

Institution: University of Birmingham
Unit of Assessment: UoA29 Classics
<p>1. Unit context and structure, research and impact strategy</p> <p><u>1.1. Overview</u></p> <p>The Department of Classics, Ancient History and Archaeology (CAHA) is vibrant, integrated and outward-looking. It encompasses the greatest chronological and geographical breadth of any Classics department in the UK. Its members study the history and culture of the ancient world from prehistoric Europe to Byzantium and its legacy. We cover a geographical range from the UK to the Near East, embedding Assyriology, Egyptology, Classics (including classical reception), Ancient History, Archaeology, Byzantine Studies and Modern Greek culture, the latter in the internationally-recognised Centre for Byzantine, Ottoman and Modern Greek Studies (CBOMGS), which celebrated its 50th anniversary in 2016. Our approach is interdisciplinary and broad in time, space and methodologies. Appropriately, we sit within the School of History and Cultures (SHaC) in the College of Arts and Law (CAL). The submitting UoA (18.7 FTE) also includes one member from the Ironbridge International Institute for Cultural Heritage, who is closely linked to CAHA through their research specialism and activities, but 'UoA' and 'CAHA' is used synonymously in this statement for the sake of simplicity.</p> <p><u>1.2. Research Strategy</u></p> <p>The core aim of our research strategy is the support and development of disciplinary, interdisciplinary and cross-sector research across the cognate disciplines of Classics, Ancient History, Archaeology, Egyptology, Assyriology and Byzantine Studies. As a relatively small unit with a number of staff retiring in the current census period, we decided to 1) develop the UoA through ECR appointments; 2) build critical mass by developing further the research areas from REF2014; and 3) extend the REF2014 aim of supporting disciplines whilst expanding interdisciplinary links and enhancing collaborative and cross-sector research. Nurturing our distinctive combination of sub-disciplines has generated fruitful research collaborations, innovative PGR supervision teams and meaningful contributions to interdisciplinary and cross-sector research projects with real societal impact.</p> <p><i>1.2.1. Key research areas</i></p> <p>In order to build critical mass, organically link our sub-disciplines, engage in interdisciplinary and non-HEI collaborations, and grow international recognition, since 2014, CAHA has pursued an ambitious strategy of growth and consolidation of expertise within three key research areas: Rhetoric and Reception; The Ancient City; and Landscape, Nature and the Environment. These build on the REF2014 research areas of 'the city' and 'landscape and the environment' while sharpening the 2014 research areas of 'text and cultural construction' and 'reception of the past' into Rhetoric and Reception. These research areas are not mutually exclusive and overlap in terms of content and staff.</p> <p>Research in Rhetoric and Reception is central to the unit and we have continued to invest strategically in this area. The established expertise of Brubaker, Burton, Livingstone, Nisbet, Spencer, Theodorakopoulos and Tziouvas has been complemented by the research of recent strategic hires of early-career (Cornwell, Barbato, Hunt) and mid-career (van der Blom)</p>

researchers to generate innovative connections across our sub-disciplines. Van der Blom's research on Roman rhetoric overlaps with Spencer's and Livingstone's work on rhetoric and republican Rome, and joins up with Barbato's focus on ideological rhetoric in Athens. Cornwell's studies of *pax* and the rhetoric of diplomatic space in Rome intersect with Spencer's and van der Blom's work on Roman concepts and communication thereof, and complement Hunt's interest in the concept of sacred trees and the meaning of *numen*. Hunt's work on modern theological readings of ancient religion also links up with the studies of Burton, Nisbet and Theodorakopoulos in Classical reception. Van der Blom's Network for Oratory and Politics exemplifies some of the interdisciplinary and cross-sector collaborations arising from this research area (see §2.1).

The Ancient City builds on expertise in urbanism and the archaeology of cities from long before this census period. The research of Bayliss, Brubaker, Macrides, Sears, Spencer, Wardle, and Honorary Professor Lamour has been expanded and enriched by new appointments: Mack on citizenship and political institutions of the Greek *poleis*, Cornwell on diplomatic space of ancient Rome, Hunt on the religious context of the Roman city, van der Blom on the political life of urban Rome, Jurman on the city of Memphis, Johnson on Mesopotamian urban life, and postdoctoral fellow Kampianaki on Constantinople. Further additions to our research staff have expanded our focus to include the cities' rural hinterlands: White's long-established research in the archaeology of Roman settlements in Britain, Reynolds' studies of peasant communities in Byzantine provincial contexts, McHugh's archaeological survey of rural Attica, and Olabarria's excavation activity at Dayr al-Barsha (Egypt). Another cross-cutting aspect is our use of epigraphic sources from Greek, Roman, Mesopotamian, Egyptian and Byzantine contexts, which enables us to research epigraphic habits of the entire (Western) ancient world. Our shared focus on the ancient city allows for new research collaborations (Mack and Johnson on ancient citizenship, Bayliss and McHugh on city-rural communities), PGR supervision teams (Cornwell and van der Blom on tribunes in Rome), and interdisciplinary and cross-sector collaborations (e.g. Jurman's work with 28 museums worldwide, and Bayliss' burgeoning work on total institutions, which has scope for collaboration with sociologists).

Landscape, Nature and the Environment has developed organically from cross-departmental synergies between ancient historians, archaeologists, Byzantinists, classicists and Egyptologists. The research area emerged in the AHRC-funded Iconoclasms Network (2011-13) on human acts of violence against nature and the environment, which brought together archaeologists and Byzantinists (Chapman and Brubaker). Departmental research meetings revealed that classicists and other archaeologists (Spencer, Garwood, Smith, Wardle) were researching the same area, and we decided to strengthen the area with further hires: Zarmakoupi on architecture and archaeology in the Greco-Roman world, Hunt on the ecological aspects of ancient religion, Reynolds on the archaeology of Christian communities, and Olabarria on the landscape of monuments in Egypt. Two of our teaching fellows also work in this area (McHugh, Dunn). Our two ICSs (*Stonehenge*, *Wetlands*) are embedded in this area.

1.2.2. Cross-sector collaborations and community engagement

CAHA has a long tradition of research-led cross-sector engagement, which both enriches our research and provides clear avenues through which our research (often from our key research areas) can make a positive impact on society. We have long-standing partnerships with national bodies (e.g. English Heritage, National Trust, Historic England), and museums within the UK (e.g. Birmingham Museums Trust [BMT], the British Museum, Museum of London, Beccles Museum, Ironbridge Gorge, Tate Britain) and 35+ museums across the world (see §4.2). The

strengths of our partnerships have positioned us as a central partner with BMT senior management in Birmingham's emerging cultural landscape, in line with The Big City plan.

We work closely on research-led partnerships with community groups, often in areas of significant deprivation and educational disadvantage (as defined by the Office for Students). These include the reconstruction with local community volunteers of a late Neolithic trackway and house near Doncaster, based on Chapman's research and in collaboration with Isle of Axholme and Hatfield Chase Landscape Partnership. Other examples include citizen science work with volunteer groups in south Yorkshire as part of the *Wildscapes Project*, and Reynolds' work in Salerno (see §1.3), which is also a marginalised area. Our work with teaching charity Classics for All (see §2.2) has established an active regional hub for schools and teachers from West Midlands communities, including some of the most deprived in the region. Initiatives such as the Greek Summer School (COVID-related postponement to 2021) enable us to bring our unique research strengths (e.g. covering Greek language and literature from the Archaic to Byzantine periods and beyond) to a wide section of the community. By targeting areas with low attainment and low HE participation levels, we challenge the societal relevance of our disciplinary bases and build capacities, which further enrich our research.

1.3. Implementation of Research Strategy and Resulting Achievements

To achieve excellence in disciplinary, interdisciplinary and cross-sector research across our three key research themes, we strategically

1. Support research that significantly **challenges current notions and contributes to our scholarly disciplines** through generous study leave provision, mentoring and specialist assistance in grant winning and project delivery (see §2.2). Cornwell's monograph on Roman peace and Jurman's two-volume work on objects from ancient Memphis housed in museums worldwide are exemplary results (both REF2 outputs).
2. Nurture **interdisciplinary research** for cognate disciplines through the CAHA Reading Group and the Birmingham Research Institute for History and Cultures (BRIHC) (see §2.2). Internal funding streams for events and pump-priming also enable scholars to work **outside of CAHA disciplines**, within the university and beyond. This commitment is reflected in the multi-disciplinary BRIHC workshop on Iconoclasm (CAHA, Modern Languages, History, English, Linguistics, BBC4, UoLeicester, UoLondon, UoNewcastle), the reception of Egypt research events in collaboration with English Literature, and the *Crisis of Rhetoric Project* (Classics, History, Politics, Philosophy, English, Linguistics, Media Studies, UoB, UCL, UEA, UoGlasgow, Queen Mary).
3. Develop **cross-sector collaborations and partnerships**, which extend beyond knowledge exchange to co-production, resulting in real-world impact. Supported by a dedicated CAHA Impact Lead and professional services staff, internal impact funding, Impact Away Days and 'buddy' schemes, CAHA nurtures such collaborations from the first idea to fully-fledged collaborations. We focus on multi-organisational collaboration with the heritage, museum and education sectors, politics (policy and political activity), and with communities. Plural engagement and co-production with external institutions and decision-makers through to volunteers and communities is demonstrated in our *Stonehenge* and *Wetlands* ICS. Both represent research commenced prior to REF2014, and both link with a range of other impact-related projects (e.g. partnerships with BMT and Historic England Trust) to illustrate the success of our research-led strategy of engagement that matters beyond academia (see

§4.1). Beyond specific ICSs, cross-sector collaboration is also evident in Tziovas' AHRC-funded *The Cultural Politics of the Greek Crisis* project (2014-16), which brought together academics, journalists, artists and the public to assess the cultural dimension of the Greek crisis from 2008. Reynolds works with the local council, archaeology service and local community groups in Salerno (Italy) to develop heritage management policies, increase public and institutional understanding of significant Lombard churches, and build ambitious schemes with cultural and economic impact in the local area.

Our longstanding fortnightly CAHA Research Seminar, and the weekly CBOMGS seminar, are at the heart of our research culture and support our research strategy. Covering all CAHA's sub-disciplines, the seminars are hubs for the exchange of research ideas with colleagues and PGRs from within and outside the university. The seminars aim towards a diverse set of speakers (CAHA seminar 2015-20: 27% male, 73% female; CBOMGS seminar 2017-20 near 50-50 ratio). MA students are obliged and PGR students strongly encouraged to attend the seminars to learn the invaluable skills of reflecting on and responding to a wide variety of research presentations. PGR students run their own weekly seminars, and have also presented their research in the CAHA Seminar. In line with our long-term accessibility strategy, seminars have been audio-recorded since September 2019 (when speakers permit) (see §2.1).

CAHA staff engage in and contribute to the School research environment through BRIHC events such as the BRIHC Seminars for ECRs and visiting scholars (e.g. Barbato and Kampianaki in 2019-20), the BRIHC Lectures (e.g. Cornwell in 2020), and special events (e.g. a BRIHC workshop series: Brubaker, Chapman, Reynolds). BRIHC is a conduit for engaging with colleagues from medieval to modern history, anthropology and heritage studies to consider transhistorical research themes (e.g., motherhood). In 2018, a CAHA PGR student led the BRIHC activity for International Women's Day with a major competition on identifying influential women through history.

Since REF2014, significant investment has facilitated a reorganisation of infrastructure, facilities and financial resources supporting our research strategy (see §3.1), which has led to

1. Rejuvenated dedicated CAHA spaces for research and student learning
2. Increased research grant applications
3. A sustainable research culture at local and university levels, leading to a diverse range of research activities and networks supporting interdisciplinary and cross-institutional research (see §2.1, 3.1, 4.1)
4. Increased PGR numbers (a 77% increase from 47 in 2008-13 to 83 completed doctorates in 2014-20), a higher proportion of funded PGRs, and continued involvement of PGR students in our research environment (see §2.3.1).

1.4. Research Strategy 2021 Onwards

Our research strategy will continue to drive decisions on (i) staff and PGR recruitment and development; (ii) consolidating grant capture by building on our successes in the period 2014-20; and (iii) maximising the impact of our research for a broad, international audience. Key strategic priorities are to

Unit-level environment template (REF5b)

- Strengthen our disciplinary research excellence in order to push international research agendas in **Rhetoric and Reception, The Ancient City** and its hinterland, **Landscape, Nature and the Environment**;
- Develop our increasing number of early-career researchers to fulfil their research potential and become international leaders in their fields;
- Extend our interdisciplinary and cross-sector collaborations, with local/regional, national and international collections and institutions, to ensure our research is grounded in the challenges of the 21st century, such as climate change (**Landscape, Nature and the Environment**) and social and cultural division conflict (**Rhetoric and Reception, The Ancient City**); and
- Increase our engagement with non-HEI communities and institutions at local, regional and national level – schools, heritage institutions and others – to make the ancient world, from a CAHA perspective, more widely accessible.

We plan to achieve these goals by

- Strategically appointing excellent researchers who fit our key research areas and have potential for interdisciplinary/cross-sector collaborations (e.g. two incoming ECRs in Greek Literature);
- Supporting research and impact at all stages through the CAHA Research Reading group, bespoke mentoring and assistance, including grant application support (see §2.3, 3.2);
- Harnessing our distinctive combination of literature, history, art and archaeology scholars from prehistoric Europe to Byzantium to foster new ideas and projects; and
- Continuing to recognise research success – whether disciplinary, interdisciplinary, cross-sector and community-related – through formal and informal means such as Performance and Development Review (PDR) processes, promotion and exceptional salary increments and recognition in Departmental/School/College/university contexts.

1.5. Open Access, Open Research and Research Integrity

Our commitment to Open Access and Open Research extends beyond current REF and UKRI guidelines. White's extensive work to deposit archives in museums from historical Birmingham Archaeology excavations, dating back 30 years, has provided open access to these data. Reynolds hosts the [Birmingham East Mediterranean Archive](#), an international website of freely available images of Byzantine and Islamic sites. CBOMGS hosts the online David Talbot Rice Archive. Data arising from the *Stonehenge Hidden Landscapes* project (Chapman, Garwood) has been made available prior to publication in relation to the A303 road tunnel scheme and, separately, through Historic England, the National Trust and the Wiltshire County Archaeology Service Historic Environment Record. Data relating to Mack's *Proxemies* project was made publicly available via an online database ([Proxeny Networks of the Ancient World](#)), used by universities in the UK and abroad (e.g. Manchester and Groningen, NL). Where appropriate, staff make data underpinning outputs publicly available through journals, including *Science* (Garwood) and *PLOSOne* (Wardle). Colleagues routinely archive data with appropriate open access bodies (e.g. Archaeology Data Service, OASIS) at project completion. OA publications by staff are deposited on a dedicated [CAL Open Research](#) website. All research projects (staff and PGR) are subject to UoB Ethics Review and staff receive training in research integrity, equality and diversity, and data protection (REF5a 2.2). Four staff members have sat/sit on the university's Humanities and Social Sciences Ethical Review Committee (Bayliss, Brubaker,

Carman, Spencer) and thus contribute to the culture of research integrity and feedback best practice.

2. People

2.1. Staffing Strategy

Staffing strategy is driven by research strategy and a commitment to equality, diversity and inclusivity. This has resulted in a significant reduction in our career-age profile and a more balanced gender profile. Appointments during the census period were made by gender-balanced panels and new hires were also gender-balanced (4 female and 4 male new staff) (see §2.2).

Nevertheless, we are mindful that there is a lack of diversity in Classics as a discipline. As part of our longer-term research strategy, Theodorakopoulos works closely with the teaching charity Classics for All (CfA) to address this by

- Advising CfA and securing funding to set up and run the West Midlands Schools Classics Hub (extended to 2021 in recognition of results and potential further impact).
- Along with an administrator (former Birmingham Classics PhD), working with CfA to make Latin and Greek accessible to underprivileged schools in the West Midlands and thus diversify the recruitment base for Classics students and staff: training sessions for teachers (so far 181 teachers with 5,703 pupils new to Classics), tailored activities for pupils in schools and on campus (so far 34 primary and secondary schools, including 20 with no prior Classics teaching), outreach events at local libraries, and the Birmingham Greek Summer School, which offers subsidised places for state-school teachers.

In recognition of this significant aim, we appointed an early-career BRIHC Fellow (Kampianaki) in 2018 to support this endeavour, with an emphasis on introducing Classical Civilisation/Ancient History subjects to local schools to complement the Latin/Greek focus of CfA.

Our staff spearhead national EDI agendas. Within Byzantine Studies, Reynolds' 'Broadening Byzantium: Inclusivity and Diversity in Byzantine Studies' project collaborates with the Society for the Promotion of Byzantine Studies (SPBS) to facilitate the integration of EDI into the working practices of Byzantine Studies in the UK, including the long-term diversification of student and staff constituencies. Within Classics, Theodorakopoulos co-founded the Women's Classical Committee (WCC; co-chair 2015-17), which nominated REF panel members upon HEFCE invitation. CAHA and the School supported the WCC financially and hosted ECR events for WCC. We also follow the principles of the Concordat to Support the Career Development of Researchers.

Strategic appointments within the census period targeted our key research areas (see §1.2.1). They have additionally boosted our research profile in the Roman Late Republic and Early Imperial Period (Cornwell, Hunt, van der Blom), cemented our expertise in Greek history (Barbato, Mack), and extended disciplinary breadth in Assyriology (Johnson), Byzantine History (Reynolds), and Egyptology (Jurman, Olabarria). Sustained contribution by senior staff on 0.2 FTE contracts (Brubaker, Poulter) supports our key research areas, PGR supervision, and research infrastructure at Departmental, School and College levels. Together, these appointments have also led to a 77% increase in PGR numbers (see below).

We have extended our focus on inter- and multidisciplinary research by appointing staff who are able to work across disciplines within the department (e.g. Jurman for Egyptology/Archaeology; Mack and Johnson for Greek History/Assyriology; Reynolds for Byzantine History/Archaeology) and within the University (e.g. van der Blom with Theology on the Epistolary Visions of Transformational Leadership [EVTL] project). Newly-appointed staff also work with partners outside of the University (e.g. Reynolds with War Studies specialists, museum curators and television editors on the iconoclasm project; van der Blom with political theorists, modern historians, linguists and media experts in the Network for Oratory and Politics). Strategic hiring has also increased the number of staff actively engaging with external partners for impactful work: Jurman collaborated with 28 museums across the world in his analysis of material from ancient Memphis; Johnson works with the BMT on their cuneiform tablets; and van der Blom collaborates with political speech practitioners and reporters to discuss political speech in Britain (see §4).

Our research strategy to collaborate with non-UoB colleagues enlarges our research network and influence. One indicator of the scope of that influence is the seven staff who co-supervise research students registered at HEIs other than Birmingham (in the UK and three European countries). These co-supervisory arrangements often arise as a result of research collaborations with colleagues at other institutions in the UK or abroad.

Our research strategy has led to high-quality post-doctoral appointments: two Birmingham Fellows (the University's flagship ECR scheme (REF5a 3.4.1): Jankowiak, Zarmakoupi), two Leverhulme EC Fellows (Cornwell coming from ICS, Barbato), two Marie Skłodowska-Curie Fellows (Dell'Acqua, Harpster), one British Academy Post-doctoral Fellow (Reynolds), and one BRIHC Fellow (Kampianaki). This broadens our research base, strengthens our key research areas and invigorates our research culture. For example, Barbato contributes to the Mack/Johnson citizenship project, and thus the key research area of **The Ancient City**, organising an international workshop on 'Institutionalising citizenship in ancient Greece'. Kampianaki is our dedicated Outreach BRIHC fellow, bridging Classics and Byzantine studies (see above). Of the eight post-doctoral researchers, six are now in permanent academic positions at Birmingham (Cornwell, Reynolds) and elsewhere (Dell'Acqua, Harpster, Jankowiak, Zarmakoupi), while two are still in their post-doc period (Barbato, Kampianaki).

2.2. Staff Development Strategy, including EDI

CAHA prioritises equality, diversity and inclusivity in its mentoring activities for all staff and PGRs. EDI is a standard item on the Departmental and School meeting agenda, and Reynolds (as Staff-Student Liaison Lead) and Cornwell (as School EDI Lead) are reforming the Staff-Student Committee to include UG and PG EDI leads and EDI on the meeting agenda. CAHA is heavily involved in an Athena SWAN committee on behalf of the School and has conducted a review of EDI by gathering data from workshops and questionnaires designed by Cornwell and Reynolds (who received special commendation from the Athena SWAN lead for their extraordinary contribution). As part of this initiative, they have led the EDI policy by example, for instance by signalling their openness to discussions around LGBT+ issues and promoting door posters of outstanding BAME, LGBT+, and female role models. As a result, Cornwell was appointed School EDI Lead to develop new approaches to enhance inclusion of staff and students with protected characteristics. She is planning a College-wide Stonewall Trans Ally training session (after COVID-19 restrictions have been lifted) and a School-wide podcast to discuss our discipline's approach to inclusivity. In addition to his national work to make Byzantine Studies more inclusive, Reynolds has ensured that the university-wide student-

development project 'Sprint Forward' particularly welcomes BAME, LGBT+ and disabled participants to embed EDI issues from the bottom up. CAHA supports research-led engagement with diversity-related topics such as History Months promoting protected characteristics and International Women's Day, which also help to create awareness of EDI within our research areas.

Career progression of all staff is supported by flexible meeting schedules, an email code of practice which respects evenings and weekends, electronic meeting options to accommodate caring responsibilities (if individuals deem this useful), and part-time employment (several staff in the census period). Parental, sick, and carer leave are counted as active service for the purpose of eligibility for research leave, and staff with research responsibilities who have taken statutory maternity, adoption or shared parental leave are entitled to a work-load remission in one of their three contractual responsibilities (research, teaching, administration) in the first term after the leave to allow staff time to re-focus their research or teaching as appropriate. All requests to reduce contract percentage for a range of personal reasons have been approved for staff in the census period, and staff returning from substantial periods of leave are supported through a phased-in approach and one-to-one mentoring by Head of Department as appropriate. See REF5a 3.4.5 for additional institutional staff support for wellbeing.

About half of our output-submitting staff have caring responsibilities, several of whom became new parents in the census period. Some of our strongest outputs come from this group of staff. We are aware of other potential risks of inequality in the REF output grading and selection process. Therefore, the department's internal REF reading group have received unconscious bias training, and the selection process has looked carefully at achieving a fair representation of staff with protected characteristics within CAHA, in line with the UoB REF Code of Practice.

As a result of our generational change, we have initiated succession planning as part of our research strategy, and nominated staff at earlier career age (Bayliss, Chapman, Cornwell, Sears, van der Blom) to academic and research leadership programmes (REF5a 3.4.4). After appropriate mentoring, many of our early and mid-career staff now hold Departmental or School (research) leadership roles: e.g. Bayliss, School and College Academic Integrity Officer; Chapman, CAL Deputy Director of Research with responsibility for Impact; Cornwell, School EDI Lead; Sears, Head of Department and Deputy Head of School; van der Blom, CAHA Director of Research and Impact Lead. Moreover, Bayliss, Chapman, Sears, van der Blom are Personal Development Review (PDR) reviewers (see below).

The gender balance in these leadership roles (across all career ages) is roughly 50-50; for example, the current and immediately prior Director of Research are both female (van der Blom, Brubaker). This is in line with School policy of female representation in all research-related roles and activities, including REF output selection (UoB CoP Appendix 1a).

2.3. Support for Research

Our research strategy is underpinned and managed by a Director of Research. CAHA staff have access to a three-tier mentoring system (in addition to PDR process, see below), and institutional support (see §3.1, 3.2) appropriate to each career stage and aimed at guaranteeing equality of opportunity: 1) one-to-one discussions with CAHA Director of Research, Research Lead for Impact and Head of Department; 2) *ad hoc* support arranged through the Director of Research; 3) a long-standing Research Reading Group (from well before REF2014), which meets regularly to critique in detail a forthcoming publication, grant application or book proposal,

or to workshop a research idea. This spurred the development of our research area **Landscape, Nature and the Environment**, and has resulted in high-quality outputs and applications (e.g. outputs by Barbato, Bayliss, Chapman, Cornwell, Hunt, Mack, Reynolds; book contracts to McHugh and Mitchell; and grants: see §3.1, 3.2). It has also led to new collaborations between staff members (e.g. Mack and Johnson on citizenship), and a much keener awareness of each other's research. The Research Reading Group actively supports neurodiverse CAHA staff (including SpLD: dyslexia) by providing extra language checks and alternative methods of feedback. It also prioritises pieces by ECRs and staff on fixed-term contracts to support these colleagues at what is often a crucial point in their research careers.

Impact and cross-sector activities are also championed by a dedicated CAHA Research Impact Lead and a School Impact Lead, who provide tailored guidance and support to all impact efforts. An Impact Development Officer at College level, a Research Development Officer (Impact) at School level, and a Research Planning Partner (all Professional Services staff) offer sustained support to all research impact efforts, and all staff are eligible for dedicated College and University funding to support impact activities (§3.1, §3.2). Impact is a regular item on our Departmental meeting agenda, and all staff are encouraged to think impact into all their research endeavours.

In addition, all staff are supported through UoB's Probationary Personal Development Planning (PPDP) scheme for lecturers on probation (eight staff in current census period) or the annual PDR scheme (all staff not on PPDP, including temporary Teaching Fellows) (REF5a 3.4.3). Mentoring by PDR reviewers and other mentors from senior staff is tailored to individuals (including staff on teaching-only contracts) with close attention paid to the fit between research and career progression. Workshops and mentors encourage and support staff members seeking promotion. Contributions to research and impact are recognised in promotion procedures, where impact is embedded as an indicator of excellence. In the census period, 13 promotions in CAHA were granted in total, with female representation at all levels from Senior Lecturer to Professor.

All staff in CAL are supported by a personal research allowance (usually £1,000/year) and by opportunities to apply for research leave (usually one term/six teaching terms [16 in census period], with the potential for two consecutive terms of leave [11]). All CAL staff have a weekly research day.

Post-doctoral researchers have access to the same mentoring arrangements and opportunities for participation in the academic life of the department as academic staff, including organising research events and expanding research networks through these. Probationary lecturers are automatically given a workload reduction (in addition to a normal research allocation) to safeguard their research during the probationary process. Staff on fixed-term contracts have access to training, research allowance and research time even when on a teaching-only contract to help them pursue their research and support their long-term employment prospects. Five such staff in the REF period have secured permanent academic contracts, while two were awarded Leverhulme and BA postdoctoral fellowships.

2.3.1. PGR students

Research students – PhD and MRes – are integrated and valued members of our research community. PGRs attend (and sometimes present in) Departmental research seminars, run their own seminar series and research societies (Rosetta Forum and Gate to the Eastern Mediterranean, both with PGR-run journals), participate in BRIHC workshops and seminars,

organise the annual CAHA (PG) and CBOMGS Colloquia, and are actively supported in presenting at national and international research events. All PGR students in the College have access to research development funds for travel to conferences, archives and research libraries.

For the assessment period, CAHA awarded 92 doctoral degrees (compared with 47 in the last census period). Our overall PGR student numbers are higher because they include MRes students; in the census period, we enrolled 256 PGR students in total. This increase in admission and completion figures stems from our recruitment of new staff and promotion of staff to Senior Lecturer level and above, resulting in higher research profile. The increase was also driven by the expansion of College and AHRC M4C funding (see below) and additional visibility of our PGR provision via Departmental webpages, Open Days and discipline-wide mailing lists.

All PGR students benefit from supervision teams, a specified number of supervisions (min. 10 FT, 6 PT/year), robust reporting and progress mechanisms. They undertake induction programmes, and are provided with training opportunities in response to development needs analyses. Dedicated Graduate School and School/Departmental PG leads support their academic progress and pastoral needs, and ensure that EDI policies include PGRs. For the period 2017/18-19/20 (for which we have data), the gender balance in our PGR population was c. 65-35 (F/M).

CAHA has a strong track record in securing excellent PGR students through

- The competitive AHRC-funded Midlands4Cities Doctoral Training Partnership (M4C, formerly M3C). In the census period, 11% of all UoB (mainly CAL) M4C students were supervised by CAHA staff, who make up only 5.5% of REF-eligible academic staff within CAL.
- Scholarships under the auspices of BRIHC and CAL: 8-20 PGR students/year.
- For Modern Greek: 3 Leventis studentships.

These scholarships have enlarged our body of PGRs and strengthened CAHA's research community. PGRs on M4C scholarships can apply for additional funding for conference attendance and training courses, and can apply for placements to prepare them for careers outside academia. Externally-funded and self-funded PGR students alike in CAHA have first-rate opportunities for training and practice in teaching and project management (e.g. 78 PGR students have taught for CAHA in the census period). The success of our research training and research strategy is reflected in the prestigious fellowships and research prizes awarded to CAHA PGRs (§4.1), and in the recruitment of our PhD graduates to academic posts around the world (e.g. at universities in Cyprus, Greece, Germany, the US, UK, and Turkey), and to institutions such as the British Museum, Metropolitan Museum of Art, Egypt Exploration Society, Cycladic Museum (Greece) and the Greek Archaeological Service.

3. Income, infrastructure and facilities

3.1. Income

Our research income in the assessment period was £3,623,575. Our research strategy actively encourages and supports ambitious grant applications appropriate to career stage and research strengths. The success of our strategy and support is reflected in the grants awarded by a wide range of funders: AHRC, Leverhulme, the British Academy, Historic England, Trent and Peak

Archaeological Trust, the European Commission's Horizon2020, the Hellenic Foundation, Natur og Kultur (Denmark), and the Independent Research Fund Denmark. This funding includes a Leverhulme Research Fellowship (Tziovas), bespoke consultancy for institutions and commercial companies (Smith, Chapman) and a string of highly-competitive post-doctoral awards (§2.1).

As a result of our strategy to engage in interdisciplinary and cross-sector research, we are also heavily involved in projects as Co-Is where funding supports activities without appearing (greatly) in our income stream, such as Chapman's National Heritage Lottery-funded *Wildscapes* project (£130K), Smith's Horizon 2020-funded *Europe's Lost Frontiers* project (total €2.4M; UoB €98K), Sears' AHRC-funded *Curious Travellers* (£305K) (all **Landscape, Nature and the Environment**), and van der Blom's Independent Research Fund Denmark-funded *EVTL* project (total DKK5.9M ~ £700K; UoB £36K) (**Rhetoric and Reception; The Ancient City**).

3.2. Scholarly, Operational and Organisational Research Infrastructure

The Departmental Director of Research and Research Lead for Impact, the Departmental Research Reading Group, together with School Director of Research, School Research Lead for Impact and the College Research Hub (see REF5a 4.1) support all impact and research from first idea to completion of project, and all in direct relation to our research strategy. This includes access to examples of successful funding applications, one-to-one meetings with Research Hub staff and Director of Research, peer-review of draft applications, the possibility to present draft applications to the CAHA Research Reading Group for comment, and specialist attention to impact (§2.2). Staff receive weekly funding alerts, tailored to individual research interests. All new staff meet with the Director of Research and the Research Facilitator to ensure awareness of developing areas of scholarly interest and potential funding opportunities that will develop their careers further. This combined expertise has been instrumental in securing the awards mentioned above.

Alongside a personal research allowance, all staff can apply to the Birmingham International Engagement Fund (e.g. to bring Professor Kaldellis, Ohio, to CBOMGS' PGR-led Medieval Dynasties Workshop 2018), and College Impact and Research Fund (successful applications to support ICS *Wetlands*, Reynolds' work in Salerno, and to co-fund White's project at Atcham).

Further indication of the success of our research strategy comes from the link between excellent research outputs and grant-funded research. Key examples include two REF outputs arising from Tziovas' Hellenic Foundation-funded *From Junta to Crisis* project and AHRC-funded *Greece in Crisis* project; Reynolds' two outputs and more forthcoming enabled by his BA post-doctoral award; and Cornwell's one output and more forthcoming from her Leverhulme EC Fellowship.

Staff and PGRs benefit from UoB's library, which reopened in a new state-of-the-art building in 2016, housing 2.3 million books and 85,000 journals (print and online) especially in the research areas represented by CAHA staff (REF5a 4.3). Library Services offers study places, computer access (in library and loanable laptops), and a dedicated research room for PGRs and research staff. A CAL librarian supports staff research queries, and the library provides specialist training and support for PGRs.

CAHA research benefits from specialist collections such as the Cadbury Research Library (special collections and manuscripts), the Eton Myers collection of Egyptian antiquities, the

Barber Institute Coin Collection (world-leading collection of Byzantine coins, excellent collection of Greco-Roman coins, full-time curator appointed during census period), the Gorham and the Girling collection of insects (on loan from Birmingham Museums and Galleries and Historic England, respectively), and an animal bone collection. These collections are frequently used for PGR and staff research. For example, they underpin Smith's industry-recognised expertise in the identification of mineralised insect remains, and are a rich resource for our research areas of **The Ancient City** and **Landscape, Nature and the Environment**.

These collections enable CAHA staff to engage students, researchers and the wider public in hands-on experiences to develop researcher skills and community engagement. The Barber and Eton Myers collections in particular are magnets for visiting scholars. The Keeper of Coins is a member of CBOMGS and the coin collection is used in CAHA teaching and research, including PGR training and research (exhibitions, cataloguing, conferences and events, audio and on-site tours). Olabarria's work to embed the Eton Myers collection into research, teaching and outreach is boosting accessibility of this significant private collection to researchers, students and the general public. CAHA also benefits from two on-site collections: the specialist, recently refurbished and restructured, Byzantine collection of books and images in the Whitting Room, and the CAHA Museum.

In light of our research strategy's emphasis on interdisciplinarity, cross-sector collaboration, and engagement and knowledge exchange beyond academia, a full redisplay of the CAHA Museum was initiated. The Museum contains c.2,000 objects covering all specialisms within the department, and has been run partly through PGR student volunteers. Teaching Fellow McHugh is leading the redisplay as a career-development project. Podcasts, object talks and descriptions/transcriptions written by 12 subject-specific CAHA staff is widening access to and involvement with the research collection for staff, students and the wider public.

CAHA research is also supported by recently-refurbished, discipline-specific archaeology labs, including an Environmental Lab for archaeology research and Archaeology Finds Lab support research in material culture and our key research areas (e.g. for Stonehenge projects). Moreover, CAL financed purchases of equipment such as survey-grade GPS and high-performance computing to support all projects in the UK, including at Stonehenge, Atcham and Berth (Chapman, Garwood, Smith, White) and in the North Sea (Smith), and photogrammetric modelling related to projects at Stonehenge and Berth (Chapman and PGR students). These refurbishments and purchases have supported disciplinary research as well as impactful projects in connection with our research strategy.

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

4.1. Collaboration and Contribution to the Research Base

CAHA's research strategy places us in an admirable position for collaboration across disciplines and sectors and for significant contributions to our sub-disciplines and the research base.

Our strategy to support **disciplinary research expertise** in our key research areas has led to engagement in national and international research projects. Cornwell's expertise in peace and war (**Rhetoric and Reception**) led to an invitation from the Deutsche Forschungsgemeinschaft research network 'Interner Krieg' (2018-21), while Smith's longstanding research into insect remains (**Landscape, Nature and the Environment**) made him a natural partner of the

Biodiversity and land-use change in the British Isles project (UoPlymouth, 2019-22). Van der Blom leads the Cicero part (**Rhetoric and Reception**) of the *EVTL* project (2018-21) with Theology and Classics colleagues in Denmark and Germany.

The unit's strategic emphasis on **outward-facing, innovative and impactful research projects** is demonstrated by involvement in a range of national and international projects with **collaboration across disciplines and sectors**. Impactful projects in relation to our ICSs include the *Stonehenge Hidden Landscapes* project, *Stonehenge Landscape EMI* project, *Wildscapes* project, *Building Online Guidance for Wetland Landscapes, Archaeology and Natural Deposits*, and *Bog Bodies* project with a range of universities, museums and heritage institutions in the UK, Austria, Belgium, and Denmark (all **Landscape, Nature and the Environment**). Our impactful research goes beyond the ICSs, e.g. the ERC-funded *Europe's Lost Frontiers* project (Smith) with six UK universities and the Natural History Museum (London); the AHRC-funded *The Cultural Politics of the Greek Crisis* (Tziovas) with academics, artists and cultural agents across Europe and beyond; the *Crossroads of Empires Project/Sant'Ambrogio Project/Sant'Ambrogio-Montecorvino Rovello* projects (Reynolds; Dell'Acqua) with the university, archaeological service and council of Salerno; and the *Crisis of Rhetoric* project (van der Blom) with four UK universities and a range of non-academic stakeholders (together contributing to our research areas **Landscape; Nature and the Environment; Rhetoric and Reception; The Ancient City**).

Recognition of our research excellence reaching beyond academia is demonstrated by awards and media coverage of the *Durrington Walls Superhenge* excavation project (part of ICS *Stonehenge*), which won the **Current Archaeology Award for the Research Project of the Year** (2017) and was broadcast in the BBC2 two-part mini-series 'Operation Stonehenge' (three years, min. 16 countries), National Geographic Channel's (US & Global) 'The Story of God with Morgan Freeman' (2016 and repeat broadcasts), in BBC 'Countryfile' (2016), and Channel 5's 'Beneath Britain' (2019). Other projects which have reached significant public audiences through media include the *Bog Bodies* project (part of ICS *Wetlands*): Public Broadcasting Service 'Ghosts of Murdered Kings' programme (2014), Smithsonian Channel programmes 'Secrets 4.7: Bog Bodies' (2017 US and internationally) and 'Mystic Britain' (2019), and Discovery Channel programme 'Mummies Unwrapped 6: The Train of the Murdered Mummies' (2019). These examples showcase our research expertise in the **Landscape, Nature and the Environment** research area.

Recognition also comes from the string of fellowships and prizes awarded and appointments to prestigious committees offered to our staff. **Visiting Fellowships** were awarded to Macrides (IAS Princeton), and Brubaker at Dumbarton Oaks Research Library and Collections (Harvard's Center for Byzantine Studies). During the census period, five PGRs from CAHA received highly-competitive Junior Fellowships at Dumbarton Oaks, more than from any other university, including Harvard. Other PGRs have been accepted on competitive research programmes such as the Advanced Seminar in the Humanities (Assyriology), have received PGR research prizes such as the Egypt Exploration Society's Patrons' Award, and postdoctoral awards from the Metropolitan Museum of Art, the Hellenic Centre, and the Institute for Classical Studies.

During the REF period, Brubaker was **Visiting Distinguished Professor** at both UCLA and UC Berkeley (USA) and recognition of our research excellence in our key research areas has led to **keynote lecture invitations** at prestigious international conferences and institutions for ten members of staff at 20 institutions across Europe, US and Australia. In this assessment period, our staff delivered 298 lectures in 33 countries and at 161 conferences.

Our strategy to support **disciplinary and interdisciplinary research excellence** means that we have been invited to contribute to the research base through work on committees, editorial and reviewing work for publishers, journals and funding bodies. Seven staff have served on a number of **national and international committees** such as the SPBS, the Classical Association Council, Society for the Promotion of Roman Studies, British Academy, British School at Athens, British School at Rome, Dumbarton Oaks, and English Heritage/Historic England. Apart from the recognition of our research excellence, these appointments allow us positively and constructively to influence the wider research agendas and strategies in national and international institutions. This in turn benefits disciplinary research, interdisciplinary and cross-sector research collaborations and thereby wider society. Moreover, these appointments have allowed staff to initiate EDI projects with national significance such as Reynolds' 'Broadening Byzantium' (§2.1).

Our **editorial and reviewing work** allows us to stay at the forefront of our disciplines and contribute to the research base. We edit four **book series** including the Birmingham Modern Greek Translations (Tziovas), a flagship series housed in CBOMGS, which received a **Greek State Literature Translation Award 2017**. We also sit on **editorial boards for six book series** for publishers such as Brepols (2x), LiverpoolUP (2x), EdinburghUP, ZaragozaUP. These positions underline our research expertise in **Rhetoric and Reception, The Ancient City, and Landscape, Nature and the Environment**. Staff also edit **peer-reviewed journals** (Macrides: *Byzantine and Modern Greek Studies*) and sit on editorial boards for 16 international journals, including the world-leading *Byzantine and Modern Greek Studies* (owned by CBOMGS) and *Journal of Roman Studies*.

The vast majority of CAHA staff regularly **referee articles and book manuscripts** for 55 individual **journals** across our sub-disciplines such as *American Journal of Philology, Antiquity, Classical Philology, Classical Receptions Journal, Classical Quarterly, Comparative Literature, Dumbarton Oaks Papers, Environmental Archaeology, Journal of Archaeological Science, Journal of Egyptian Archaeology, Journal of Hellenic Studies, Journal of Modern Greek Studies, PlosOne, Transactions of the American Philological Association, and World Archaeology*. We also provided peer reviews to 18 **book publishers** including Blackwell, Bloomsbury, Brill, CambridgeUP, de Gruyter, HarvardUP, OxfordUP, Palgrave and Routledge.

Our strategic aim to **support excellent research through grant capture** also means that 10 staff contributed to the research base by **reviewing research funding applications** for 21 (mostly national/governmental) funding bodies based in 16 countries across three continents within the census period, including the major UK funding bodies. Notably, Brubaker sat on the committee for the Wittgenstein Prize in 2015, the largest non-STEM award allocated in Austria. This engagement means that the CAHA Research Reading Group is fully-informed about current research agendas and ideas from incipient research, publishing houses and national and international funding bodies, which thereby undergird CAHA's research strategy and environment.

We are committed to the development of PGR researchers within CAHA and in formal co-supervision arrangements, as outlined above. Eleven staff also engage in PGR development by **examining doctorates** at 13 UK HEIs and 15 non-UK HEIs across Europe, Asia and Australia, all within the census period.

Our contribution to the research base is moreover reflected in CAHA staff engaged in **HEI consultancies**. Examples include Brubaker's representation of Byzantine Studies on the

REF2014 and REF2021 panels and her position on the Scientific Advisory Board, Institut für Mittelalterforschung, Österreichische Akademie der Wissenschaften (Vienna, Austria); Tziouvas' membership of an expert panel for the Hellenic Quality Assurance & Accreditation Agency (HQA), regarding the Accreditation of the Higher Education Institutions of Greece; Garwood's membership of the QAA Archaeology Subject Benchmark Revision Panel (2014); and van der Blom's role on appointment panels at University of Aalborg and University of Copenhagen (Denmark).

We also **organise major conferences and specialist research events** to support disciplinary research and develop new interdisciplinary collaborations. Examples include the Association for Environmental Archaeology Spring Conference (2018, **Landscape, Nature and the Environment**), Dumbarton Oaks Spring Symposium (2018), the (Birmingham) Spring Symposium of Byzantine Studies (2017 and 2020 [now 2021 because of COVID], **Landscape, Nature and the Environment**), and an international three-day conference on the Roman Civil Wars at the British School at Rome (2019). We also host a number of one-day events associated with ongoing research projects (e.g. *Crisis of Rhetoric* [**Rhetoric and Reception**], *Byzantine Dynasties*), circulating specialist events (e.g. 'Cicero Away Day XI', 2020 [**Rhetoric and Reception**]), and new initiatives (e.g. McHugh/Bayliss on rural Greek communities [**The Ancient City** and its hinterland]). All of these events contribute to the various sub-disciplines represented by CAHA and our key research areas, and significantly enhance the quality of our research through collaboration with fellow specialists across the country and abroad.

4.2. Collaboration and Contribution to the Economy and Society

The impactful research and collaborative approach means that CAHA staff continue to have a positive effect on the economy and society: **staff advise a range of non-academic institutions** such as HighSpeed2, the National Trust, Historic England, Highways England, the Secretary of State for Transport, and six staff gave talks to 44 archaeological and historical societies on research findings with direct bearing on wider society. Indeed, Smith is the go-to person for consultancy work on wetlands, waterlogged environments and insect remains in the UK. This work has increasing impact as the UK environmental strategy develops.

CAHA staff and PGR students also **contribute to museums and heritage institutions**, for example at the Eton Myers collection of Egyptian Antiquities. Several PGR students have held curatorial positions as part of their PGR studies, putting on exhibitions, cataloguing and digitising the collection, giving tours, teaching undergraduates and researching the collection – two of them are now Director and Collections Manager at the Egypt Exploration Society. We contribute to Birmingham Museums Trust (BMT material in CAHA Museum), Museum Silkeborg (Denmark: future permanent exhibition of bog bodies), Mamuz Museum (Austria)'s exhibition on Stonehenge, in addition to the partnerships mentioned under §2.1.

CAHA's commitment to research collaborations beyond academia is evidenced through our engagement with the UoB Cultural Fellowships Scheme (Ellen McAdam, Director of Birmingham Museums Trust 2013-20; Toby Watley, Deputy Director of Birmingham Museums Trust, who are both collaborating with CAHA staff), the Cultural Intern Scheme (5 CAHA students in the census period), and the creation of Honorary Fellows such as Ellen McAdam. The creation of a College honorary Professor in Culture and Cities (Gary Topp) demonstrates our commitment to culture in the city region and beyond.

Our wider contributions to economy and society include our **ongoing engagement with**

diverse communities and public audiences through public lectures, on-site talks and tours (e.g. Classics for All West Midlands hub: §2.1). We have delivered well-attended public talks at literary and community festivals such as the Cheltenham Festival, Hay Festival and UoB's Green Heart Festival. Other lecture venues include museums (e.g. British Museum) and commercial companies (Bayliss's invitation to Google's London office about his book *The Spartans*). In all of these diverse for a, staff have been able to demonstrate the value of Humanities disciplines to wider society. Staff have considerable media engagement experience (mainstream and social media). This includes television work in relation to Stonehenge and Wetlands research projects (§4.1) and radio work arising from staff research interests (Spencer, BBC R4 'In Our Time'; Cornwell, BBC R4 'When Greeks Flew Kites'; van der Blom, BBC World Service 'The Why Factor'), in which we are supported by College and UoB media staff. In line with our research strategy, through consultancy work, public understanding events, CPD events, and support to the economic basis of commercial archaeology groups, CAHA staff contribute to the wider economy and society.