

Unit-level environment template (REF5b)

Institution: Durham University

Unit of assessment: Classics & Ancient History

Covid-19 has caused significant disruption to the department and University. The plans outlined in this document are accurate at the time of writing and are expected to be realised unless the duration or effects of the pandemic exceed current assumptions. Further details are available in the Institutional-level statement on Covid-19.

Section 1. Unit context and structure, research and impact strategy

The Department of Classics and Ancient History is one of seven departments in the Faculty of Arts and Humanities. Currently comprising 20 research-active staff (with further appointments in train), it is one of the largest Classics and Ancient History departments in the UK. Since 2014 we have pursued an ambitious staffing strategy designed first to broaden and deepen our research in geographical, chronological, and disciplinary terms, and secondly to generate new opportunities for national and international collaborations, which so frequently inspire innovative research in the field. Alongside maintaining strengths in Greco-Roman literature and history from Homer and classical Greece to late antiquity, we offer a notably wide range of further research specialisms: ancient science, technology and architecture; ancient philosophy (both Greek and Roman from Plato to late antiquity); ancient religions; digital humanities; classical receptions; and the ancient near east (from Akkadian to Syriac). As a Department we foster experimentation and support evolutions and reinventions in career: Latin literature scholars become experts in classical reception; Platonists move towards Hellenistic philosophy; and Homerists take up Akkadian.

Research clusters within the Department include Greek and Latin literature, Greek and Roman history, ancient technology and philosophy. Three inter-departmental Centres allow us to cut across these clusters and connect with scholars working elsewhere, within and outside Durham. Each Centre in which we participate has been restructured or established since 2014, with annual funding from Faculty of £5k (that can be rolled over), supporting a varied programme of seminars and workshops.

Interdisciplinary Research

The Centre for the Study of Ancient Mediterranean and Near East (CAMNE), run jointly with the Departments of Archaeology and Theology and Religion, places Greece and Rome within wider cultural contexts and addresses issues of cross-cultural encounters. The Durham Centre for Classical Reception (DCCR), which includes members from English, History and Modern Languages and Cultures, promotes the study of classical afterlives. The Durham Centre for Ancient and Medieval Philosophy (DCAMP), shared between the Departments of Classics and Philosophy and elsewhere, builds a community of interest in an unbroken philosophical tradition spanning ancient, late antique and medieval periods. A Classics representative from each Centre reports to our Research Committee (RC), the body that provides overarching structure for the Department's research.

Research plans and objectives since 2014

In 2014-20 Faculty allocated just over £1.1m to support individual research and strategic research initiatives. To sustain and extend research that embraces the full breadth and diversity of the field alongside a commitment not to marginalise particular areas of study, we have since 2014 invested in posts and funded research in a very broad range of areas Section 2 (hereafter S2). Our vision has been to help staff in all areas produce innovative and high-quality research: University and Faculty provide the Department with resources that guarantee autonomy and those that encourage creativity through co-action; we balance inclusiveness alongside nurturing an outward-looking department that is collaborative and intellectually ambitious. Institutional research leave and funds underpin this vision by creating opportunities

for projects and networks at home and abroad: Personal Research Allowance (PRA), Grant Incentivisation Fund, Faculty Research Fund, Research Leave, Research Seminars (S3) and annual Research Theme (S4) all represent initiatives introduced, revamped or sustained since 2014 between University, Faculty and Department. In REF2014 the Department identified four objectives united by a vision to employ institutional support: a) to extend interdisciplinary research in reception and the ancient near east; b) to enhance our profile in Digital Humanities and Open Access research; and c) to allow staff to gain grants and create networks essential to sustaining an external-facing Department. The 2014 objectives were:

1. To restructure the Department's two Research Centres.

Since REF2014, CAMNE has positioned itself at the cutting edge of research in the field. Members, including PhD students and ECRs, have been involved in a continuing series of pioneering workshops which have brought together leading scholars from across the world (e.g. Keeping Watch in Babylon, 2016; Linear B: Beyond Bureaucracy, 2018; Aramaic and Syriac inscriptions and Literature, 2019). This has led to ground-breaking publications (e.g. Kaizer ed. 2016; Haubold, Steele and Stevens eds. 2019). The research focus of the Centre has shifted to support emerging synergies and strengths within and across CAMNE's member departments: the imperial/late antique near east (Kaizer, Leone, Rigolio, Wilson), the formation of literature and identity in multicultural and multilingual settings (Dochhorn, Gazis, Heath, Kaizer, Rigolio, Stevens); the development and interaction of Greek and Mesopotamian ideas of world structure and order (Gazis; Haubold; Horky; Stevens), and the relationship between material and text (Draycott, Gazis, Kaizer, Stevens, Wilson). All represent current growth areas in the broader fields from which CAMNE draws membership.

DCCR's restructured focus on decentring current models of classical reception has generated significant publications (Richardson *Classics in Extremis* 2018, with contribution from Ingleheart) and to associated impact activity (Graziosi, Goldschmidt, Richardson: ICS Living Poets). DCCR has been energised by permanent appointments (Capra, Jackson) and ECRs (e.g. Bryant-Davies) with interests in classical reception. Concomitantly, DCCR is now home to one of the largest communities of postgraduates in the field: e.g. seven PhD students working on nineteenth-century classical reception alone. A new annual postgraduate-led conference aligns postgraduates, ECRs and senior scholars from across the world, helping to set the agenda for the field. Further investment from University and Faculty facilitated (e.g.) the postgraduate-led 'Classical Encounters' conference in 2019 (£5k). The Centre's leadership role has been recognised by national awards: Goldschmidt's AHRC Leadership Fellowship, Richardson's AHRC/BBC New Generation Thinkers award.

DCAMP was established as a third cross-departmental Research Centre in October 2017, sponsoring 16 international conferences in Durham and a range of distinctive projects including: Project Academy, an ongoing collaboration with the University of Tübingen (Horky, Rigolio, Gilbert: S4); Plato on Comedy (Capra, Gazis, Miles, Hooper); and Britain's Early Philosophers (Uckelman, Horky, Ciola). DCAMP currently has 13 associated postgraduates, as well as 5 associated postdoctoral fellows. Projects are focussed on the intersection of Greek literature and philosophy, dialectic amongst philosophical schools, and the transformation of philosophy in Rome. The chronological range of PhD topics runs from the Presocratics to Late Antiquity across most philosophical schools: an indication of the range of research training and support. Doctoral and ECR training is at the core of the agenda, as evidenced also by the weekly DCAMP Reading Group and various conferences and panels organised by PhD students. DCAMP's growing importance is indicated by the number of PhD students formally visiting since its establishment (5), from France, Italy, and the United States.

2. To develop our research strength in the area of Digital Humanities.

Faculty support has enabled Heslin to develop and market the world-leading Diogenes software: an Open Access environment for reading and searching texts in Latin and Greek. It consists of two connected projects: the Diogenes desktop application, which underwent a major rewrite in 2019, and the new DiogenesWeb webapp, which launched in 2019 (see ICS Diogenes.) With the support of an ERC Proof-of-Concept award, the Department also developed and launched

a spin-off company, Rescribe, incorporated in 2016, which aims to solve one of the most pressing problems confronting the massive digitisation projects currently underway in libraries across the world: the difficulty existing Optical Character Recognition (OCR) software encounters, when dealing with early printed books, especially those written in Latin. Rescribe has begun to develop OCR software specifically designed for historical texts (S4). Digital Humanities are an important part of future plans: see below in S3.

3. To expand and diversify sources of research income.

In the current period, research income has increased by 76%; the REF2014 figure itself represented an increase of 36.9% on the RAE2008 figure (S3). Support from University and Faculty has allowed the Department to achieve a holistic approach to grant capture, including: revised approaches to recruitment and promotion; substantial seedcorn funding; rigorous departmental and Faculty peer review; accelerated research leave and workload remission (S3). For grants gained and ongoing projects in which staff participate (a Departmental vision), see below in S1 and S3, 4. For future grant plans, see below in S1.

4. To develop new international research collaborations.

International collaborations are facilitated by a staff profile that features 60% non-UK staff (S2). Since 2014, a range of University schemes designed to foster international collaborations have supported the Department, including: the IAS, International Engagement Fund, and Durham-Tübingen seedcorn fund (S4). The Department bid successfully on eight separate occasions to the IAS Senior Research Fellowship scheme: scholars from the US, Europe, Australia and Russia worked for three or more months with Durham staff (S4). Nine overseas postdoctoral fellows worked in the Department under an IAS scheme funded by the University in partnership with the ERC (Durham International Fellowships for Research and Enterprise [COFUND]): many have gone on to secure permanent positions (S2). See below in S1 for continuing plans.

Impact Strategy since 2014

The Department's success in fostering impact from our research since 2014 has been driven by the centrality of impact in our research process and research culture. All of our submitted ICS arise directly out of longstanding research projects undertaken by staff and reflect established and evolving strengths in classical reception and Greco-Roman literature (S1, 4). To ensure the sustainability of research impact, staff are encouraged to develop relevant long-term plans through the annual Personal Research Plan (PRP) (S2) and through the recruitment and promotion processes. Facilitating research impact is a holistic process: funds provided by Faculty enable travel, materials, and impact assistants (S2); the Department offers significant flexibility in personal timetabling. Faculty and Department offer similar support to staff developing pathways to impact, whether organising exhibitions (Graziosi, Ingleheart), participating in media interviews and commenting on breaking news (Goldschmidt, Ingleheart, Kaizer, Richardson), working with production companies on media programs related to their research (Graziosi, Richardson), or collaborating with theatre companies (Jackson). To support future impact work, we are exploring more systematic adjustments to workload allocations and an increased use of dedicated institutional leave.

Research and Impact Objectives 2021-25

Faculty and University resources will support the Department in pursuit of the following objectives in the next five-year period:

- to publish world-leading research across all subject areas in the Department;
- to play a leading role in international and collaborative research projects;
- to form new collaborations with the potential for valuable social and cultural impact;
- to expand dissemination of our research through open media;
- to continue to nurture EDI across all areas of research and identify areas for improvement using the Council of University Classics Departments (CUCD) Equality and Diversity Report as a starting point;
- to continue to integrate ECRs, including postgraduates, in our research environment;

- to continue our record and diversify our sources of grant capture.

In the context of the current pandemic, plans for the achievement of these objectives must remain fluid. Specific initiatives currently include:

- to develop a funded initiative on the Platonic tradition with the University of Tübingen (Project Academy: S4) and enhance the international profile of DCAMP;
- to develop a funded Reading Latin Text Collections project with the University of Tübingen (S4), and to join and make use of the connections provided by the European Augustan Poetry Network, and enhance the international reputation of Latin literature in the Department;
- to strengthen the Department's profile in Greco-Roman history with new appointments in these research areas;
- to enhance the profile of Digital Humanities by creating synergies with interdisciplinary Data Science projects across the University (via Durham's new Institute for Data Science), and to embed Digital Humanities research skills in the training of our postgraduates via the new Master of Data Science in Digital Humanities;
- to expand the Department's portfolio of Digital Humanities research projects via grant applications in the areas of neural machine translation and machine learning approaches to stemmatics and dating texts, and to continue to develop Open Access OCR technologies for reading early printed Latin texts via Rescribe (S4);
- to develop strength in the generation of impact in and around the performance of ancient drama and enhance the profile of DCCR (S2);
- to bring to fruition and disseminate via workshops the results of ongoing funded projects on (e.g.) Greek epigraphy, ancient letter collections, fragmentary modernism and the religious life of the near east (S4).

Open Research Environment

University policy (REF5a/2.4) allows the Department to maximise the potential for engagement with our research, by making use of Durham's open access repository (DRO) for publications, beyond the requirements for REF. Our commitment to an open research environment is demonstrated by ICS Diogenes (widely used in the developing world to access Greek and Latin texts) and by our investment in Digital Humanities (see above). Researchers are encouraged to publish in OA journals and have received funding for Gold OA publication (e.g. Bexley for a forthcoming CUP monograph). OA is built into grants: e.g. Low is Co-I of the AHRC 'Attic Inscriptions in the UK': a series of OA and Creative Commons publications is integral to its design. As Chair of the Classical Association (2013-20), Gibson has taken part in OA negotiations with CUP, contributed to debates amongst learned societies at a national level on the future of journals, and sits on the University's Plan S working group.

Research Integrity

A newly established University ethics policy (REF5a/2.3) has allowed the Department to access an online ethics toolkit, plus system and training programme for both Ethics and Research Integrity. The Department is further supported by the Faculty Ethics Sub-Committee and the University Ethics Committee: ethical approval is routinely required (e.g.) for impact activities and grant applications. Ethics are a standing item on the departmental RC's agenda.

Section 2. People

The Department has 20 staff on research contracts (up from 15 in REF2014). New staff have moved the Department in fresh research directions and enhanced existing assets (see below in S2). Our profile in Greco-Roman history will be extended by appointments in the next period (S1). Alongside a notable proportion of younger scholars, we have also attracted high-quality scholars to replace departing members. We have nurtured leading figures within the discipline who developed their work with the support of the Department. In turn, these staff members contributed to building strengths now being continued across specialisms in philosophy, reception, the near east, and literature.

Staff Development

University and Faculty support the Department in developing staff (REF5a/3.3). i) The University has replaced self-nomination (a pathway known to disadvantage women) with an annual review for staff by a Departmental Progression and Promotion Committee. Members recommended for promotion are reviewed by Faculty and University. The process identifies development needs for colleagues to progress and provides feedback on research submitted. ii) Staff submit PRPs annually to the Department's Director of Research (DoR). Alongside a review of achievements, these Plans lead to discussions with the DoR and Head of Department (HoD) about research funding support, workload balance and leave patterns, and support for impact (with our Impact Officer). iii) The University introduced a new academic mentoring policy in 19-20: staff are provided with a named mentor. Each department has an identified mentoring contact to oversee mentoring arrangements and training. iv) DCAD (Durham Centre for Academic Development) is a new body consolidating training and development opportunities: all staff have access. Durham is a signatory to the Concordat to Support the Career Development of Researchers and has held the HR Excellence in Research Award since 2011. (For processes supporting ECR and temporary or part-time staff, see below in S2.)

Staffing and recruitment policy

Our recruitment priorities have been: (i) to promote new and developing research areas; (ii) to enhance existing areas of research strength; (iii) to foster a departmental profile that includes the 'rising stars' who will shape the subject, alongside experienced scholars to mentor them, and mid-career scholars who can succeed to leadership roles; and (iii) to create new opportunities for links beyond the academy. Evidence of success includes:

- the recruitment of Rigolio (2018) and Gazis (in 2019) to permanent lectureships. Rigolio extends near-eastern interests and opens up new fields with specialisms in Syriac, the late antique empire, early Christianity and Greek philosophy of the imperial period. Gazis maintains the Department's distinctive strength in Homer and the near east, including Akkadian (the Akkadian expert Stevens was recruited to a permanent lectureship in 2014);
- the recruitment of Capra (2017) to a readership, and Gilbert (2017) and Bonasio (2021) to permanent lectureships: Gilbert introduces to the Department the developing research area of Roman philosophy (Cicero) and Italian Epicureanism. Capra and Bonasio add to strengths in Greek philosophy and offer fresh perspectives of the literary study of Plato (Capra) and virtue ethics and aesthetics (Bonasio).
- the recruitment of Ziogas (2016), Bexley (2017) and Jackson (2019) to permanent lectureships: Bexley and Jackson bring a research area (Roman and Greek theatre) that is new to the Department within the period; Bexley complements strengths in Latin poetry, while Jackson brings fresh opportunities for impact through links with theatre. Ziogas strengthens Augustan poetry and adds the new research field of intersections between law and literature.
- the recruitment of external professorial appointments (Cuomo 2017, Gibson 2018, Low 2018), alongside internal promotions to personal chairs (Heslin, Ingleheart, Kaizer), and to Associate Professorships (Goldschmidt, Horkey, Richardson, Stevens, Ziogas, Bexley): a pattern that facilitates balance in the Department alongside recruitments to lectureships. External professorial appointments have brought expertise in new or developing research areas: ancient science and technology (Cuomo), late antique Greco-Roman epistolography (Gibson), and Greek epigraphy (Low).

Of the 20 submitted staff, 19 have permanent research contracts.

Support for ECR researchers

The University has reduced the probation period for ECRs to one year (REF5a/3.2). This has given ECR staff a greater sense of security and reduced the risk of delayed progression for staff who take maternity leave or work part-time. Alongside University and Departmental support, we have put in place for ECRs a system of mentor-review that addresses (e.g.) publication strategy. ECRs are given decreased teaching workloads to allow them to take the Postgraduate Certificate in Academic Practice: a course leading to FHEA. New staff introduce their own research-led

modules as soon as possible after appointment: research-led teaching is prioritised for all staff. All teachers receive supportive peer review annually: particular care is taken to match ECR and temporary staff with experienced teachers. ECRs are able to start PhD supervision with the collaborative support of a more experienced supervisor straightaway (see below in S2).

Support for fixed-term and teaching-only staff

In partnership with other Departments we successfully lobbied the University to end its practice of recruiting to 9-month contracts, and gained its support for offering 12-month contracts to temporary teaching staff, in recognition of the fact that they need time for professional development, including paid research time (REF5a/3.4). Teaching-only staff have access to DCAD (Miles was promoted to Associate Professor in 2019). From 2018 the Department earmarked funds (£3k per annum) for use by Teaching Track colleagues and Teaching Fellows specifically for 'professional development'. PDRFs are encouraged to design and teach a module of their choosing, based on their own research (e.g. Bryant-Davies, Hooper, Simonetti). Funding has been made available from our teaching budget to cover costs of teaching these modules. For temporary staff, our mentoring scheme includes interview coaching and CV advice.

Staff leave, impact, reward, and exchanges with third sector bodies

The Department supports staff to develop pathways to impact through the annual PRP process (see above). A new University research impact fund (REF5a/2.5) has offered support to the development of our ICS and other impact activities, including financial outlays (e.g. £2.7K in 2018-19), administrative support and funding for dedicated Impact Assistants to gather data, support and advertise projects. (The incorporation of Rescribe as a company is detailed in S1, 4; see also S4 on ICS Living Poets and Diogenes.) The University recognises and rewards research and impact achievements: both are criteria in promotion and progression (REF5a/3.2). Excellence in impact is recognised in annual University Impact awards (REF5a/2.5). Departmental flexibility in teaching timetables and strategic workload relief / allocation support impact activities (S1) as well as other areas of our offering (S4). Provisions for equal access to research and impact leave are outlined in S3: leave is awarded to both temporary and permanent staff on research contracts. Staff are also given one ring-fenced research day every week. For procedures embedded in our impact agenda to facilitate exchanges with public and third sector bodies, see S3, 4.

Recruitment of doctoral research students

Alongside funding from the University and the major UK bodies (see below in 2), our PhD students have received funding from (e.g.) the Fulbright Foundation, IKY State Scholarships Foundation in Greece, and Regione Toscana. This reflects an initiative to utilise the Department's non-UK staff profile (see below in S2 and S4). Within a cohort of 30-40 of PhD students (including visiting students) at any one time, numbers are split c. 60 / 40% between UK / EU & International students and closer to 50 / 50 in the last 4 years. As part of recruitment, we support Centre and Departmental panels at the CA, SCS and Celtic Classics conferences and co-host an annual social event at the SCS. Recruitment is further nurtured through University partnerships with Tübingen (REF5a/4.1 and S4) and PKU (Durham works with the China Scholarship Council), and departmental partnerships with (e.g.) Bologna, Pisa and the Scuola Normale Superiore. Nationally, we use Northern Bridge Doctoral Training Partnership (NBDTP) to recruit PGR students and foster collaboration across institutions (particularly Newcastle), and to widen the pool of co-supervisors. As a result ECRs (e.g. Hellstrom) have been able to gain early opportunities for PGR supervision. We monitor diversity in postgraduate application processes and promote it through (e.g.) flexibility in supervisory arrangements or supporting part-time study. Part-time students are not required to reside in Durham: an enabling factor particularly for those with caring responsibilities. The success of our initiatives can be measured from a gender balance among our PGR students of close to 50 / 50 for several years and 60-63% women in the years 2019-21 (with c. 15% identifying as BAME or Other).

Evidence of PhD Studentships

For REF2014 the Department reported 19.5 completions: a nearly 100% increase on RAE2008. Since 2014 there have been 32.55 doctoral completions (REF4a): an increase of 67% on 2014 and a tripling of the rate since 2008. These figures document our initiatives to recruit good quality national and international students and reflect the Department's successful bids to a range of funding schemes: the AHRC-funded NBDTP, Leverhulme, various international bodies (see above), and the University's own programme for PhD funding (Durham's Doctoral Fellowship scheme).

Monitoring and support mechanisms for doctoral students

Our Faculty-funded Centres are key resources for supporting PhD students (S1). The broader support and training of PhD students are overseen by the Director of Postgraduate Research (DPgR), who reports on progress to each meeting of our RC. A supervisory team of two academics is provided to each student, with a flexible split of 50/50 or 80/20 responsibility, including cross-institutional supervision. The University's Code of Practice enables the further monitoring of student progress: a rigorous Progression Review at 9 months in front of the RC; a Confirmation Review at 21 months; and a further Completion Review at 33 months (or equivalent for part-time students). The success of these measures can be gauged from the number of PhD completions in the current period.

Skills development and career preparation for doctoral students

The University's ECR review form is used throughout a PGR's career: it identifies support needed to complete and progress into employment, including mock interviews and tackling job applications. PGR students complete the Faculty's annual 'Training Needs Analysis': a basis for discussion with supervisors to ensure access to training needed for work and employability. The University's DCAD (REF5a/3.3) and NBDTP provide research training for PGR students alongside other ECRs. An NBDTP placement scheme allowed our students to take temporary positions at (e.g.) Seven Stories (Newcastle), British Library (London), Hoover Institution (Stanford). University and departmental support enabled our students to take visiting studentships abroad, including two at Harvard (supported by the Durham-Harvard Research Exchange), and one each at Princeton, Stanford, and Toronto. All PGRs have the opportunity to be paid as teaching assistants on our UG modules, leading seminars and marking formative work. Mandatory training is provided by the University and supplemented by departmental training for teaching on language courses. The Postgraduate Work in Progress (JWiP) seminar and DPgR act together to provide training sessions for writing cover letters and CVs (academic and non-academic), applying for postdocs, submitting journal articles, digital tools for classicists, digital publishing, and how to make your research accessible to a wider public. The Department organises an annual programme of graduate Master Classes, drawing on the expertise of staff and visiting academics to extend the range of perspectives: topics include publication strategy, impact, and applying to different job markets, with recent external contributions from colleagues in Stanford, UCLA and Oxford. Supervisors aid students with publication of research during their PhDs (e.g. Martorana) or publish with them afterwards (e.g. Fögen and Warren).

Alongside the involvement of PGRs in our Centres (S1), evidence for the integration of research students and their empowerment to take initiatives is found in (e.g.) an entirely postgraduate-led Latin reading group, and DCCR's postgraduate Misreading Group, which attracts postgraduates from across the Faculty. PGR students are involved in workshops as participants, as assistants, and as primary organisers, supported by funding from the NBDTP, our RC, and Research Centres. Recent evidence of the success of these initiatives includes: 'Metaphysics and Epistemology in Plato's Academy'; 'Becoming and the Roman World'; 'Classical Encounters', 'Water and religious life'. Postgraduate students, along with postdoctoral researchers, also played a role in the running of the Theoretical Roman Archaeology Conference 2017, which was jointly hosted by the Classics and Archaeology Departments at Durham. Our students are active in the Annual Meeting for Postgraduates in Ancient History and organised the 2015 meeting in Durham. Facilities for postgraduate study (a well-resourced space with hot desks) are located

next to staff offices, supplemented by a Faculty hub and study centre just a few doors down from the Department, and a dedicated postgraduate space in the University Library. (See also S3 on the departmental Library).

Equality and diversity in recruitment, promotion, study leave and flexible working

Our commitment to improving equality and diversity in the Department is evidenced by our receipt in early 2019 of an Athena Swan 'bronze' award: well in advance of a University plan for all Arts Departments to receive one by December 2020 (REF5a/3.3). The University supports staff involved in search committees with mandatory training in recruitment and unconscious bias, and provides an equality champion for each post (REF5a/3.1). We have removed the traditional expectation of the ability to teach both Latin and Greek from our 'essential' criteria for recruitment, and specify only one of the languages, as appropriate to the recruitment: we recognise that the traditional expectation potentially privileges male applicants, who are statistically less inclined to modesty about competences. All job candidates are asked to evidence their commitment to EDI at interview. Of 13 staff members offered permanent positions with research contracts since 2014 (including Bonasio 2021), 46% are women. Our current FTE of 20 features 40% women (up from 33% for REF2014) and a notably high proportion of non-UK staff (60%) from three continents. A slight predominance among research staff of men and of women among teaching-only staff features within a larger context of a growing prominence for women in senior and leadership roles. In REF2014, 1 out of 3 professors was a woman; for REF2021, 3 out of 6 professors are women. Women are serving as HoD for the first time (Graziosi, Ingleheart). Within the period, six women and five men were promoted (including external professorial appointments). Staff are automatically considered annually for a Discretionary or Merit Award: the University has removed the gender bias of self-nomination (REF5a/3.2). For equal access to study leave and flexible working, see S3 and below in S2.

Career pathways for part-time and fixed-term staff

In addition to eight IAS postdoctoral fellows (S1), the Department has since 2014 secured seven postdoctoral fellowships across the range of our disciplines from a series of funders, including British Academy, Leverhulme, Marie Curie and Newton. Our success in mentoring these and other fixed-term ECRs is evident from the range of permanent academic posts secured by them nationally (at Queen Mary, Kent, Nottingham, Durham), and internationally (Turin, TCD, Wollongong, Copenhagen), or from their success in securing further postdoctoral posts (Harriman, Simonetti, Bartels, Ciola, Zilioli, Fane-Saunders, Gullo). Durham research students have secured permanent posts at Durham, Edinburgh, St Andrews, Winchester; and overseas at Kyoto, Peking National University, and Chungnam National University. Durham ECRs have been recruited to significant educational and outreach roles in the wider Classics community: e.g. as a teacher at Newcastle Grammar School; at Classics for All; and as a Research Impact Officer at Oxford. PDF applications are monitored for equality and diversity: the statistics are presented to RC and used to inform decisions on candidates for submission for selection by Faculty: e.g. women represented 50% of candidates put forward to Faculty in the 2019-20 round of externally funded PDFs and 75% in 2020. The Department supports part-time and fixed-term staff in applications for flexible and part-time working contracts.

Equality and diversity in funding, training, leadership

All staff served on our Athena Swan application committee to ensure universal understanding of principles and significance. We are working on feedback received from Athena Swan and on implementation of the Action Plan: a dedicated committee reports on progress to Board of Studies quarterly. Overlooked inequalities in workload are major obstacles to equality as regards funding opportunities and promotion: we monitor gender balance in lower-level language classes (versus the teaching of final-year 'specialist' courses) and reassign teaching on that basis. Staff list on their webpage topics for schools talks or public events: a measure to address the historically disproportionate engagement with outreach by women. (For the monitoring of gender balance in PDF applications, see above.) Hidden imbalances in formative marking workloads are currently under scrutiny. For equal access to internal funds, see S3. Research and

conference attendance are facilitated by a PRA for all staff (S3), which can be supplemented with further departmental and University funds. The University has ensured early provision of leadership training for early- to mid-career researchers (e.g. Goldschmidt, Horky: who designed new provisions for the University Sexual Violence and Misconduct policy as a project).

Support for staff and research students: parental leave, illness, caring responsibilities

Staff returning from parental and long-term sick leave meet with mentors and the HoD to consider how the Department can best support their research. Those returning from parental or adoption leave are entitled to one additional term of research leave (REF5a/3.3), while those returning from long-term sick leave benefit from a phased return to work. Staff suffering from long-term illness are given reasonable adjustments so that they can manage their research, and they benefit from additional support from mentors and the HoD. Staff with caring responsibilities can apply for flexible working so as to balance their commitments. The Department supports applications by research students to funders for sick leave and parental leave.

Support for staff with protected characteristics and approach to wellbeing

The University provides specific staff networks to provide support and mentoring for BAME, LGBT+, women, and disabled research staff (REF5a/3.3). Durham is a signatory to the Race Equality Charter (see IS for REC action plan), is a Stonewall Diversity Champion and a Disability Confident Employer, and offers extensive provision for the mental health of its staff and students. As a Departmental we offer (e.g.) annual support to LGBT+ History Month, inaugurated in 2019 the LGBT+ History Month Public Lecture, and our ICS Romosexuality is evidence of focused staff engagement with issues of gender, sexuality and equality. A Race Reading Group, meeting fortnightly throughout the year, is run by a collective of permanent and temporary staff in the Department, and encourages reflection on issues relevant to both research and teaching: (e.g.) the decolonisation of the curriculum. A new email policy has dramatically reduced the volume of emails outside normal working hours, particularly at weekends. Attention to pastoral care for research students is essential to successful completion: the PGR director encourages students to access Durham University Counselling Service.

Equality, diversity and REF

The University's Equality Impact Assessment framework assesses impact on protected characteristics throughout the processes of identification of eligible staff, selection of outputs and special circumstances appeals (REF5a/3.6). In accordance with the University's code of practice, staff with responsibility for REF are provided with bespoke training on REF guidance, including unconscious bias, and all outputs are graded anonymously on the basis of quality. All research members of staff participate in the grading process. 36% of our submitted outputs were authored by women against a current FTE of 40% women. One of our ICS is led by a woman; a second has been largely developed and led by women (two out of three collaborators).

Section 3. Income, infrastructure and facilities

Strategies for generating research income

Our vision of sustaining a vibrant and outward-facing Department (S1) is underpinned by grant capture: innovative and collaborative research attracts funding. We work in partnership with the University's expanded Research and Innovation Support office and the opportunities it gives to all staff, both permanent and temporary, for training and one-to-one support (REF5a/4.4). Together we have developed a 'hands on' management of activity. 1) Staff outline potential applications in their PRPs (S2) for discussion with the DoR. 2) Plans are coordinated in a 'pipeline' document (held on a shared drive and reviewed at RC) with the twin aim of ensuring steady flow and enabling the Department to plan strategic support. 3) The University's Grant Seedcorn Fund facilitates accelerated research leave and workload remission to support the writing of applications (REF5a/4.1; this fund also supports pilot events: a workshop on 'Creating the Emperor's Image' led to Russell's successful AHRC bid). 4) Dedicated feedback on larger grant proposals is given by the Work in Progress (WiP) seminar (see below in S3) and through

anonymous peer review within the Department, alongside the on-line availability of repositories of successful grant applications (both Departmental and Faculty). 5) Personal advice on schemes, IT and finance is provided throughout by RIS and CIS ; further peer review is supplied by Faculty, plus specialist advice from the Faculty's Impact Support Officer on impact grant capture. 6) The University's 'grant incentivisation' scheme (see below in S3) rewards grant winners with a percentage of the grant. A range of new grant applications is currently at the planning or drafting stage (S1).

Research funding

Increases in grant capture are evidence of the success of this support: since 2014, income from external sources has totalled £2,387,110.07 (REF4b/c): an increase of 76% on the £1,356,789 recorded for REF2014 (which itself represented a 36.9% increase on RAE2008). Just over half of this income derived from EU government sources. More significant for the future is the rise in UKRC funding attracted by the Department: up from £223,393 in REF2014 to £557,063 in REF2021: a rise of 149%. Patterns of individual grant capture from UKRC and Charities point to success in *spreading* funding across the Department within the period (REF4b/c). Highlights include two AHRC standard grants (Gibson, Low); two AHRC Leadership Fellowships (Russell, Goldschmidt); a Leverhulme Research Fellowship (Boys-Stones); a Major Leverhulme Research Fellowship (Kaizer); a Philip Leverhulme Prize (Russell); a Leverhulme ECR fellowship (Hellstrom); and two British Academy Small Grants (Gilbert, Russell). Impact funding highlights include BBC / AHRC New Generation Thinkers award (Richardson); AHRC Cultural Engagement Fund (Graziosi); and Classics for All (Wolfenden). Recent successes for projects continuing into the next REF period (Gibson, Gilbert, Goldschmidt, Low: S4) point to vitality and sustainability.

Links between research funding and high-quality research output or impact

External grants acquired on a competitive basis are evidence of innovative research projects: funding of this sort enabled the writing of (e.g.) Boys-Stones, *Platonist Philosophy*; Gibson, *Man of High Empire*; Hellstrom and Russell, *Social Dynamics of Roman Imperial Imagery*; Horky, *Cosmos in the Ancient World*; Ingleheart, *Masculine Plural*; and Kaizer, 'Empire, community and culture'. An ERC starting grant, an AHRC Cultural Engagement Fellowship and Classics for All together provided funding for ICS 'Living Poets'; the BA provided funding for the academic underpinning of ICS 'Romosexuality'. Grants currently in operation (S1, 4) or planned are scheduled to produce further high quality outputs over the next decade.

University and Faculty infrastructure supporting research and impact

Annual Faculty funding supports our three interdisciplinary Centres (S1). University and Faculty funding supports two distinctive research collaborations with the University of Tübingen (in ancient philosophy and Latin literature: S4) and digital humanities project Rescribe (S4). Further Faculty and University resources have enabled development of our vision to help all staff to produce high-quality research (S1): three initiatives designed to create or increase access for all to research opportunities, have been introduced or maintained since 2014:

i) *Personal Research Allowance*: we no longer bid for these funds: in 2017 the University introduced an automatic personal annual allowance of £1k (REF5a/3.3) for conferences, archival work, etc. (These funds can be rolled over.) Consequently, the departmental RC has been empowered to channel annual research funds provided separately by Faculty (usually £7.5k) towards strategic initiatives. Priority is given to the annual Research Theme (S4).

ii) *Grant Incentivisation Scheme*: the PRA initiative was accompanied by a University scheme to credit winners of external grants *and* their departments with rollover funds equal to 10% each of the net overheads (REF5a/3.3). The AHRC grants of Low, Gibson and Goldschmidt (S4) are the first beneficiaries of the latter: (e.g.) Gibson funded an epistolography workshop (with participants from three continents) aimed at a future grant project.

iii) *Faculty Research Fund*: separate and additional Faculty funds for travel and holding conferences are available: staff regularly gain awards totalling £6k annually. Researchers applying for Departmental funds (on top of their PRA) are asked to apply to the Faculty Research

Fund: a stipulation that normally sees researchers double their money. A total of £69,278 won since 2014 has funded workshops and conferences annually, including – in addition to those run by Centres (S1) - (e.g.) History of Sexuality and Translation; Aspects of Death and the Afterlife; Roman Law and Latin literature; Ancient Revelation; Approaches to the Anonymous Iamblich. See S4 for external collaborations funded by the FRF.

Departmental infrastructure supporting research and impact

In support of departmental research objectives (S1), leave arrangements are maintained at generous levels: all research staff have one term of research or impact leave after six of service (the equivalent of two years). Terms in which duties are fully paid for by external schemes are counted as 'service': a measure designed to encourage applications to external fellowships and the opportunities they provide for additional periods of research leave, for external collaboration, and for fixed-term employment for early-career staff. Staff have taken up fellowships across Europe and north America (S4). Research Seminar provision has been maintained: three seminars run weekly (or regularly). The 'Research Seminar', supported by annual funds from Faculty, brings in scholars from outside Durham, including regular visitors from continental Europe. (The shift to Zoom seminars during the pandemic has extended international reach both for speakers and audience.) The 'WiP' seminar is an engine for generation of ideas and staff collaboration, including grant and impact projects. It runs as a regular, shorter-form seminar at lunchtime, so as to enable all staff, including those with caring responsibilities, to attend. The parallel J (Junior) WiP seminar run by and for graduate students offers a supportive peer environment for testing ideas and training opportunities for both academic and non-academic careers.

University facilities: research and impact

The expanded University Library provides printed and electronic resources for classical research and rich holdings of archive and manuscript material (REF5a/4.3), which have played a role in departmental research projects since 2014: e.g. Heslin and manuscript holdings for Rescribe (S1, 4), Rigolio and numismatic collections, Horky and the Midgley archive, Low and rare books in the Cathedral library. The Library works closely with colleagues in Classics to ensure that researchers have access to a comprehensive range of sources, from the classical texts in Bishop Cosin's Library to the latest online publications from the major international publishers. New research sources are purchased on request: this enables the Library to respond to evolving research interests by developing holdings in new areas, e.g. in classical reception, Syriac and ancient science and technology. Durham cathedral offers further resources, e.g. for Thomas and the IAS architectural project 'Shedding light on the Galilee [chapel]'. The Faculty Impact Support Officer provides advice and funding for outreach and impact activities, and support for appropriate venues, including the University's Oriental Museum (which hosted an exhibition involving our staff in 2016 on 'Daily Life in Ancient Lebanon'). Significant elements of our outreach included materials for schools developed by the Durham University Heritage Collections Learning Team. A new exhibition space on Palace Green in the centre of Durham (REF5a/2.5.1) is an important venue for public exhibitions linked to research in the University, including the early stages of our ERC-funded 'Living Poets' project and development of the methodology behind an associated ICS. For cross-institutional use of research infrastructure, see S4.

Major benefits in kind

An independent Department library is maintained as a resource above University provision. Funded by donations and legacies (alongside departmental subvention), it contains a collection of c. 5,000 books, including up-to-date reference works and a complete collection of Loeb. Since 2014, its holdings have been significantly improved by donations of books and journals from emeritus professors, and by a gift of £10k from an alumnus to upgrade its facilities: this made possible a renovation of the space, and maximised its use for teaching, working, and events such as reading groups.

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

Research collaborations, networks, joint projects

The development of international research collaborations is a key part of our Research Plans for the current period (S1: Objective 4). In addition to the work of our three Centres in these areas (S1), an array of University and Faculty resources support distinctive partnerships and networks:

i) *Durham-Tübingen seedcorn fund*: University investment in links with Tübingen (REF5a/4.1) enabled Horky and Gibson each to win £20-25k grants from this seedcorn fund for projects with partners in ancient Philosophy ('Project Academy') and Latin ('Latin Text Collections') at Tübingen. The seedcorn funding is ultimately directed at facilitating grant applications between the two institutions, and both projects have a role to play in our 2020-25 Objectives (S1). Project Academy develops an initiative in the study of the Platonic tradition with a series of translations and commentaries on the fragments and testimonia of members of Plato's Academy. The LTC project examines strategies used to design literary collections assumed to be without order or narrative from the classical to the early medieval.

ii) *Institute of Advanced Study* supported the launch of Russell's interdisciplinary 'Who are "We the People"?' project involving colleagues from Australia, the USA and Europe. The IAS Senior Research Fellowship scheme brought a range of international collaborators to Durham for extended stays, including scholars from Chicago, Turin, Macquarie, SC Milan, Brown, and Moscow. As a result (e.g.) Bronwen Neil is currently collaborating with Gibson on a grant proposal on the transition between classical and late antiquity.

iii) *Faculty Research funds*: the University's introduction of a PRA (S3) enabled RC to redirect annual funds provided separately by Faculty towards strategic initiatives in Classics. Priority is given to the annual Research Theme: a scheme focused on innovative projects emerging at the intersection of staff working in diverse areas. The Research Theme now carries with it £2k of primer funding for a dedicated conference, in addition to first call on a number of Research Seminar slots. The Research Theme is ultimately directed at publication opportunities with external collaborators as well as our own postdocs and graduate students; six edited volumes have appeared in the current REF period.

iv) *The Faculty Research Fund*: a separate Faculty Research Fund (S3) has supported collaborative research workshops with colleagues in Leeds (Classics and the First World War), Milan (Post-Hellenistic Philosophy), and Dartmouth (Cicero); conference panels (e.g. at the CA and SCS); and meetings in Durham of learned societies (e.g. British Epigraphy Society Spring meeting). Staff are encouraged to apply to this annual fund to top up their PRA and travel abroad to present their work. Evidence of the success of this strategy can be seen in the regularity with which Department members are invited either to give named lectures (the Steven MacKenna Lecture, TCD: Horky and Boys-Stones; the Michael Frede Lecture, Athens: Boys-Stones; the Guangqi Lecture, Shanghai: Russell), or to offer keynote addresses on both research (e.g. the UNESCO Lecture at TRAC 2017: Kaizer) and its place in the community (WCC 2018, LGBT+ Classics: Ingleheart).

v) Our research grants enable the construction of cross-institutional links, including those with Cardiff and Manchester (Low, AHRC) and Manchester (Gibson, AHRC): see further below. Nathan Gilbert's BA small grant is currently developing a project on the Epicurean Metrodorus in collaboration with Naples and Cologne. Research networks are facilitated by our engagement with international fellowship schemes (S3): staff have taken up fellowships (e.g.) in Germany and the Netherlands (Fögen), the National Humanities Centre (Horky), Princeton IAS (Low), and Rome (Russell), in addition to further visiting scholarships at institutions from Sydney to Toronto. We also support an ERASMUS programme, which we review to identify promising new partnerships.

Impact and relationships with research users, wider audiences and diverse communities

Faculty and departmental services and funding (S1, 3) support a range of impact activities and engagements with a variety of users:

1) *Rescribe* enhances the digitisation infrastructure for early printed books (pre-1800), and builds upon the *Living Poets* project (S3). Faculty enabled Rescribe to digitise a number of ancient

Greek texts, for which we developed training data for modern typefaces of ancient Greek, feeding them back to the open-source Tesseract OCR engine. The latter was founded by Hewlett-Packard (and is now funded by Google), and currently includes the Durham training data and can already deal with ancient Greek. It is our future aim to expand the service by adding support for the Latin language, which would enable us to enhance the experience of the thousands of users who download early books from Google Books and similar sites. We aim also to cater for libraries that want bespoke, low-cost digitisation for early books.

2) *Impact Case Studies*: our ICS, supported by the University and national and international grants (S3), are part of a strategy to use our research to engage with educational disadvantage (borne in on us by the contrast between Durham as a University city, and the economic hardship of the surrounding region), and inequalities resulting from prejudicial perceptions of gender and sexual diversity. Our Living Poets ICS has opened up space for socioeconomically marginalised readers in schools across the North East and North West of England to make their voices heard, by encouraging them to recognise the value of their own life-experiences as tools for understanding the classical past, and by fuelling an interest in literacy and learning. It has demonstrated that readers ask new, vital questions of ancient texts because of, not in spite of, their own life experiences. ICS Romosexuality - with its emphasis on Roman sexuality and its reception in erotica, marginalised books and authors, and censorship - enables LGBTQ audiences to gain a better understanding of LGBTQ history, influences curatorial practice in libraries and museums, and increases public understanding of censorship of sexualised works and the policing of sexuality. As noted in S1, Diogenes is widely used in the developing world to access Greek and Latin texts.

3) *Wider contributions beyond ICS*: the Department's impact strategy (S1) and our mission to make a societal contribution through participation in national conversations based on research expertise, have enabled staff to taken part in television productions (Ingleheart, Gibson, Graziosi), and radio programmes including The Essay (Graziosi), Sunday Feature, and Free Thinking (Richardson) on Radio 3, and In Our Time (Cuomo, Graziosi, Gibson, Woolmer) on Radio 4, as well as appearances as experts on BBC news (Kaizer), alongside local contributions to International Women's Day (Miles) and LGBT History month (S2). Staff have also written and consulted for popular publishers (Low, for Road Publishing) and amateur film productions (Stevens co-produced the Babylonian-language 'Poor Man of Nippur'). DCCR (S1) is central to co-ordinating much of this work now and for the future. Future impact work is also embedded within ongoing major research grants (see immediately below in S4), including partners in museums, libraries and galleries (Goldschmidt) and schools (Gibson).

Interdisciplinary research and contribution to the sustainability of the discipline

The funding by Faculty of our three cross-departmental centres enables our initiative to promote interdisciplinary research (S1). We contribute to the vitality and sustainability of the discipline through innovative projects supported by Faculty (see above on Rescribe) or funded by research grants. In addition to large projects completed within the period (e.g. Graziosi's ERC-funded Living Poets), several extend into the next REF period. Attic Inscriptions Online (Low Co-I, AHRC) aims to locate, edit and publish all 250 inscriptions from ancient Athens and Attica now in the UK; scattered across museums and private collections, most have not been studied for over 100 years. Ancient Letter Collections (Gibson PI, AHRC) unites the vast corpus of Greco-Roman classical and late epistolography as a single field for the first time. Fragmentary Modernisms (Goldschmidt PI, AHRC) provides the first integrated picture of the combined impact of classical scholarship on the literary and visual aesthetics of modernism and its legacy. The Religious Life of Dura Europos (Kaizer PI, Leverhulme) aims for a comprehensive and systematic study of the many cults of Dura in order provide a methodological framework for the study of cultural life outside the main cult centres of the Roman empire.

We facilitate service and leadership in the discipline by allowing staff personal flexibility in the arrangement of their teaching timetable and through strategic workload relief and allocation. The success of this initiative can be judged from service by staff members on national committees, including the Councils of the Classical Association (Gibson as Chair 2013-20), SPHS, and SPRS; CUCD Standing Committee; the Women's Classical Committee UK (Russell

as a founding member and Co-Chair); the ICS Advisory Board; and the BSA Council. Staff also serve on international committees, including, in Italy, *Classici Contro* and *Associazione Italiana di Cultura Classica*; in China, the Academic Council for the Comparative Study of Antiquity International (Center for the Study of Ancient Text Cultures, Renmin).

Indicators of wider influence, contributions to and recognition by the research base

Flexibility in timetabling and recognition of 'service' in promotion procedures support and encourage a contribution to the discipline more broadly through work as editors or as members of editorial boards for important academic presses nationally and internationally (see S2 on the non-UK staff profile), including: Brill, I. B. Tauris, *Historiographia Linguistica*, *Leonida editore*, Liverpool University Press, and Routledge; and for major journals, including: *Annali della Facoltà di Studi Umanistici di Milano*, *BMCR*, *Bulletin of the Rylands Library*, *Ciceroniana*, *Dionysus ex machina*, *Phronesis* (Boys-Stones as Managing Editor), *American Journal of Philology*, *JRS*, *Linguistik Online*, *International Journal for Ancient Philosophy*, and *Archai*. Staff regularly act as peer reviewers for major presses and journals of Europe and north America, and sit on grant-awarding bodies. Within the current REF period they served on the AHRC Peer Review College, and advised research councils and similar bodies internationally (e.g. HERA; the Newton Trust; the Social Sciences and Humanities Research Institute of Canada; the Czech Academy of Sciences; the Israel Science Foundation; Research Foundation Flanders; the German Academic Exchange Service (DAAD); the University of Missouri Research Board; the Netherlands Institute for Advanced Study; the *Studienstiftung des deutschen Volkes*), and have participated as assessors in the UK REF, and similar processes overseas (including the Hellenic Quality Assurance and Accreditation Agency, and the Italian VQR). Their expertise is called on for doctoral examinations in the UK (e.g. Birmingham, Cambridge, Leicester, Oxford, St Andrews, UCL), and abroad (e.g. Copenhagen, Macquarie, Maynooth, Princeton, Sydney, Trondheim,); and to advise on appointment, promotion and tenure in HEIs in the UK (Cambridge, Edinburgh, KCL, Oxford) and overseas (Maynooth, Pittsburgh, Princeton, UC Santa Barbara, Yale,). They also widely engage in all forms of outreach (including schools talks: see above), as well as writing for non-specialist readerships (e.g. *Omnibus*).