

<b>Institution:</b> Swansea University
<b>Unit of Assessment:</b> 27 English Language and Literature
<b>1. Unit context and structure, research and impact strategy</b>

The UoA of English Language and Literature (ELL) combines expertise from two departments: Applied Linguistics, and English Literature and Creative Writing, both located within the College of Arts and Humanities. The UoA has 29 full-time and part-time Category A submitted staff (24.2 FTE) and 81 research students.

Our **research and impact strategy** reiterates and expands the aims presented to REF2014:

We have **maintained our world-leading and internationally excellent research** in literature, linguistics and creative writing, particularly in Welsh writing in English, language acquisition, medieval literature and gender studies.

In addition, our priorities for this census period were to:

- consolidate and extend **impact**
- support **interdisciplinarity**
- develop existing strengths in **creativity** and **digital humanities**
- diversify **income** streams
- develop **open access** and **open research**

Major research achievements during the census period reflect the UoA's leading roles in collaborative and interdisciplinary research. These include the completion of a national corpus of contemporary Welsh (CorCenCC), the open access publication of a digital edition of the letters of Elizabeth Montague (1718-1800) and the publication of the groundbreaking *Cambridge History of Welsh Literature*. The extended impact of our research is visible in national education planning through the new literature curriculum for the GCSE English Literature in Wales from 2015 and the literature components of the new Curriculum for Wales for 2022. These will see Welsh writing in English taught as part of the national curriculum in Wales for the first time.

### Research Centres and Groups

Research is organised around research centres and interdisciplinary research groups. ELL staff move between these centres and groups and actively collaborate on interdisciplinary projects with staff from other fields.

**CREW (Centre for Research into the English Literature and Language of Wales).** Founded in 1996, CREW has unrivalled expertise in Welsh Writing in English and spearheads an often interdisciplinary programme of research in Welsh culture which includes leading a national Wales Studies initiative. Major projects include *The Cambridge History of Welsh Literature* (2019) and the book series *Writing Wales in English* founded by CREW in 2004 (31 volumes to date), which together are shaping the field. *A Digital Literary Atlas of Welsh Writing in English*, with Cardiff school of Geography and funded by AHRC, has created an interactive online map of large collections of novels, and deep maps of twelve key texts. The Centre's expertise in Dylan Thomas underpins our Impact Case Study (ICS) **Dylan Live**, *The Centenary Edition of the Collected Poems of Dylan Thomas* (2016), the University's sponsorship of the International Dylan Thomas Prize for Literature (launched in 2006) and the establishment of the DylanED outreach programme. CREW staff also

work closely with other centres, for instance on projects with GENCAS on Welsh women's writing and the innovative recovery of LGBTQ literature, and with MHRC on disability and industrial writing (which are outlined below).

**The LRC (Language Research Centre)**, established in 2010, is led by Applied Linguistics with membership from Welsh and Modern Languages, Health and Human Sciences, as well as other institutions in the UK and overseas. LRC hosts **three main interdisciplinary research groups**. **The Applied Linguistics and Welsh Group (ALAW)** directs a strategic emphasis on language matters in Wales, harnessing the momentum of a large collaborative ESRC/AHRC award ([www.corcencc.org](http://www.corcencc.org)) to create a hub for research on bilingualism policy, pedagogy (collaborative ESRC DTP scholarship), assessment (with the WJEC exam board), and social inclusion (multiculturalism and multilingualism in Wales). **The Lexical Studies and Language Acquisition Group** works on language processing, translation, and psycholinguistics (including collaboratively, with EPSRC block grant funding). Their work has been boosted by investment in a state-of-the-art interpretation suite and an Applied Linguistics laboratory, with eye-tracking and reaction-time equipment. **The Security, Safeguarding and Policing Group** work with partners in criminology, law, computer science, politics and psychology to produce potentially high-impact outputs relating to online grooming (with NSPCC). The LRC also contributes to ELL's growing work in the **medical humanities**, via funded research in multilingualism and dementia and early linguistic markers of future Alzheimer's disease.

**The CMG (Creative and Media Writing Group)** brings together creative and critical practitioners. It makes a substantial contribution to contemporary Welsh culture, as evidenced by the **Making Ethnic Minority Women Visible ICS**, while it maintains an international reputation with practice-based research across a full range of genres. It was strengthened in 2016 by the creation of a new **Chair of Creativity** (Sheers) whose high-profile writing across literary, performance and media genres complements existing expertise, while his work across the University has fostered interdisciplinary creative projects including two new Creativity Fellows. The group have won large grants from the Arts Council of Wales and other arts funders, including Donahaye's prestigious *Creative Wales Award* for 'Slaughter'. Practitioners combine high profile work, published by leading publishers and produced by the BBC (R4, R2, BBC1, BBC2, BBC4, including a BAFTA Cymru Award and BAFTA UK nomination), Bristol Old Vic, National Theatre Wales and Theatr Cadair.

**GENCAS (Centre for Research into Gender Culture and Society)** was established in 2004. Led by English Literature it draws members from classics, history, modern languages, politics, Welsh and media studies. Major research projects include **an open access digital edition** of the letters of Elizabeth Montague, **EMCO: Elizabeth Montague Correspondence Online**, with partners in Oxford Brookes, Kings College London, the Huntington Library, California, and funding from AHRC, MHRA, Foyle Foundation, and large philanthropic donations which led to the establishment of a charity in the project's name. A collaboration with CREW on the Victorian Welsh writer, Amy Dillwyn gave rise to the **ICS on Queering Amy Dillwyn**, complementing the drive by the new Director (Magnani) to champion equality and diversity.

**MEMO (Centre for Medieval and Early Modern Research)** brings together scholars from literature, history, modern languages and Welsh. Its interdisciplinary feminist project **The Medieval Enclosed Garden** (Leverhulme Trust) brought together literature specialist McAvoy with two research assistants from the history of medicine. The team participated in many public engagement events and have advised the National Parks, National Botanical Gardens and others on the establishment of medieval gardens. With collaborators at Oxford, MEMO has established the flourishing new Marjorie Kemp Society and hosted two Leverhulme Visiting Professors.

The MHRC (Medical Humanities Research Centre) was formalised in 2018 out of the earlier Health Humanities Research Group. Led by English Literature, MHRC drives research into health, well-being, disease, culture, literature and history. Two new appointments were made 2017 to co-direct the centre, with Kallas, a specialist in medieval women's health and literature joined by an expert in medical history. Existing projects in this area, including the history-literature **Disability and Industrial Society Wellcome Trust** project, came to a successful conclusion in 2016. The influence of the latter – a collaboration between Swansea, Glasgow Caledonian, Strathclyde and Aberystwyth – is still being felt, via permanent and touring exhibitions, and in the interdisciplinary monograph *Disability in Industrial Britain* (2020). MHRC hosted a symposium on 'Bees, Climate and Health across History' with Cardiff University and one on Resilience with Bristol University in 2019, which led to the choice of 'Resilience' as the theme of the Social History of Medicine Biennial conference.

Some common themes emerge from the collaboration between centres and research groups, including the UoA's unrivalled expertise in Welsh writing in English, the study of language acquisition in Wales and Wales-facing impact in the **digital humanities**, which is supported by **CODAH (Centre on Digital Arts and Humanities)**, bringing together researchers from across the College of Arts and Humanities and computer science. This was boosted by **the appointment in 2018 of a new Lecturer in Contemporary Writing and Digital Culture** (Pak) and two Digital Humanities officers based in Information systems and services. Significant digital humanities projects include CREW's Digital Literary Atlas, GENCAS's Elizabeth Montague Correspondence Online, and a series of LRC digital projects, particularly in collaboration with Criminology.

### Open Access, Open Research and Research Integrity

The UoA has embraced the expansion of **gold open access** publishing, funded by external sources. Staff have published a Wellcome funded gold OA monograph (*Disability in Industrial Britain*), an OA monograph on *Terraforming* and several gold OA articles in journals including the fully OA journals *Neo-Victorian Studies*, which is edited and published at Swansea. Distinct contributions to **open research** include the *Elizabeth Montague Correspondence Online* project which makes freely available a vast transatlantic archive of letters, complete with scholarly editorial apparatus. The CorCenCC corpus of contemporary Welsh is also open source and freely accessible. Current projects include CREW's transatlantic digitisation project, *Digital Dylan Thomas*, which will make available the poet's archives in Texas and Wales and investment in a publicly accessible analogue archive of Welsh writing in English.

**Research integrity** training is compulsory for staff, as is unconscious bias training for staff involved in recruitment or REF management. There is a College level **research ethics committee** (with membership from the UoA) while members of the LRC have served on the University's Research Integrity and Ethics Committee. All student research projects and dissertations now require research ethics approval on commencement. Continuous professional development courses range from managing project finance and pathways to engagement and impact to peer reviewing and research project ethics assessment.

In line with the University's Code of Practice, the team who decided on **the final selection of outputs** received mandatory unconscious bias training as well as REF specific training on the fair and transparent selection of outputs. The submission comprises the one best-quality output from each Category A submitted staff member with the balance made up of the best-quality outputs from the available pool of outputs, including outputs of eligible former colleagues.

**Impact Strategy and Delivery**

Our research contributes significantly to public knowledge and drives social, cultural and economic gains. Our impact strategy builds on the REF2014, in which we were ranked joint first in the UK. It focuses on informing policy with **national and international government**; influencing **arts funding** in Wales, providing new content for the **creative industries**, **arts practitioners**, **programme makers** and **heritage** and **tourism sectors**, fostering **civic engagement and awareness** through direct public engagement. **Collaboration and co-creation** with research users and beneficiaries has been particularly important as evidenced in our **Impact Case Studies**.

ELL research has a longstanding record of **impact on government policy** particularly **educational policy** within Wales. LRC and CREW staff provided detailed research and evidence to national government, including an independent report on 'Arts in Education' (September 2013) and the Welsh Government funded Rapid Evidence Assessment of 'Effective methods and approaches in second language teaching' (2017-18). These respectively fed into the Donaldson 'Shared Futures' report and the resultant **Curriculum for Wales**, which, from 2022, **will ensure the inclusion of Welsh writing in English at all stages of learning**. LRC staff contributed to **Welsh-language assessment tools** while CREW, with funding from Literature Wales, Learned Society of Wales and the Books Council of Wales, created extensive resources for teachers of the Welsh writing in English component of the new WJEC GCSE.

**The Security, Safeguarding and Policing group in LRC** have produced potentially high-impact outputs relating to online grooming (with NSPCC) which has fed into public policy; criminality and crypto-drug markets (with UN Interregional Crime and Justice Research Institute); online jihadism (National Counter Terrorism Policing; funded by GIFCT/ Royal United Service for Defence and Security Studies Project); and language in the Youth Justice System (Leverhulme-funded).

CREW staff continue to lead or advise the major **literature and arts funders** of Wales including Arts Council of Wales (National Adviser), Books Council of Wales (Chair, and Chair of the English-Language Grants Panel) and Literature Wales (Critical Friend). CREW's continuing collaboration with the **arts, heritage and tourism** sectors included curated and co-curated exhibitions at the National Museum of Wales, the National Waterfront Museum, Swansea, the National Library of Wales and the Senedd (Welsh Parliament). CREW also worked with local and national government and arts and heritage organisations on events marking the centenary of Dylan Thomas during 2014, including **Dylan Live outlined in ICS 1**. Other collaborations included work on medieval gardens with the National Trust and a continuing collaboration with the British Library's *British Accents and Dialects project*, which is underpinned by two sound archives, one of which is CREW's internationally acclaimed *Survey of Anglo-Welsh Dialects*. Significant contributions to the **Hay Literary Festival** by ELL staff have been consolidated since 2018 by Swansea's role as **Hay Festival Education Partner**. Alongside several high profile festival appearances by ELL staff during the census period, Bilton and Donahaye have participated in the Hay Festival Writer at Work Scheme and Gower has been a Hay Festival International Fellow.

We extended our impact in the **creative industries**. The appointment of a **Professor of Creativity** fosters cross-disciplinary collaboration and partnerships with the **creative industries**, for instance via new **creativity fellowships**. The CMG have contributed to work produced by **Welsh National Opera, National Theatre**, Theatr y Cadair, Bristol Old Vic and BBC (R4, R2, BBC1, BBC2, BBC4), while performances based on our literary research have been created by Lighthouse Theatre, Living Histories and Dylan Live. The **Library of Wales classics**, a book series commissioned in 2004 by Welsh Government based on CREW research, edited by CREW staff, and published by **Parthian Books** who benefit from an office on campus, reached its 50<sup>th</sup> volume (and 95,000 sales); its poetry



anthology was adopted as a set text at GCSE from 2015, with CREW creating new resources to support teaching in this area.

In addition to the contribution of creative writers to theatre and TV, UoA research has underpinned a wide variety of **broadcast content**, particularly **documentary** and arts programming, with CREW a go-to centre for commentary on Welsh writing in English. Academics have made television appearances on BBC Wales and S4C and numerous radio appearances on BBC Wales, Radio Cymru, BBC R3 on BBC R4's 'Forgotten History' programme on Idris Davies.

**Public engagement** is at the heart of centrally organised festivals and events in which the UoA takes a prominent role, including the annual AHRC Being Human Festival, the British Science Festival (2016), the International Dylan Thomas Prize, and DylanED schools programme and a three-year programme of University Centenary events curated by our Professor of Creativity. Staff also contribute to civic engagement through numerous public lectures and workshops.

### **Research Plans**

The **UoA** will reinforce its profile as home to **world-leading high-impact research** communities and to individual researchers who value connectivity, between disciplines and research groups, and also with students, stakeholders, and the public. Across the UoA **research students and ECRs** will be nurtured, while outreach work with schoolteachers and pupils, and via education policy, will help foster the foundations of the discipline. We will maintain the world-leading status of CREW alongside cutting-edge research in the fields of linguistics, gender studies and medieval literature and medical humanities, and promote informal research clusters, for instance in modernism and contemporary writing, particularly in the area of environmentalism and climate change. Our commitment to **Open Research** will remain a priority, delivered primarily through digital projects.

Staff in ELL will continue to value and support excellence and leadership in research in the interdependent and increasingly interdisciplinary fields which make up our UoA. **CREW** will continue to lead in the creation of the newly recognised interdisciplinary field of 'Wales Studies' including the formation of a **Wales Studies Network** under the aegis of the **Learned Society of Wales**. Succession planning will be factored in to ELL appointments to ensure this research centre and the UoA's excellence in this field is maintained.

ELL's commitment to diversity, in all its forms, partly grows out of CREW's historic engagement with decolonialising the curriculum and with the wider implications of decolonisation. This commitment will continue to inform our work across the UoA. Building on The Medieval Enclosed Garden project, **MEMO** and **GENCAS** will develop projects on intersectionality and on women's health and medicine, and will continue to explore synergies with **MHRC**, particularly in the field of disability studies and in work on resilience and wellbeing.

**LRC** will extend language acquisition and Welsh language research with an AHRC Follow-on Funding application to use CorCenCC (the national corpus of contemporary Welsh) for research for pedagogic and assessment material. LRC will also work with **MHRC** to extend existing partnerships with health care providers for research projects focusing on use of vocabulary in medical contexts. The Applied Linguistics and Welsh group will build on partnerships with policy makers and practitioners to contribute to the new curriculum for Wales 2022, and the Welsh Government ambition for 1 million Welsh speakers by 2050. LRC will continue to grow its capacity in eye-tracking and reaction time research, further developing national and international partnerships with visiting scholars (UCL, Kaiserslautern, Germany and The Arctic U of Norway).

**Impact** will continue to be a key UoA strategic priority. ELL will contribute to the University's commitment to drawing on its industrial roots, its multilingual communities, and Swansea's City of Sanctuary status (enhanced by its new 'University of Sanctuary' identity), to **co-create research questions**, to develop **civic engagement** and to promote **active citizenship**.

## 2. People

### Staffing strategy and staff development:

The UoA comprises 29 full and part-time staff (24.2 FTE) on research pathways, and 81 full and part-time research students in 2019-20 (an increase on REF 2014). Since REF 2014, **ten new permanent appointments have been made to support strategic priorities**, six of whom are ECRs. Two of these, made in 2016-17, were to lead the new departments of Applied Linguistics (Fitzpatrick) and English Literature and Creative Writing (Barnaby). The two departments remain closely aligned, while staff benefit from line managers supporting fewer staff which has led to improved well-being in both departments. These new, strategic appointments have strengthened a number of research priorities. Two ECR appointments in medieval and renaissance literature (Kallas and Price) have consolidated both MEMO and MHRC while another ECR appointment in Contemporary Writing and Digital Culture (Pak) has further promoted our interdisciplinarity in digital humanities research.

During the census period the UoA has **invested strategically in Creative Writing**, to enhance creativity in research and impact and to meet PGR growth. The new **Chair in Creativity** is a high-profile Welsh writer who has won awards for poetry, drama, screenplays, opera, site-specific theatre and prose. Interdisciplinary collaborations with creative industries, including National Theatre Wales and BBC, have been particularly fruitful. The appointment at Associate Professor level of Rhydderch, another Welsh writer and former **literary editor**, strengthened ties with the **creative industries**, particularly literary and periodical publishing, and added to the UoA's existing engagement in national cultural debate. In addition, two new ECR staff on teaching pathways, screenwriter Vaughan and novelist Lauppe-Dunbar, expanded the generic expertise of the UoA to the benefit of PGRs. The **expansion of the creative writing PhD programme** was underpinned by a redevelopment of the MA programme by Rhydderch and the co-creation of a unique undergraduate module based on Swansea University's International Dylan Thomas Prize.

**LRC has seen significant investment** with two appointments (Boggs, Fitzpatrick) which have strengthened research in language education and extended lexical studies to healthcare contexts. A third appointment on a teaching pathway (Bowler) supports PGR training in this centre.

**Staff development** is central to our collegial and consensual management style. The supportive biannual Professional Development Review meetings (with an online infrastructure) is a formal base but there is a strong culture of mentoring, advice and training on strategic approaches to career development, promotion and research activity including publications, grant applications and capture and research student supervision. Three ECRs were promoted to Senior Lecturer, and a further four staff promoted to Associate Professor (2) and Professor (2). Staff have also benefitted from Blue Sky, a scheme of one-to-one consultations for research planning.

The UoA is committed to **nurturing ECR staff whether on permanent or fixed-term contracts**. ECRs have lighter teaching workloads, receive training on research aids and supervision and are integrated into the activities and networks of relevant research centres, some of them taking lead roles. In addition to a probation system, professorial mentoring of ECR staff provides continuous support and the success of the UoA's mentoring strategy has been seen in internal promotions and

an increase in grant applications. The Florence Mockeridge Fellowship provides training and support to enable ECRs to maximise their research potential, and within the UoA mentoring and research funding is available for fixed-term tutors and honorary research associates as well as full time staff.

Staff in the UoA have access to sabbatical leave managed by a College Sabbaticals Committee. The normal allowance is one semester in seven (or twelve months at the end of a sustained period working in management roles). On occasions staff have been granted more frequent sabbaticals, for instance to work on the Dylan Thomas centenary events and follow-up publications in 2014 and 2018. In this period, 31 sabbaticals were awarded, at a ratio of 16 female to 15 male. Staff used the time to complete **research outputs, lay the groundwork for funding applications, develop impact case studies, or deliver creative works.**

Staff mobility and development awards are offered by the University, via the ERASMUS scheme and Internationalisation schemes which supported multiple visits to partner universities in Texas, and staff took advantage of external development awards funded by Edith Cowan University, Australia, the Spanish Government, and the Harry Ransom Centre, Texas, to develop networks, collaborations or undertake archival research.

**Research students:** ELL supervised to completion 64 full-time and part-time PhD projects, 10 M.Phil projects and 4 MA by Research students, including three PhDs jointly supervised with other disciplines. **This is an increase of 64% on REF 2014.** The ratio of PGR to staff (FTE) has also increased, from 1.2 to 1.4, according to the latest available data. Steady new admissions in literature and linguistics and the continued growth of our Creative Writing Programme have all contributed to this rise. The gender balance of PGRs is tilted towards women and mature students comprise a significant proportion of the cohort, particularly in Creative Writing. LRC operates an innovative distance PhD programme with students based outside the UK. Funding for PhDs across the UoA's programmes comes from a variety of external, internal and self-funding routes. The LRC hosts PhDs on the linguistics and bilingualism pathways of **the ESRC funded Wales DTP**. During this period there were 7 ESRC funded PhD studentships, of which 4 were collaborative (with the Welsh government, the NSPCC, Welsh law enforcement and Oxford University Press). Swansea is not part of an AHRC DTP, but one PhD was funded by an AHRC Collaborative Doctoral Award (Montagu Project), another by a full studentship with stipend from the Wellcome Trust (Disability and Industrial Literature). Others obtained funding from the Pantyfedwen Trust, and from overseas governments including Saudi Arabia, Iraq and Jordan. A number of students won College or University scholarships, including one co-supervised interdisciplinary PhD in the field of disability studies supported by a Swansea University Research Excellence Scholarship.

PhD students are fully integrated into the UoA's research culture, including serving on the management boards of Research Centres. There are monthly Creative Writing workshops, an English Literature and Creative Writing PGR Research Seminar series and a CREW postgraduate discussion group which bring together staff and students in English Literature and Creative writing. The LRC Research Club further supports PGRs via an initiative championed by ECR Boggs that uses "add-on" sessions to attach training opportunities to research seminars. Students contribute to and are involved in organising the lively conference and research seminar programmes of the research centres, notably the postgraduate conferences run by GENCAS, the Lexical Studies group and the Richard Burton Centre for the Study of Wales, in which CREW postgraduates take a leading role. COAH also runs an annual interdisciplinary PGR conference. At all events, PGR presenters receive feedback from professorial staff. Students are also offered training in research-related administration (e.g. funding applications and event organisation), editorial roles with the creative

industries (via a relationship with Taliesin and Swansea Grand Theatre) and editorial and marketing work with on-site publishers (Parthian and, until 2019, *Poetry Wales*).

Students are supported and encouraged to **establish a solid publishing record** by the time they graduate, with mentoring provided by supervisors and other appropriately skilled staff. All postgraduate English students are offered a place on a 10-week intensive writing workshop to produce a published article. During the census period PGR students have produced 5 monographs, 3 edited collections and upwards of 50 single- or co-authored articles and chapters with publishers including UWP, Palgrave, De Gruyter and Manchester UP. Discipline and project specific training for PGRs is available through regular professional development workshops in teaching, research and impact. The COAH Employability Office organises heritage skills training and a range of internships and placements in the creative industries for ELL PGR students, some of which are funded via the Swansea Paid Internship Network (SPIN) scheme. Santander paid internships have been used by college-based Parthian Books to fund extended placements for UoA PGRs, resulting in two permanent posts with this Wales leading publisher of literary fiction.

COAH has a Graduate Research Centre, led by a Director of Postgraduate Research, who Chairs a Graduate Research Committee that is complemented by a staff-student consultative committee. Each ELL PhD student has two supervisors, with responsibility for some pastoral as well as academic needs, and induction, supervision and progression meetings are recorded monthly in an online platform. All students benefit from a wide range of COAH and University training workshops and are encouraged to give conference presentations as part of probation. COAH provides dedicated PGR workstations, a common room, video conferencing facilities, and up to £600 towards research and conference expenses. CREW also has purpose-built workrooms for postgraduates and students on the CREW PhD programme have access to a philanthropic fund of £10,000.

**Student Destinations:** In this period, our PhD students have gone on to take key roles in national cultural institutions (including the Books Council of Wales and the Learned Society of Wales), the creative industries, including publishing (Parthian Books and Yale University Press) and theatre. Our PGRs go on to work in academic research and as lecturers (Bristol, Salford and Winchester, and overseas in Saudi Arabia). Some have moved to work in the wider HE sector (e.g. Research England and Universities UK and HEFCW) or in research roles in the public sector (e.g. at The National Collaborative Commissioning Unit). Members of this network of alumni are invited back periodically to speak to our students about their professional roles and pathways to postdoctoral employment.

### **Staff and Student Equality and Diversity**

The UoA has maintained its gender balance in staff complement, including at professorial level where there are 6 female and 6 male Chairs (equivalent to 4.7 and 4.0 FTE respectively). 21% of staff in the UoA identify as BAME, 10% as having a disability and 24% originate from outside the UK. Over half the staff in the UoA also work in a language other than English, including 24% in Welsh. The department of English Literature and Creative Writing led the first Athena Swan application within the College. Magnani was appointed College-wide Equality and Diversity Champion in 2017 and Bowler is a member of the Equality, Diversity and Inclusivity (EDI) working group and the EDI subgroup with responsibility for discussions of workload and issues pertaining to ECRs. In 2020, the College supported Barnaby's accreditation as ACAS workplace mediator. The University is a charter member of Athena Swan with an Institutional Silver Award since 2017. The UoA actively supports Swansea University's Strategic Equality Plan, overseen by the University's Equality Committee, which aims to improve diversity by making available job-shares and flexible working hours and other Reasonable Adjustment. Staff take advantage of the University's onsite nursery and childcare voucher system. Timetabling and administrative duties are adjusted via a 'Staff



Constraints' system to enable parents and carers and those on fractional contracts to manage their commitments and core meetings are held during carer-friendly hours of 10am and 3pm.

**Students with disabilities or chronic health conditions are served by a dedicated Disability Officer** in COAH and by the University Disability Office. All research students are allocated two academic supervisors plus an academic mentor, who can provide pastoral support. The University also runs an on-site Medical Centre, staffed by practitioners and researchers, which provides audiology, physiology and other healthcare services to staff and students. Line managers oversee the phased return to work of staff with longer-term health needs and part-time working arrangements are implemented where required.

The University is a member of Stonewall's Diversity Champions programme. There is an LGBT+ Network (which won Network of the year at the Annual Stonewall Cymru Workplace Equality Index Awards in 2017 and 2018) and an associated LGBT+ Allies Network. Several staff are actively involved and have presented at events organised by the Network. Swansea University has ranked highly in Stonewall Employer Index since 2018, including as a trans-inclusive workplace. A particular focus on gender inequality amongst senior staff led to the establishment of The Mary Williams Group in 2013 to promote networking and support of senior women. This involves all female members of the UoA above grade 9, many of whom are active in the drive to address the gender pay gap in partnership with Senior Management.

### 3. Income, infrastructure and facilities

#### Income: Research and Impact

**HESA-recorded research income for the census period totalled £315,566, an increase on 2014.** Further research income of around £200,000, from sources including Wellcome, AHRC and ESRC, was spent directly on ELL research but recorded as income for other UoAs within the University. In addition to HESA income, non-HESA sources played a significant role in delivering Swansea-led research projects, with over **£230,000 of additional research income** producing a **reportable combined total for external research funding of over £545,000**. This represents a robust response to a difficult research funding environment and an excellent level of achievement relative to opportunity.

Research funding was secured from a wide range of sources, reflecting **a strategic drive to diversify funding streams** and representing an **increase on the external funding** recorded in REF 2014. The *Elizabeth Montagu Correspondence Online* project established a charitable organisation in that name (charity no 1174679) with £90,000 from a philanthropic donor, £25,000 from the Foyle Foundation and smaller grants, including six postgraduate bursaries from the Paul Mellon Centre for British Art to supplement MHRA funding. Further funding of £30,000 from partner Huntingdon Library and smaller philanthropic donations supported dissemination. A total of £95,000 was secured for **creative writing projects** from the Arts Council of Wales, Books Council of Wales and Literature Wales. The structural nature of support for the creative arts (where grants are paid directly to the practitioners) means that none of this funding is routed through the University, but it directly funds crucial strands of our research outputs and impact. ELL researchers also benefitted from £58,450 of EPSRC funding for collaborative digital projects. Routed via the University's Digital Economy Research Centre (CHERISH-DE) this is also not included in the headline figure above.

**The grant capture from Research Councils, Charities and Central/Welsh Government recorded in the HESA data** reflects the research priorities supported by our four main research

## Unit-level environment template (REF5b)

centres and an emphasis on collaborative and interdisciplinary research. The joint MEMO-GENCAS project on The Medieval Enclosed Garden was funded by a Leverhulme Project grant of £156,548. Leverhulme also supported the LRC's research on The Language Barrier in Youth Justice (£28,000, Lorenzo-Dus), a project developed using in-house funding. LRC's Fitzpatrick contributed to a Research Council Norway and Oslo University Research Grant on Linguistic Profiles of Dementia in Multilinguals and led the LRC's Wales-facing research to win a Welsh Government funded Rapid Evidence Assessment on 'Effective methods and approaches in second language teaching' (2017-18). Fitzpatrick was co-creator and co-investigator of the Corpws Cenedlaethol Cymraeg Cyfoes (The National Corpus of Contemporary Welsh), a collaboration between Applied Linguistics and Welsh at Swansea, and Cardiff, Bangor and Lancaster Universities. This project was funded by an ESRC/AHRC Research Grant totalling £1.8m. CREW's Bohata worked with Geographers and computer scientists in Cardiff to create a *Digital Literary Atlas of Welsh Writing in English* funded by the AHRC.

ELL researchers at all stages of their careers won competitive funding from the University's **Research Grant Enabler** scheme (SURGE) totalling **£14,147**. McAvoy's award laid the foundations for her successful Leverhulme project award, *The Medieval Enclosed Gardens* (2015-17). International, interdisciplinary and collaborative research projects with partner universities including Texas and Grenoble have been supported by **strategic partnership funding** and the **Erasmus Staff Mobility Award** which supported Rogers, Williams and ECR Price. Our research centres have also benefited from the **College Research Environment Fund**, particularly through the funding of visiting speakers.

All researchers, including staff on teaching pathways and fixed-term research contracts, are supported in their individual research, networking, dissemination or impact activities through a **College Research Support Fund** of up to £1500 each per annum (outlined in section 2). The University offers a competitive **Research Impact Fund** which provides centrally organised impact events or support for data collection to evidence impact. Public engagement and co-creation of research is further supported by **The Cultural Institute** whose staff and venues are used to organise and promote public-facing events. **External funding to support public engagement and impact** includes £2,000-£4,000 per annum since 2015 to run the AHRC Being Human festival, and £100,000 from the Rhys Davies Trust to support the new DylanED programme for schools.

CHERISH-DE provides **funding for interdisciplinary digital projects**, which benefitted LRC researchers in digital discourse analysis. Lorenzo-Dus's collaborative studies with Criminology received £58,450 to study online sexual grooming and radicalisation, which resulted in further external funding from Global Internet Forum to Counter Terrorism (GIFCT), Royal United Service for Defence and Security Studies, Edith Cowan University (Australia) and Blurr Analytics.

A ring-fenced HEFCW fund of **£28,400** per annum to support publications and related activities in the field of Wales Studies (primarily literature, history and culture but also law, politics, social science, language and the history of science) is administered on behalf of the University by staff in CREW, with **£78,474** provided to support **19 publishing subventions**, the Dylan Thomas Centenary conference, and artist collaborations within the UoA during the census period.

## Infrastructure and Facilities for research and impact

The impressive range of funding streams secured by the UoA has been supported by the expertise and the creativity of dedicated staff in the **College Research Office**, which supports the Director of Research, College Research Committees, and the College Research Ethics Committee. A **Research Hub** oversees grant applications, providing specialist arts and humanities support for

## Unit-level environment template (REF5b)

external grant capture. In line with our stated impact strategy in REF2014, the College created a **permanent role of Impact Officer** in the Research Office and an **Internationalisation Office** oversees the administration and provision of facilities for visiting researchers including two Leverhulme funded Visiting Professors, several scholars from Japan working on the Raymond Williams Papers and international collaborators working with LRC. The office also supports scholars establishing relationship with overseas institutions, together with the Director of Internationalisation.

The **Graduate Research Centre** organises training, PGR Research Conferences, access to facilities for PGR students. It supports the UoA's membership of the ESRC Wales Doctoral Training Partnership and oversees the international collaborative PhD programme (University of Central Oklahoma).

**Research mentoring** is provided in each UoA, supplemented by individual coaching for grant application writing. ELL has a dedicated subject librarian in the University Library, and two new appointments in Digital Humanities and Digital Content management support EMCO and other digital projects.

The work of the LRC has been boosted by **investment in physical infrastructure** (2018), including a state-of-the-art interpretation suite and an Applied Linguistics laboratory, with eye-tracking and reaction-time equipment. Workshops on applications of these tools, and fortnightly LRC seminars, are attended by postgraduate students and colleagues at all career stages from Applied Linguistics, Psychology, Welsh, Modern Languages, English Language Training Service, and Education.

## Impact: infrastructure and facilities for creativity, heritage and public engagement

Facilitating impact in all research lies at the heart of Swansea's approach across literature, linguistics and creative writing. We understand the time and commitment it takes to build meaningful relationships with major beneficiaries and have invested in the infrastructure required for outreach.

There has been **substantial investment in infrastructure and facilities to support impact** in key areas of **heritage and creativity** and wider support for individual collaborations and activities to promote impact with the creation of the **Cultural Institute** and **Heritage Office**, which supports work with the heritage sector, (e.g. fixed and touring exhibitions at museum and galleries, including one on Disability and Industrialisation). **The Cultural Institute**, which facilitates research-related public engagement, is the only one of its kind in Wales. It benefits from the purpose-refurbished Taliesin Create, and has organised **the AHRC's Festival of the Arts and Humanities, 'Being Human'** in Swansea since 2015 and also coordinates Swansea's contributions to the University Festival of Science, the University's continuing partnership with the **Hay Festival and Jaipur Literature Festival**, the annual Swansea University International Dylan Thomas Prize for Literature, the DylanED outreach programme for schools and organises high-profile appearances by leading literary figures through the Centenary Lectures (Morpurgo, Nagra, Armitage) and other programmes.

The UoA has **strong links with the creative industries**, supported by the University's **Creative Industries Network** and individually fostered relationships, resulting in creative interpretation of research (recognised by the University's Research as Art awards) and, for creative writers, a closer relationship with the publishers. ELL offices and in-kind support are provided to Parthian Books, which publishes the landmark series of classics, *Library of Wales*, in collaboration with CREW staff. The magazine *Poetry Wales* similarly occupied offices until 2019. Theatr Cadair, co-founded by the UoA and Taliesin Art Centre, works closely with dramatists, including PGRs.

**Open Research: Opening the Archive and Expanding Research Collections**

Sustained investment in developing the research collections of ELL was a strategic priority during this period. This has boosted ELL research and attracted visiting scholars to use the important archive of the Welsh English dialect and attract **visiting scholars and collaborations with creative and heritage sectors**, including the British Library. A major new study of Welsh English in the *Dialects of English* series was published in 2020 (Penhallurick).

There has been investment to expand the holdings of the nationally significant **CREW Archive of Welsh Writing in English**. Following the University's Centenary Celebrations of Dylan Thomas in 2014, the University archives bought the rediscovered 'fifth notebook' for £85,000 and the University awarded a fully funded PhD studentship to work on a scholarly edition (published 2020). The notebook and additional Thomas-related papers acquired since 2014 underpin a major collaboration with The Humanities Research Centre in Houston, Texas to **digitise the transatlantic archive** of Dylan Thomas manuscripts. This fully open access archive will be launched in 2021.

**Swansea's archive of Welsh Writing in English** has acquired significant new holdings during the census period. Existing holdings include manuscripts and papers of Raymond Williams, Ron Berry, Amy Dillwyn, Alun Richards, Elaine Morgan and facsimiles of R. S. Thomas's unpublished manuscripts. A major new acquisition is the Emyr Humphreys papers, part of a wider archive documenting the role of the foundational scholar M. Wynn Thomas in the history of the field of Welsh Writing in English. Other acquisitions include the Dylan Thomas manuscript notebook, the papers of communist writer Dai Alexander and a substantial archive of twentieth century little magazines. These growing archives are housed in the purpose-built Richard Burton Archives in the University library.

From 2020, a **Rhys Davies Trust Fellow** (with funding of £120,000) will work on CREW Archives alongside the University's South Wales Coalfield Collection to explore the cultural, social and political milieu that gave rise to the extraordinary wave of writers in south Wales. The CREW archives have also been a hub for **creative and critical impact**, as outlined in the Queering Amy Dillwyn ICS. Building on the in-house **digital humanities** capacity developed during the Elizabeth Montague Online Correspondence project, the Amy Dillwyn diaries will be made freely available online in the next census period.

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

Swansea's national and international research leadership, partnerships and collaborations directly benefit the disciplines represented within the UoA and make a major contribution to interdisciplinary research projects, while our research generates cultural, economic and social benefits both locally and nationally.

**Research Collaborations, Networks and Partnerships**

The UoA has seen **major international collaborations** in Romantic literature and gender, Welsh writing in English, medieval scholarship and applied linguistics. International collaboration has led to research which crosses both disciplinary and national boundaries in projects which have produced landmark publications and high levels of impact.

*LRC's major collaborations during the census period include The Rapid Evidence Assessment report on language teaching, LRC's role in the lognostics online database, which was created in Swansea,*



and OUP's Oxford 3000 project. LRC's central role in the creation of CorGenCC (the National Corpus of Contemporary Welsh) is also a standout achievement.

GENCAS's research in gender and literary culture in the Romantic period has brought together scholars in literature, archives, **digitisation and digital editions**, to create an open access scholarly edition of the correspondence of bluestocking writer Elizabeth Montague. **Elizabeth Montague Correspondence Online (EMCO)** is led by Franklin, in collaboration with Oxford Brookes and Kings College, London. A partnership with Electronic Enlightenment (Bodleian Libraries) at the start of the project was supported by an AHRC Collaborative Doctoral Award and by the Huntington Library, California (which has provided rights to digitise its archive and is funding a prestigious symposium to launch the open access digital edition in 2021). The international advisory board of EMCO includes membership from the USA, Canada, France and Finland. A further digital project, funded by AHRC, brought together an interdisciplinary team of geographers, computer scientists and literature specialists from Cardiff (lead) and Swansea to produce a **Digital Literary Atlas of Welsh Writing in English** that mapped special collections at Swansea and Cardiff Universities and the National Library of Wales as well as creating interactive deep maps of 12 novels. The project partnered with Literature Wales and scholars collaborated with twelve artists to produce an exhibition that toured Wales in 2019-20.

The interdisciplinary Wellcome Trust project **Disability and Industrial Society** involved scholars in history and literature from the universities of Swansea (lead), Aberystwyth, Northumbria, Glasgow Caledonia and Strathclyde. It culminated in 2016 with an award-winning touring exhibition, a special issue of **Disability Studies Quarterly** (co-edited by Bohata) based on an international symposium with contributions from Sweden, Germany, Spain, Brazil, USA and Japan. The long-standing **Japan-Wales Raymond Williams** network, established in 2013, organised a series of conferences in Wales and Japan and three visiting scholars from Japanese universities (Tokyo, Tohoku and Kitakyushu) worked for extended periods on the Raymond Williams papers at Swansea. Further collaboration between Swansea, Japan, and Appalachia on **Post-industrial Literature** led to an international programme of events and the UoA's links with Japan were enhanced by a **Leverhulme Visiting Professor Award** that brought a scholar from Shizuoka University to Swansea to work on medieval women writers (2019-20).

Work in the medical humanities was furthered by Fitzpatrick's work on a project funded by Research Council Norway and Oslo University on linguistic profiles of dementia in multilinguals. LRC's interdisciplinary work with Criminology in the field of digital discourse analysis has led to multiple collaborations, including the Leverhulme project **The Language Barrier to Youth Justice** (2017-19) with Loughborough University and the 2017 project, 'The Language of Social Media Extremism' supported by Edith Cowan University, Australia, and Blurr Analytics. The 2019 project **Dissemination of Jihadi propaganda via Social Media** was funded by the Global Internet Forum to Counter Terrorism (GIFCT) in partnership with The Royal United Service for Defence and Security Studies. LRC enjoys long-term research collaboration with linguists at universities in Greece, Japan, York and Germany and in Wales, the LRC's CorGenCC project constitutes a major collaboration with Cardiff, Bangor and Lancaster, with consultants from Canada, England, Japan, and the USA, and advisors representing community and professional users of Welsh, policy makers and educators including the Welsh Government, WJEC and commercial companies such as 'SaySomethinginWelsh'.

CREW collaborated with Bristol University in the landmark volume **The Cambridge History of Welsh Literature (2019)**. Led in Swansea by Evans, the project was commissioned out of the New York office of Cambridge University Press. The project involved eight international contributors from

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America, Australia and Canada and nine of the book's 36 contributors are current or former Swansea academics (CREW, Welsh and History). This project highlights CREW's leading role in shaping the new interdisciplinary field of Wales Studies, an innovation pioneered by Thomas.

GENCAS and MEMO were partners on the three-year network project: **Women's Literary Culture and the Medieval Canon** and MEMO co-organised the 'Margery Kempe in the 21st Century' international conference with the Society for the Study of Medieval Language and Literature (Oxford) where the new Margery Kempe Society was launched (Kallas).

**Individual scholars collaborated** in the UK and internationally on a diverse range of projects, which contributed to the creation of international and interdisciplinary networks. **Literature collaborations** were led by Reeve, whose edition of *The Jolly Corner and Other Tales* (CUP, 2017) was part of the international collaboration to create the first full scholarly edition of Henry James. Ongoing collaborations include Robinson ('The Problem of Style', Durham), Kohlke ('ORION Project', Malaga) and Evans ('The Archives of the English College in Rome'). **Creative writing collaborations** include Britton serving as the first Writer in Residence at UIC, China, and Sheers extensive work with the creative industries.

Our expertise is recognised by multiple **national and international Fellowships** including The Academy of Social Sciences, The British Academy and the Learned Society of Wales (including four new Fellows during the census period). ELL staff held international fellowships at Yale and Emory University (Farebrother), Columbia University, New York (Sheers), the University of Athens (Milton), and at Edith Cowen University, Australia, Valencia University, the University of Brasilia and University of Santiago do Chile (Lorenzo-Dus).

## Contribution to the Research Base

ELL staff provide **subject leadership** as chair or via other senior roles on national and international **subject associations, committees, advisory boards and cognate organisations**. Bohata is a member of the **AHRC's Advisory Board**, Thomas was **Vice-President** of the Learned Society of Wales until 2017 and now jointly leads the **Learned Society of Wales's 'Wales Studies Group'**, co-chairing a working group of academics from across HEIs and public bodies in Wales. Williams is **Chair of the North American Society for the Study of Welsh Culture and History (NAASWCH)** organising conferences in Harvard (2016) and Austin, Texas (2021). Bohata is **co-Chair of the Association for Welsh Writing in English (AWWE)**.

Medieval, early modern and renaissance scholars are particularly active in **promoting diversity and equality** in their field: McAvoy and Magnani served on the advisory board of the International Society for Medieval Feminist Scholarship, the former as President. Price's British Shakespeare Association conference, held at Swansea in 2019, broke new ground in UK Shakespeare studies with **four plenaries by women of colour**.

**LRC** has a long-standing relationship with the **British Association of Applied Linguistics**. In this REF period LRC members have served as chair, treasurer and postgraduate officer. Rogers is Co-Founder of **Linguistics and Knowledge about Language in Education (LKALE, 2016-18)**, Tschichold was president of the EuroCALL Special Interest Group on ICALL and Fitzpatrick is an **IRIS Advisory Board** member (Digital Repository of Instruments for Research into Second Languages, funded by ESRC and British Academy).

Our UoA is committed to the **sustainability of the subject areas** it represents as demonstrated by extensive activity in editing, peer reviewing and in organising and speaking at conferences in the UK

## Unit-level environment template (REF5b)

and beyond. **Five important book series** are edited from the UoA. Bohata and Williams are series editors of *Writing Wales in English*, the world-leading series of monographs and essays founded by CREW in 1994 and published by University of Wales Press. The 31st volume in this series appeared in 2020. Kohlke is Series Co-Editor of *The Neo-Victorian Series* (Brill, Rodopi), Williams is series editor of *Safbwyntiau: Gwleidyddiaeth, Diwylliant, Cymdeithas [Points of View: Politics, Culture, Society]* (University of Wales Press), Barnaby is commissioning editor of Routledge's *Directions in Cultural History* series.

**Staff hold editor's posts** at six international peer-reviewed **journals** including the **open-access** digital journal *Neo-Victorian Studies*, *Women's Writing*, *Medieval Feminist Forum: A Journal for Gender and Sexuality* (Iowa) and *ReCALL* (CUP). Staff hold significant editorial positions at other journals, including the *Marlowe Society of America Newsletter* and the BMJ's *Medical Humanities* journal, and staff sit on the **Editorial or Advisory Boards** of a further **20 peer-reviewed journals**, three of which, including the *International Journal of Welsh Writing in English*, are fully **open access journals**. Staff **guest edited nine special issues** of peer-reviewed journals during the census period and undertook peer review work for leading academic presses and over 47 journals. Staff also undertake reviews of funding applications, as members of **peer-review colleges** in the UK or their international equivalent, including the ESRC Peer Review College and the AHRC Peer Review Panel.

Staff have organised or co-organised numerous **international conferences and panels** in the UK, Europe, north America and east Asia, and international online symposia during the pandemic. During the census period ELL staff gave **65 invited lectures** at national and a further **41 at international** venues as well as presenting over **165** other papers at conferences at home and abroad. We have acted as **external examiners for 47 PhD theses** in institutions in the UK and abroad, including Denmark, Sweden, France, Spain, Greece, Australia, South Africa and Hong Kong.

**Honours and prizes** include the Wales Book of the Year in 2014 (Rhydderch), 2015 (Sheers), and 2016 (Donahaye). Other awards to staff included the Hay Festival Poetry Medal (2015), a Bafta for Best Writer (2017), the Wilfred Owen Poetry Award (2018) and the Calvin & Rose G. Hoffman Prize for a Distinguished Publication on Christopher Marlowe (2020). Other markers of esteem include having **research translated** into Spanish (Barnaby) and Portuguese (Williams) and **invitations to judge literary prizes** including the Costa Coffee Book Award (2015), the National Eisteddfod of Wales Crown (Anglesey, 2017), the Folio Prize for Literature (2018), and the Arthur C. Clarke award for Science Fiction.

## **Impact: Collaborating with public bodies, creative industries, heritage and arts practitioners.**

Researchers in the UoA enjoy close associations with major public bodies and national governments, who benefit from our contributions to policy, the allocation of **cultural funding**, and the commissioning of work in the **creative industries**.

Our researchers serve on various **public arts and policy making bodies**, including Books Council of Wales, Arts Council of Wales and Literature Wales. Founding fellow and former Vice-President, Thomas now co-leads the Learned Society of Wales project to develop the **infrastructure, funding and coordination of Wales Studies in HE**, with representatives from the Senedd (Welsh Parliament), National Library, Arts Council Wales and major publishers. ELL staff also worked with local and national government on Dylan Thomas Centenary events and Sheers was part of the creative team supporting the Swansea City of Culture bid in 2018.

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Swansea researchers are also **in demand in the creative industries**. Recent work includes consultancies by Price (Shakespeare, Austin, Texas) the work detailed in our three impact case studies, and several television and radio appearances by ELL staff in Welsh and English, which raise public awareness of research insights. The British Council commissioned some of Swansea's international Dylan Thomas events (USA and Canada) and recently selected Sheers to represent Contemporary British Literature in Russia. Creative writers have a major impact in providing innovative programming. Britton's creative collaborations have led to Arts Council of Wales development and production funding and £70,000 for Theatr Cadair's *Windsongs of the Blessed Bay / Alawon Gwynt y Mor*, while Sheers' acclaimed dramatic film-poems for the BBC about Aberfan and the NHS helped to define these anniversaries.

Much of the UoA's work **benefits the heritage sector**. Penhallurick was consultant and, with his PGR student, compiled a Gower Dialect for the £1.9m Heritage Lottery Funded Gower History Project. Thomas advised the Glynn Vivian Art Gallery on their Dylan Thomas exhibition and CREW worked with the National Waterfront Museum to create fixed and touring exhibitions on disability history and literature that are still in circulation, and with the National Library on a Cartographic Imaginaries touring exhibition.

## Diversifying and expanding audiences

Research in gender, sexuality and decolonisation has led to a programme of events, in collaboration with the Cultural Institute, Swansea-led festivals, and groups supporting marginalised communities, which have reached new and increasingly diverse audiences.

## Education and Schools

A commitment to the long-term future of our disciplines and to their reflection **in national educational** are evident in CREW and LRC's work with government on curriculum development, Welsh literature and language acquisition. ELL's other major contribution was work on **the development of the literature curriculum for the GCSE English Literature in Wales from 2015** and on **the literature components of the new Curriculum for Wales for 2022**.