Senate House Library, other libraries of the federal University of London, and the British Library (where the music collection provided the starting point for the collaboration with the LSO outlined in ICS2).

SLLF provides and, on a 3-5 year basis, upgrades appropriate and comprehensive **computing facilities** including laptops, leading to key publications based on archival research across Europe (e.g. Armstrong, Vidal Doval, Hicks), and internationally (e.g. Mangalagiri). Research staff also benefit from the presence of two dedicated IT technicians in the building. The Language Resource Centre provides self-access audio and video recording and editing facilities. Additionally, staff and students have at their disposal a purpose-built Linguistics Research Laboratory.

d) Facilities pertaining to research and research impact.

SLLF enjoys a wide range of **professional support** for its research activities. Since REF2014, we have created the post of School Research Manager, who provides guidance on grant applications, manages research-related information, and fosters collaborative research synergies through events and training. The Research Manager also oversees a robust system of peer-review, undertaken for all grants £35k-£350k with two reviewers (Director of Research and a subject specialist, with larger bids being peer reviewed at Faculty level). Administrative support is also provided within the School for the organisation and promotion via social media of research activities.

Beyond SLLF, a key development in 2018 was the establishment of **the IHSS** [REF5a:2.1.5], an ideas generating hub and interdisciplinary research platform for the Faculty. IHSS provides a range of research funding opportunities which have served a number of our staff, including large grant seed-corn funding to pump-prime research leading to the submission of externally funded research bids (up to £3000, secured by Armstrong and Tihanov); early career workshop funding scheme for the organization of cross-faculty events (up to £1000 – secured by Mangalagiri and Bryant Davies); a distinguished visiting fellowships scheme to support residential visits of up to 4 weeks by scholars and researchers with the potential to enrich the research environment of the host department (secured for Puschner's visit from Harvard in 2019, and for Hitchcock from CUNY in 2020). HSS also provides financial support to develop and capture impact activities (used by all ICS leads as well as McMorran) and provides a Collaboration Fund to encourage the development of relationships based on prior research with external non-HEI partners (integral to the LSO collaboration of ICS2).

In addition, the **Centre for Public Engagement** (CPE) offers funding of up to £20,000 for both one-off and longer-term projects that are particularly innovative or likely to leave a resource legacy. Staff and postgraduates have secured CPE funds to organise a conference on Joan Brossa (2018) and a translation workshop aimed at the transgender community in Northern Ireland (Huddleson). The University also runs a **Global Engagement Research Initiation** scheme to foster international collaboration. This was secured by Oakes in 2019 to work with a Canadian colleague on the ethics of linguistic integration.

Support is also available to researchers via the Deputy Dean for Research Impact (academic lead) and the Research Impact Officer for HSS for advice on impact planning – both **roles created** since

REF2014; as well as the CPE for advice on public engagement activities; and the Faculty PR Officer for communications advice. The JRMO team provides administrative support on costings and contracts. The QMUL Partnerships Team assists in brokering collaborations with non-HE organisations and was instrumental in the 5-year partnership with the V&A Museum of Childhood in the first phase of the CCC.

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

a) Research collaborations, networks and partnerships

We foster collaborative and interdisciplinary ways of working through multiple mechanisms including away days, our coffee research hour pairing researchers from different parts of SLLF, and the TTCT seminar in which an MLC or CLC researcher speaks alongside a scholar from another institution. School-level Director of Research, Impact lead and Research Manager posts also enable identification of synergies across the varied disciplines of SLLF. This has borne considerable fruit, with colleagues collaborating on funded projects (e.g. BA Covid-19 award led by Bryant Davies with Vaclavik) co-supervising doctoral projects (e.g. Oléron Evans and Goerner), sharing mentoring on postdoctoral fellowships (Nicholls and Goerner for Anderson) and co-editing landmark works (Gillett and Köhler). Extensive collaboration also takes place with colleagues within SLLF, HSS and the wider institution via co-supervisory arrangements (12 completions co-supervised with English, Drama, Geography and History), and co-leadership of research centres and fora (e.g. Visual & Material Cultures Forum and CHE, both with History).

National and international collaboration has led to landmark publications including Oakes' *Normative Language Policy* (with Paed, McGill), McMorran's *120 Days* (with Wynn, Durham) and Nicholls' critical edition of an archival text by Blumenberg (with Heidenreich, Stuttgart). 3 PhD completions have occurred within co-tutelle arrangements. Notable funded projects, showcasing and enabling collaboration, include Köhler on European spa culture (with institutions in Holland, Germany and Sweden) and Anderson's BA seed-corn funding to support UK-China relations examining waste (with partners in Beijing, Shanghai and Hong Kong). Our involvement as satellite partner of the OWRI 'Cross-Language Dynamics' research programme enables strengthened ties with UK-wide ML and CL departments, and a two-day event hosted at QM brought together scholars from the UK, Spain, Germany, Russia, China, Brazil and the USA, leading to a publication on world literature edited by Tihanov.

Our researchers participate in and have contributed to the establishment of **research networks** locally, nationally and internationally. We are one of 7 participating institutions in the London Intercollegiate Network for Comparative Studies which, through regular events, promotes dialogue and cooperation between CLC researchers. At the European level, Nicholls was a member of *Empirisierung des Transzendentalen*, based at the University of Stuttgart and funded by the German Research Foundation (DFG, 2014-17). Hicks is leading member of the Russian Cinema Research Group, UCL-SSEES. Staff at all career stages play key roles in international networks, from Mangalagiri's participation in the research group, "Beyond Pan-Asianism: China-India Connections, 1911-1949," funded by the Chiang-Ching Kuo Foundation, to Tihanov's membership of, and contributions to, the ICLA Committee on the Comparative History of Literatures in the European Languages.

We regularly **host world-class researchers and (co-)organize events** staging opportunities for crucial exchanges and the production of new research outcomes. We have made a series of successful bids to the IHSS Distinguished Visiting Fellow programme, which promotes visits by established scholars whose period of residence of up to 4 weeks enriches the research landscape by active participation in events and activities in collaboration with academic staff and research students. Russian benefits from a Queen Mary-funded programme which each year brings two scholars from Russia for a month to contribute to the research culture and provide enrichment activities for students. A particularly fruitful source of funded mobility has been the Humboldt Foundation: with four Humboldt fellows in our ranks, our researchers have both undertaken research stays in Germany (Nicholls at ZfL Berlin) and hosted postdoctoral fellows (Liedke

mentored by London, Fromholzer by Goerner). Colleagues have co-organised events with researchers in a range of institutions including the 'Urban Microcosms 1789-1941' conference at the University of Bristol (Köhler with Dirscherl) and a conference on 'Friedrich Max Müller and the Role of Philology in Victorian Thought', held at the German Historical Institute (Nicholls, with Davis (HRP) leading to a book in 2017).

Our work invigorates our core fields and shapes their future direction by staging **new intellectual and methodological encounters between disciplines** (e.g. Koteyko's work at the intersection of digital health and linguistics). Equally, researchers at all career stages are engaged in the vital process of interrogating and reflecting upon interdisciplinary undertakings, from Glasheen's doctoral thesis on 1930s play to Oakes' and Paed's *Normative Language Policy* – a major attempt at finding a new interdisciplinary framework for the study of language policy and planning in the global age. Editorship of book series such as Routledge's *Global Literature: Twenty-First-Century Perspectives* (Pravinchandra with Chambers, York), with titles examining literature in conjunction with e.g. visual culture and the environment, means that we are helping to set the interdisciplinary agenda of our fields.

b) Contributions to and recognition by the research base

We undertake multiple activities necessary to the vitality of our disciplines which represent a substantial, sustained and energetic contribution to the research infrastructure. These occur both within the institution and beyond, involving (inter)national contributions. We have taken **numerous leadership and enabling roles** on the committees of our professional organizations, learned societies and institutes (e.g. Armstrong was President (2013-16), Acting President (2016-17) and Vice-President (2017-19) of the Association of University Professors and Heads of French, while Tihanov is, since 2016, an elected member of the Coordinating Committee of the ICLA). Our researchers serve on the advisory boards of organisations and funded projects (e.g. Pfalzgraf is on the board of the Institute for Cultural Relations Policy in Budapest; Vaclavik that of an EPSRC-funded project, 'Playing the Archive,' based at UCL).

Our researchers are regularly sought out as **expert assessors** for over 21 funding bodies in the UK, Europe and internationally, including the AHRC Peer Review College, European Research Council and Israel Science Foundation. We have also served on several panels for research prizes and awards (e.g. Hicks' contribution to the University of South California prize committee for the best monograph on Russia, Eastern Europe or Eurasia). Evidence of our commitment to the vitality and development of our disciplines is apparent in our involvement in 20+ appointment and promotion panels. Our external examination of 66+ PhD dissertations assists new waves of young scholars to enter the field and is thus a major contribution to the sustainability of our disciplines. Tihanov, Nicholls, and Goerner have conducted programme or department evaluations at the Universities of Toronto, Kent, and Cologne respectively, while Gillett participated in a review of the IMLR.

We also invest a significant amount of time and energy in different roles associated with publication in order to ensure our familiarity with the latest research and to shape relevant research agenda. In addition to extensive **peer reviewing** for academic journals and publishers, we discharge an advisory role for 23 journals and 7 monograph series. Researchers in the two departments occupy a large number of **editorial positions** for both important book series and leading journals (in total, over 9 book series including at Yale University Press and Liverpool University Press) and 31 scholarly journals). For instance, Nicholls co-edited the *History of the Human Sciences* journal (2013-18), while Pravinchandra is assistant editor of *Comparative Critical Studies*. We have also continued to publish **internationally prominent periodicals in-house**. *Hispanic Research Journal* (INT2 on the ERIH ranking, edited by Dadson and now London) expanded to 6 issues per year in 2013, of which two, uniquely, are thematic issues on Screen Arts and on Visual Arts. It is now published by Taylor & Francis who subsidize a related administrative post paid by QMUL. *HRJ* publishes in four languages and encourages debate between researchers working on Iberian and Latin-American cultures internationally. In this cycle, five volumes of the highly regarded series of short monographs, *Papers of the Medieval Hispanic Research Seminar*, edited by Vidal Doval,

appeared. The CAGCR publishes *Angermion*, a refereed Yearbook, now in its 12th issue, which provides a forum for European German studies to analyse Anglo-German cultural relations since the 18th century (edited by Goerner). Nair founded and is Principal Editor of the interdisciplinary *Crossings: Journal of Migration and Culture*, published twice yearly by Intellect and now in its eleventh year.

Indicators of our standing and recognition on an (inter)national stage also include the numerous lectures and scholarly talks that we have been invited to deliver. As a unit we have delivered at least 65 **keynote lectures**, several of which were delivered outside of the UK – including for example Antwerp (Nicholls), Tübingen, Chengdu, Istanbul, Stockholm, Seoul, Singapore, Berlin, Warsaw (Tihanov), Innsbruck, Cologne, Berlin (Goerner) – and 220+ invited scholarly talks in total. Our researchers have also been the recipients of **major prizes and awards**. Goerner was awarded the Order of Merit of the Federal Republic of Germany (2017), and the Prize of the Alexander von Humboldt-Foundation (Lifetime award, 2016). Hughes was elected a Fellow of the British Academy in 2019. Vieira has received eight awards in recognition of her efforts to promote Brazilian culture abroad. Tihanov was awarded a Distinguished Fellowship in the Humanities at Peking University and elected Member of Academia Europaea (2013). McMorran won the 2017 Scott Moncrieff Translation Prize.

c) Wider contributions to economy and society

We are committed to producing impact-generating research and to engaging with the widest possible range of audiences. Our **expertise in intercultural relations and intellectual and cultural history is increasingly sought out and shaping debates (inter)nationally**. ICS1 has fundamentally changed public understandings of Soviet involvement in the Holocaust through films and exhibitions while ICS3 has enabled teachers and students to interrogate prejudices pertaining to gender and sexual orientation in rural Brazil. Goerner has written and broadcast extensively on Brexit and was invited by the Chair of the All-Party Parliamentary Group for British-German Affairs in the House of Commons to present the work of CAGCR. Oakes presented results from his BA-funded project on motivation for language learning at an event in Cork and in an OA publication sent to the Irish government, and all Irish universities and Institutes of Technology. Bryant Davies is leading a BA-funded project in partnership with Storytime magazine which deploys targeted storytelling drawing on myth and classical tradition to mitigate the impact of Covid-19 on children's mental health and wellbeing.

As well as shaping contemporary debates and issues of pressing political and cultural concern, our research can change attitudes and professional practice. Showcased in ICS1 and ICS2, our researchers are **opening up curatorial and exhibition possibilities for museums and libraries across the UK and beyond**, and are setting new agenda through their collaborations with the creative industries. ICS2 involved collaborations with the V&A, LSO and a commercial design company. Like Hicks (ICS1), Muratori has also shaped the agenda of European museums, with her curation of exhibitions in Dresden, Coventry and Amsterdam. Through our translation work (e.g. by McMorran and London) and related activities, we also open significant areas of cultural production to British audiences. Readings by our writers in residence and other performances (e.g. Global Poetry event 2020) diversify the cultural life of the capital.

Interactions with audiences beyond academia are regarded as mutually beneficial and a two-way sharing of expertise. They both build the individual skill sets of our researchers (e.g. around processes of curation), which then feed into teaching, PGR supervision and training, and also set new research agenda (e.g. Vaclavik's work with the LSO (ICS2) initiated a new approach foregrounding soundscapes). We utilize **a range of mechanisms to interact with user groups** which then feed back into and enrich our research environment, including CDAs, consultancies, funded project-based work and long-term formal partnerships with and input into high profile cultural organisations (inter)nationally. For instance, Vieira is a member of the Board of Directors of the Brazilian Endowment for the Arts in New York. We are also closely involved with the cultural sections of embassies, thus Pfalzgraf is a member of the 'Round Table of Cultural Organisations', held bi-annually by the German Embassy in London. Our research centres also catalyze, host and

support external engagement through their steering groups, partnerships and activities. An online exhibition of the work of photographer Catrine Val is a recent CAGCR example, supported by the German Embassy London and the Goethe-Institut London (<https://livingmemoryproject.org>).

Our researchers are regularly invited to offer bespoke, targeted public talks, and have also designed and delivered a number of **public-facing events** nationally and internationally. Hicks, for example, conceived and taught a British Library adult learning course as part of the Russian revolution centenary, 2017) while Nicolls, who served as a consultant to the British Museum's exhibition on Germany, chaired a sold-out event on German Literature from Goethe to Grimm in 2015 (300 person capacity lecture theatre). Carrera's 2019 TEDxMadrid talk on the history of nostalgia and hope was attended by 1000 people and subsequently viewed 1800+ times.

Another essential means by which we engage and interact with international audiences and intervene in global debates is through contributions to **(inter)national media**. Our media presence spans a variety of online and print outlets, from *The Conversation* to *The Guardian*, *The Independent*, *The Daily Mail* and *New York Times* as well as other broadcast media including national and regional BBC radio and TV, the Australian Broadcasting Corporation and many more. We act as consultants for television documentaries (e.g. Tihanov on Bakhtin; Nicholls on the German Lied for BBC4) and for multi-million-pound drama series (McMorran for *Quills*).