

Institution: University of Lincoln
Unit of Assessment: 28 History
<p>1. Unit context and structure, research and impact strategy</p> <p>Context and Structure</p> <p>This REF cycle has seen the History Unit of Assessment (UoA) at Lincoln grow remarkably, with full support from the University. 15.3 new appointments have been made, resulting in the number of staff submitted more than doubling to 24.1 FTE, compared to 11 in REF2014. This expansion has been supported by a dramatic increase in research income, which expanded 25-fold from £53,000 submitted in REF2014 to £1.359 million submitted in REF2021. These achievements have allowed the Unit to realize its strategy to develop innovative, impactful, and interdisciplinary research and collaborations in its existing strengths in medieval history and gender history, by deepening its relations with key partners, such as Lincoln Cathedral, and by widening its geographical reach in gender history to Africa, China and Latin America. The UoA's expansion has also enabled it to achieve its plan to develop new areas of thematic strength, especially in the history of science and medicine, and urban history. All staff returned in the UoA are members of the School of History and Heritage, one of six Schools in the College of Arts, and the UoA's strategy in relation to publications, impact, grants and PGRs is led by the School's Research Forum and College Research Committee.</p> <p>Achievement of Research Strategy</p> <p>The History UoA at Lincoln set out five key aims in REF2014:</p> <p>1) Invest in new staff appointments, both to develop existing areas of expertise and to grow new research clusters, indicated below. The 119% growth in the FTE of academic staff submitted from 2014, has allowed this aim to be realised.</p> <p>a) In Medieval history, the goal was to develop collaboration with under-used local historical resources, especially those of Lincoln Cathedral, in line with the University's 'local to global' strategy (see Institutional-level Environment Statement (IES)), that prioritizes research of value to the locality and with global significance. Two Professors have been appointed in Medieval history – Wilkinson (women in medieval Lincolnshire) and Clark (scholastic manuscripts, including those in Lincoln Cathedral) - to pursue this aim through the Medieval Studies Research Group (founded 2015), whose creation was a strategic aim in the 2014 REF environment template. History has engaged closely with Lincoln Cathedral, whose holdings are central to four of the PhD completions in this REF cycle. Further appointments in Medieval European history (Portass, Barrett) have offered a wider Mediterranean context for understanding local resources. A major grant, Hoskin's AHRC-funded 'Imprint: a forensic and historical investigation of fingerprints on medieval seals', the Impact Case Study (ICS) derived from this grant, and key publications e.g. Hoskin's <i>Robert Grosseteste as Bishop of Lincoln</i> have all extended the Cathedral's ability to interpret its medieval holdings and engage the public with this material. In addition, the Medieval Group has published five further monographs and major critical editions, including Liuzzo Scorpo, <i>Friendship in Medieval Iberia</i> and Portass, <i>The Village World of Early Medieval Northern Spain</i>, making it a dynamic centre of new local and trans-regional research.</p> <p>b) In Gender history and the history of sexuality there have been three new appointments, all of whom have published monographs while at Lincoln (Bishop, <i>Every Home a Fortress</i>; Smith, <i>Masculinity, Class and Same-Sex Desire in Industrial England</i>; O'Rourke, <i>Acting for the Silent Screen</i>), though the research of Beccalossi, Rocha and Longair also makes major contributions to this area. It is also the focus of one of the Unit's major grants (the AHRC-funded 'What difference did the war make?') and an ICS (Cowman) and further monographs such as Grandy's <i>Heroes and Happy Endings</i> and Hill's <i>Women and Museums</i>.</p> <p>c) Expansion of the history of science and medicine was an aim in the 2014 REF strategy, developing from Roos's work on early modern scientific books in Lincoln Cathedral Library and as editor of <i>The Correspondence of Dr. Martin Lister</i>. This ambition was strengthened by</p>

opportunities to work with the University's new Medical School, opened in 2019. Three new appointments – **Woods** (at Professorial level – science, technology and medicine), **Beccalossi** (medicalization of sexuality), **Rocha** (Chinese medicine) - in this area means the Unit now possesses a platform to expand collaborative research and has already won Wellcome funding (**Woods, Beccalossi, Rocha**) and developed an ICS (**Beccalossi**).

d) The Unit has a long-standing involvement in regional history, exemplified by the *International Journal of Regional and Local History*, edited in the UoA since 2005. It is committed to understanding the challenges and opportunities of Lincoln as an historic urban centre within an extensive rural hinterland. To address these issues, the newest area that the UoA has developed is **urban history**, in which five new appointments possess expertise, all of whom have published, or are about to publish, monographs at Lincoln (**Fernandez-Gonzalez**, *Philip II of Spain and the Architecture of Empire* [forthcoming, 2021]; **Greenhalgh**, *Reconstructing Modernity*; **Longair**, *Cracks in the Dome*; **Page**, *Architectures of Survival*; **Wharton**, *Architects of Ottoman Constantinople*). These colleagues' research forms the nucleus of future projects to enhance understanding of the forces that have shaped urban environments at the micro-level, within the city of Lincoln, and in a regional and global context. The new Global and Trans-Regional Research Group (founded 2019), led by **Fernandez -Gonzalez**, brings together these and other scholars interested in interdisciplinary and international approaches to the study of urban history, architecture, art and heritage.

This wider range of expertise is central to the Unit's Equality, Diversity and Inclusion (EDI) strategy (section 2), which pro-actively encourages staff to engage in research of benefit to diverse communities, e.g. **Beccalossi** (trans communities).

2) **Grow the Unit's PhD numbers.** The Unit has been successful in this aim, with completions in History increasing 300% from REF2014. This was achieved through: 1) a strategy of encouraging PhD projects that arise from Lincoln's MAs in History and Medieval Studies, especially those that engage with and benefit local stakeholders, and; 2) by bidding for University-funded scholarships and developing collaborative and interdisciplinary partnerships to win funding in the Unit's established and emerging areas of strength, e.g. an AHRC Collaborative Doctoral Partnership Award (CDP) with the Royal Society on eighteenth-century science. The Unit has also increased its number of international students, partly through developing a joint PhD programme with the University of Padua (section 2). Staff in the UoA now supervise PhDs in a wide range of areas, including medieval, local and European history.

3) **Increase grant capture**, from £53,000 in 2014 to a target of £400,000 in 2021. This target has been far surpassed (see above), including awards from the AHRC, British Academy (BA) and Wellcome Trust (sections 2 and 3).

4) **Further interdisciplinary and collaborative research.** The Unit has prioritized the hiring of staff favouring interdisciplinary approaches, including the history of medicine, gender and sexuality, and cultural history, building on priorities from 2014. Interdisciplinarity is now embedded across the UoA in a manner that addresses inclusivity and diversity, e.g. **Longair** (working with **Hill**) focuses on material culture when examining collecting practices within colonial museums and private homes, resulting in a successful bid for an AHRC CDP with the British Museum on 'Women Collectors of South Asia' (awarded January 2020).

5) **Extend the Unit's impact activities, through developing projects in its core areas of expertise and supporting wider staff engagement with impact.** A key part of the Unit's impact strategy was to use its processes and resources to incorporate impact in funding bids (section 3) in its core areas of strength. The success of this strategy is evidenced by its three ICS submitted in REF2021: 1) **history of science and medicine** - **Beccalossi's** ICS derives from her Wellcome-funded project '**Sexology and Hormones**'; 2) **gender history** - **Cowman's** ICS was closely-related to her AHRC award on the Suffragette movement; and 3) in **medieval history** - **Hoskin's** ICS developed from her AHRC-funded project, '**Imprint**'. However, the Unit's strategy also aimed to make impact integral to research beyond its submitted ICS, e.g. **Packer's** AHRC Follow-on Funding Award (2019) as Co-I, arising from his work on *The Collected Letters*

of Robert Southey (2010-present), which develops schools' outreach, displays, promotional material and volunteer training at Keswick Museum. PGRs are also mentored to develop impact in their research, e.g. five BBC Lincolnshire programmes on Magna Carta (2015), consultancy with Bassetlaw and Nottinghamshire Councils on Mayflower Pilgrims' heritage tourism (2015), a display at the Royal Society (2018) and an exhibition on 'Wolds Women of Influence' in Market Rasen (2019). Staff have successfully been encouraged at the mentoring stage to address impact upon a diverse range of communities, e.g. **Grandy** (racialized groups), building on successful examples of this within the School, e.g. Cowman and women's organizations.

This success has been based on the Independent Research Plans (IRPs) that staff develop annually (section 2), where they receive mentoring to plan impact as an integrated aspect of research. This process has been supported by a local Impact Champion (**Packer**), who liaises with the Lincoln Impact Literacy Institute (LILI) (see IES), ensuring best practice is shared and specialist advice is available. College-wide Impact events have also provided guidance and support in writing case studies. Funding is provided through the College of Arts Research Resources Allocation Fund (RRAF) (section 3) and from Public Engagement for All with Research at Lincoln (PEARL), founded in 2017 (see IES), from which History staff have received three grants, e.g. £1000 provided to **Longair, Liuzzo Scorpo, Grandy, and Rocha** to develop resources on 'decolonizing history' for teachers in the Lincolnshire Teaching School Alliance (2020). Extra allowance is made in workloads to develop ICS and two College administrators aid in the collection of impact data.

Research and Impact Strategy for the next five years

The UoA's overall aim in the next REF cycle is to both expand and to draw together its existing and developing areas of research strength, in order to prioritize research that is of relevance to our locality and that has global significance. In order to do this, we will:

1. Continue our successful strategy of utilizing QR money, growing postgraduate student numbers and grant capture to consolidate our established expertise in **medieval history** and **gender history and the history of sexuality**, and to develop our more recent strengths in the **history of science and medicine**, and **urban history** through new appointments in these areas. Support for staff research activities (sections 2 and 3) will be extended, e.g. through developing support for staff transitioning from early to mid-career research via mentoring aimed at developing a second research project. In order to further its EDI strategy (section 2), the Unit's first priority will be to employ historians in the field of Black history, whose work falls within at least one of the above themes.
2. Continue to increase PGR numbers and completions, and to expand the range of topics supervised, through extending our current strategy of making use of local resources, promoting interdisciplinary and collaborative projects that can attract funding and further developing international partnerships.
3. Expand international collaborations by drawing on the broadening global reach of staff research and by building upon links made through visiting fellowships and membership of academic networks (sections 3 and 4).
4. Build on the UoA's success in income generation by taking advantage of the wider range of funding bodies to which applications can be made as a result of the increasing range and interdisciplinarity of the Unit's research, and its growing international networks (section 4). We will continue our current strategy of mentoring staff to use smaller bids to develop larger projects and support both early and mid-career scholars in making major grant bids (see section 2), with the aim of hosting further large-scale projects. The UoA also aims to contribute further to the development of the next generation of historians by growing the number of postdoctoral researchers employed on funded projects (section 2).

5. Interdisciplinarity will continue to be prioritized as described above and key aims will include enhancing collaboration with the University's Medical School to address the challenging contexts of healthcare in Lincolnshire.

6. Impact will remain of central importance and support for all staff and PGRs will be extended through bespoke impact training, taking advantage of the planned expansion of LILI (see IES). The Unit will particularly seek to develop ICS that grow out of its core areas of strength and that build on successful grant bids. EDI will also remain a key part of impact planning and the Unit already has a number of projects in development to address the needs of diverse audiences, e.g. **Smith** on LGBTQI+ histories.

Progress towards open research

Staff are encouraged through mentoring and the IRP process (section 2), and support from the College RRAF (section 3) to develop open access projects, e.g. **Packer's** *The Collected Letters of Robert Southey*, which publishes full free online texts, that are word searchable and can be downloaded as PDFs: the project's html files are also freely available for download and can be repurposed for future research. The History UoA has also supported major funding bids which include an open access element, e.g. **Hoskin's** AHRC-funded 'Imprint' project provides its data on over 1,000 medieval seals via a free, online database; and **Beccalossi's** Wellcome-funded 'Sexology and Hormones' project, whose associated journal outputs are Gold open access. Through the University's repository, all members of staff have access to a site for open publication. In addition to meeting REF open access requirements in relation to the 18 journal articles submitted to REF2021, all of the edited chapters and 29% of monographs and critical editions submitted by the Unit are open access, via the repository. These statistics represent the success of the Unit's encouragement of staff to go beyond the minimum requirements for open access outlined in REF2021. In this, staff are supported by a dedicated member of the Research and Enterprise (RE) team, and training and advice sessions are provided at University level. PGR students also receive training from the Doctoral School on open access, and the University's PhDs are freely available to download.

Support for Research Integrity

The UoA's approach is governed by the Concordat to Support Research Integrity, the University's Code of Practice for Research and the San Francisco Declaration on Research Assessment (see IES). The University is an institutional member of ORCID and all staff possess an ORCID ID. A new ethical approval procedure was introduced in 2018, overseen by the University's Research Ethics Committee. All projects undertaken by staff or PGR students must receive acknowledgement of a Project Registration Form, or a favourable opinion from a University or external ethical review committee. Staff and students receive advice and support from an Ethics Champion in the School of History and Heritage, who receives specific training in the approval of ethics proposals. The School Director of Research (DoR) and the RE team ensure that all grant applications from members of the UoA are in line with the legal and ethical requirements of the award-making body, including proper governance and transparency. PGR students and their supervisors review ethical aspects of students' research every year as part of an annual monitoring review. Staff have access to University-wide training in issues connected to research misconduct, which is governed by the University's application of the UKRIO Procedure for the Investigation of Misconduct of Research.

2. People

Staffing Development and Strategy

The areas in which the **15.3 new appointments** in the History UoA, an investment of over £1million, have been made, are outlined in section 1. An additional appointment (**Fitzgibbons**, author of the monograph, *Cromwell's House of Lords*) was made in early modern history to supplement **Roos's** work in this chronological area. This increased staff base, concentrated in planned research clusters, has been designed to enable Unit members to develop collaborative research projects and grant bids (sections 3 and 4). The UoA has ensured this increased staffing has encompassed a range of career stages in order to aid the sustainable research development of the unit. Three of these appointments were at Professorial level, to lead

research in the key strategic areas of the Medieval Studies Research Group and links with local resources (**Wilkinson, Clark**), while **Woods** adds to the existing senior leadership offered by **Roos**, to further growth in the history of science and medicine and relations with the Medical School. All other appointments were made at Lecturer/Senior Lecturer level, in line with the UoA's commitment to develop its success in nurturing staff at an earlier career stage. All these appointments were made at regular intervals throughout the period 2014-20 (3 in 2014, 2 in 2015, 4 in 2016, 3 in 2017, 1 in 2019 and 2.3 in 2020) to establish a sustainable pattern of growth and to ensure new staff could be effectively mentored and supported in joining the UoA's research culture. This strategy has expanded the UoA's ability to deliver impactful research – one of the UoA's three ICS for REF2021 (**Beccalossi**) is a new appointment in the **history of science, medicine, and sexuality**, a field that the UoA developed in this REF cycle.

The UoA's commitment to the Concordat to Support the Career Development of Researchers is demonstrated by the fact that while 9.3 of the 24.1 members of staff submitted to the UoA are employed at senior level (Associate Professor or above), 6 have advanced to this level through internal promotion, evidencing the University's and the UoA's commitment to developing a new generation of research leaders. Regular workshops are held on the promotions process and staff are encouraged to take part in the University's Pipeline Mentoring Programme (see IES). There were no staff on fixed term contracts in this UoA on the REF census date. Two members were initially appointed on short-term contracts (**Page, Wharton**), but their access to procedures to set career goals through induction and probation, mentoring via the IRP process and eligibility to apply for internal research funding (section 3) supported them in developing their research profiles in order to apply for and obtain permanent posts.

To develop their research, all staff in the UoA (including fractional staff) are eligible to apply for the College of Arts research leave scheme that provides periods of full leave of one semester, or part-leave spread over two semesters (to encourage applications from staff with caring/parental responsibilities). There is no rota: each year, applications are judged at College level against a clearly-stated set of criteria, weighted towards the completion of research and impact projects. However, as its staff base has grown in this REF cycle, the School of History and Heritage has been able to commit to all staff in the UoA receiving a period of research leave after 3 years in post, and, as a minimum, at least once in the standard 6-year period of a REF cycle. 17 staff from History have been successful in being awarded leave through this scheme during the current REF period, including 9 of the 13 new members of staff appointed in this REF cycle at Lecturer/Senior Lecturer level. This has led to a total of 6 completed monographs and scholarly editions, contracts for 4 future monographs and 14 peer-reviewed articles as well as the development of impact activities, such as the ICS delivered by **Hoskin** and **Cowman**.

All staff returned in the UoA are supported in developing their career progression through an annual process of probation (in their first year) or appraisal (in subsequent years), that aids them in setting goals and identifying resource and training needs. They also have one day a week set aside for research and impact activities, and staff developing major research or impact projects are made a greater allowance in their workloads. All staff develop an IRP, which is revised annually, in a one-to-one mentoring context, with a senior member of History staff, often the School or College DoR. In this process, academics reflect on their research and impact activities for the previous year, and plan both for the year ahead and for their longer-term goals, especially in terms of publications, grant bidding and impact activities. The IRP forms a core element of probation and appraisal. Writing groups and seminar series in areas including global and trans-regional history, medieval history, and modern history provide support and advice within the UoA in developing research ideas and refining drafts, publication, and impact plans for both more junior and mid-career researchers. During this REF cycle the Unit has hosted one funded Postdoctoral researcher (on the **Imprint** project) and another was appointed in May 2020 to a Leverhulme Postdoctoral Fellowship (this started in September 2020). Postdocs benefit from induction, mentoring from the PI on their project, regular review meetings and progress reports, guidance on career options and access to training opportunities, provided at University level. They also share in the mentoring attached to the IRP process and are eligible to apply to the College RRAF (section 3), which supports research trips, conference attendance and impact

activities. Staff at an early career stage benefit in their first year from a reduced teaching load, protection from major administrative roles, and regular one-to-one mentoring to ensure they integrate into the UoA's research culture. They are provided with early opportunities to deliver papers in the History or related research seminar series, to join the supervision team of PGR students along with more experienced staff, and are mentored in applying for internal funding and for research leave. Every opportunity is taken to support opportunities for colleagues at an early career stage, e.g. rearranging staff duties to enable **Bishop** to take up a Kluge Fellowship at the Library of Congress in 2019. At mid-career level, staff are mentored to engage in internal research assessments, peer review of funding applications, and the organization of research groups and seminar series. The University's workload allocation model allows for an equal distribution of duties across the whole team that supports all colleagues' research, providing an open and fair structure that aims at building capacity, expertise and opportunities for leadership across the whole Unit.

Support for Postgraduate Research Students

History has been able to increase its number of PGR completions and its PGR community (section 1) by developing a comprehensive programme of support for PGR students at School, College and University level (see also IES). Three of the PhDs completed in this REF cycle were funded by competitive University scholarships (covering fees and stipend to AHRC standards). The Unit has also developed links with external bodies and captured grant funding to support PGRs. One completion was jointly-funded by the University and Lincoln Cathedral; and current students include two with scholarships from the National Archives (TNA), one AHRC CDP with the Royal Society and one joint PhD student funded by a scholarship based in Italy. Another CDP, with the British Museum, was awarded in January 2020 and began in September 2020. In addition, all PhD students who are graduates of the University of Lincoln receive a 20% fee reduction. The PhD community has also been enriched in this REF cycle by three Visiting and three Erasmus students from Italy, Spain and the Czech Republic. To support PGR progression, after four months, students complete and receive feedback on a Confirmation of Studies plan, that defines their research project, confirms their supervisory team, addresses ethics issues, and outlines training and resource needs. Transfer from MPhil/PhD to PhD occurs at the end of one year's study (two years for part-time students), when PGRs submit a portfolio of work to a panel of three staff members who discuss progress and future plans with the student, providing detailed comments and advice. PGRs receive feedback from an annual monitoring review in subsequent years. PGR students are consulted about their experience through representatives on the College of Arts staff-student PGR forum and the College of Arts Research Committee. Their feedback has led to e.g. amendments to the documentation submitted at PGR progression points.

Career development and training is furthered by opportunities for students to attend and present at research seminars, including those run by the Medieval Studies Research Group and the monthly cross-College of Arts series of postgraduate presentations, 'Tower Talks', and PGRs are fully included in the activities of the Unit's Research Groups. There is a dedicated competitive funding scheme in the College of Arts to provide financial support for PGR research trips, impact activities and conferences. In addition, Santander funding provided £1000 in 2016 for one PhD to visit Spanish archives. Beyond the University, History PGRs are supported in networking; successes include a grant in 2016 of £3,800 to two PGR students to form the East Midlands History Network, to fund three conferences and workshops for PGR students across the region; and a successful 'Reimagining Records' conference with international speakers at TNA in June 2018, organized by PGR students from Lincoln and York.

At College level, there is a minimum of six training events per year on, e.g. preparing for giving research papers and the viva examination. There is also an annual College showcase of PGR research where students can sharpen their skills in presenting their work, and former PGR students give advice on possible career paths, academic and non-academic. The University's Doctoral School and Career Service also provides careers mentoring and advice. A College PGR room provides dedicated desk space, lockers and IT facilities for students.

At induction, all PGR students receive advice and training in research ethics and integrity and EDI issues. History has made progress towards gender equality, with 44% of PGR students female and 56% male, and two History students have served as President and Treasurer of the University's Women in Academia PGR group (founded 2015), but History is aware it needs to do more to be racially inclusive. To address this, History encourages PhD research that addresses the needs of a diverse range of communities, e.g. one of its three University-funded PhDs was on Black and Asian immigrants and regional media. The AHRC CDP awarded in January 2020 focuses on women collectors of South Asia at the British Museum. In addition, at induction the University helps students to identify whether they require a Learning Support Plan, and all PGR students are made aware of the University's range of Student Wellbeing services and how to access them, either in person or online.

Equality, Diversity and Inclusion

The History UoA has a strong record of gender equality and has begun to address issues of racial diversity and inclusion. Of 24.1 members of staff in the UoA, 13 are female and 11.3 male. Of the 9.3 who are employed at senior level (Associate Professor or above), 6 are female, including 4 of the 5 Professors in the Unit. Three of these 6 women obtained their senior appointment through internal promotion. All staff involved in the promotions process receive EDI training and there is an annual promotions round with clearly set out criteria. In this REF cycle, 55% of submitted staff and 58% of staff who were awarded research leave in 2013-20 were female, indicating a lack of discernible gender bias. The Royal Historical Society's (RHS) Impact Analysis (2017) revealed 73% of ICS submitted in History in 2014 had a male PI, so the Unit has ensured that potential ICS with female PIs receive equal access to funding and support; all three ICS submitted in this Unit in 2021 have a female PI. 8.3 members of staff are from an international background and 54% received research leave, suggesting again there is no bias in the allocation of support for research to this group. History also has a developing record of research and public engagement on inter-faith relations (**Portass**, BA Rising Star Engagement Award, 'Medieval Encounters', producing a podcast and short films on Christian-Muslim interactions), and LGBTQI+ issues, especially in the fields of the medicalization of sexuality and gender identity (**Beccalossi**), same sex desire in working-class culture in Northern England (**Smith**), and queer cinema and television (**O'Rourke**). The Eleanor Glanville Centre (EGC) (see IES) leads the university's equality work and collaborates with UoAs on specific projects; it supported the 'Transnational States' exhibition's Lincoln opening, based on **Beccalossi's** Wellcome-funded project and helps fund speakers and events celebrating LGBTQI+ History Month. The EGC is supporting History in working towards Athena Swan Bronze status, in line with the University's institutional Bronze award. Five periods of parental leave have been taken by members of the History UoA in this REF cycle and staff have been able to take advantage of flexible working on their return and mentoring from a senior member of staff. Staff approaching retirement may request reduced fractionality or flexible working allowing younger colleagues to continue to benefit from their expertise. All staff in the History UoA work in buildings that have enhanced accessibility (at or above Disability Discrimination Act compliance levels) and are able to obtain, if necessary, through an initial assessment, and annual health and safety reviews, adapted working facilities, including chairs, computers, audio equipment and lighting. Staff are introduced to the University's Wellbeing services at induction and through mandatory training and these are available through drop-in sessions or remotely. The University is a Mindful Employer signatory and all staff who manage colleagues returned in the History UoA receive mandatory training in recognizing and supporting those facing wellbeing issues. Staff are supported to develop research that tackles these questions and **Rocha's** Wellcome grant directly addresses the issue of staff wellbeing in the modern University sector. Staff are also asked to reflect on their interaction with the University's Respect Charter as part of annual appraisal meetings.

At School and College level EDI is governed and promoted through EDI Committees (see IES), supported in the History UoA by an active Race, Ethnicity, and Equality Committee (REEC). History is fully aware of the need to be more racially diverse and inclusive, as while 8.3/24.1 of staff returned are non-British, only 1/24.1 are from a BAME background. The Unit's recruitment

strategy prioritizes Black history (section 1) and REEC was formed in January 2019 to consider methods for implementing the recommendations of the RHS's 'Race, Ethnicity & Equality Report'. The committee now involves 25% of UoA staff. It has both an open door policy and a policy of transparency, with meeting minutes available in the School's digital learning environment. The committee's aim is to increase awareness amongst the student and staff cohort of the under-representation of BAME historians and subjects. First year students are now introduced to the findings of the RHS report in Welcome Week and asked to develop their own 'Respect Charter' that speak to issues of inclusivity and diversity, an approach which was included in the RHS's 'Roadmap for Change Update' (December 2019). The UoA also supports visiting BAME speakers to the School. The construction of the UoA's submission, including the selection of outputs, has been governed by the University's REF Code of Practice, which places EDI at the heart of this process. Equality Impact Assessments (EIAs) occurred annually 2018-20 on the University's REF procedures, in order to identify potential EDI issues, including any disparities identified in the inclusion of outputs from staff with protected characteristics. All members of staff involved in creating the History UoA's submission received specific EDI and unconscious bias training around these procedures. The selection of staff outputs for inclusion was based on a rigorous process that involved an internal panel with an independent Chair (from another School), and external assessment. Staff were encouraged to declare individual circumstances that might affect their submission through a confidential procedure.

3. Income, infrastructure and facilities

Strategies for generating research income, and research infrastructure and facilities

The UoA has developed its strategies, infrastructure and facilities in order to provide support to increased numbers of staff. Funding for research trips, impact activities and conference attendance, nationally and internationally, is available through the College-level RRAF, to which applications can be made three times a year. All staff are encouraged to make bids to this fund and are now mentored in doing so by the School DoR. This resulted in 19 History staff making 89 successful bids to this fund, securing over £55,000. These grants provide staff with the opportunity to develop collaborative grant proposals, e.g. networks developed from **Portass's** attendance and papers at the International Congresses on Medieval Studies at Western Michigan University and Leeds University in 2015-16 were crucial to his successful BA Rising Star Engagement Award, 'Medieval Encounters' (2018). At School level, staff receive one to one mentoring from a senior colleague through the IRP process (section 2), which was developed in this REF cycle. The IRP develops initial ideas for grant capture for research and impact. Particular emphasis is given to supporting staff at an early career stage in this process - their workloads protect their time for research, impact, and grant-bidding. But all staff working on large-scale bids, at whatever stage of their career, receive a workloading allowance (section 2). Specific support for impact is covered in section 1.

Once developed, all bids receive advice and support through peer review within the College, again in a process developed during this REF cycle. A new programme of away days has also provided intensive training and workshops on writing bids, with experienced mentors available to support those making their first bidding attempt, e.g. a workshop on BA/Leverhulme small grant bids resulted in a successful application from History. The university's RE team provides one-to-one guidance on costings and advises staff through the process of submitting bids. In addition, they provide regular events to support earlier career researchers, distribute details of new and current bidding rounds, and arrange opportunities to meet with representatives of funding bodies, including the AHRC, British Academy and ESRC. At College level, support is available from the Business Development Manager and an administrator who assists staff in managing grants post-award. The Unit has successfully pursued a policy of mentoring staff to develop smaller grant bids, which can then form the basis of larger funding applications as their career develops e.g. **Grandy's** BA Small Research Grant (2014-16), which led into her Mid-Career Fellowship (2017-18). While income generation is central to the development of all staff, the Unit's strategy has been to particularly focus on projects that use local resources and those that derive from its core and developing areas of strength. This has resulted in major successes, for example **Hoskin's** AHRC-funded 'Imprint' project, that utilizes Lincoln Cathedral's collection. Developing major interdisciplinary and collaborative research grants in its strongest areas has

been central to the UoA's impact strategy (section 1) and all three ICS submitted in History, by **Hoskin**, **Cowman**, and **Beccalossi**, are directly connected to funding awards from the AHRC or Wellcome Trust.

Staff in the UoA have access to support from the History subject librarian, can order monographs through the library's 'More Books' scheme, and have access to unlimited interlibrary loans (see IES). In this REF cycle more funds have been made available from the School and Library budgets, in line with the UoA's growth, and the Library has invested in a number of key electronic databases to support staff's research, including those of the *Acta Sanctorum* (**Hoskin**), *British and Irish Women's Letters and Diaries* (**Hill**), the Daily Mail Historical Archive and Times Digital Archive (**Packer**), *Mass Observation Online* (**Smith, Grandy, Greenhalgh**), *Women, War and Society 1914-1918* (**Cowman**), *Empire Online* (**Fernandez-Gonzalez, Wharton, Longair**), and most recently Adam Matthew Explorer which draws together modern global collections. The library now has over 80 electronic databases that are particularly useful for historians and e-copies of over 2000 historical journals. **Longair**, in conjunction with REEC and library staff has also worked to increase the presence of BAME historians in the library's monograph holdings. UoA staff have also created close links with their unique local resources, especially Lincoln Cathedral Library (section 1), the Media Archive for Central England (MACE), based at the University since 2011, and the archive of the International Bomber Command Centre (IBCC), opened in Lincoln in 2018. Staff play important roles in helping to administer and promote these bodies (e.g. **Cowman** as a member of the MACE Board of Trustees, **Greenhalgh**'s role training volunteers at IBCC in collecting oral history) and their holdings have played a major role in staff research (e.g. **Grandy**'s work on home movies located at MACE).

Research income

The History UoA has used the support and facilities outlined above to obtain major grants from an increasingly broad range of award-making bodies. Bids submitted by staff returned in the UoA had a 56% success rate, resulting in grant income of over £1.359 million (section 1). This has allowed the Unit to: 1) further extend the reach and significance of impact, including in its core areas of research, via e.g. **Cowman**'s AHRC Follow-on Funding grant '**What difference did the war make?**' £75,350 (section 1) in **gender history**; 2) forge international trans-disciplinary, collaborative projects, such as **Wood**'s role as Co-I on the AHRC-funded '**Doctrine, Devotion and Cultural Experience in the Cults of Medieval Saints**', which draws on medieval history and music, with collaborators from the Universities of Bristol and Colorado, Boulder, £32,633; 3) begin to attract and develop the next generation of scholars, through the award of two AHRC CDPs for PhD students and its first Leverhulme Postdoctoral Fellowship, awarded May 2020 (section 2). The Unit's success in grant capture also indicates the deeply-embedded culture of external income generation in the UoA, with 16 of the 21.8 staff who have been at Lincoln for more than one year before July 2020 submitting successful funding bids as PI or Co-I in this REF cycle, including both junior staff (e.g. **Fitzgibbons**'s £7500 BA/Leverhulme Small Research grant) and those at more senior level e.g. **Hoskin**'s **Imprint** project. These awards include grants from the AHRC (six as PI, and two further as Co-I), the British Academy (one mid-career fellowship, one Rising Star Engagement Award, four small research grants and annual funding for one of the BA's research projects), Wellcome Trust (one University Award in the Humanities and Social Sciences with additional public engagement funds, one small grant of £52,386), the Heritage Lottery Fund, European funding (one Erasmus+ grant (**Bell**)), and a number of smaller grants. Many of these prestigious grants are in the Unit's core areas of strength, e.g. **medieval history** (**Hoskin**, PI on AHRC grant, '**Imprint**', award of £626,679 and **Portass**, BA Rising Star Engagement Award, 'Medieval Encounters', £10,939); and the **history of science and medicine** (**Beccalossi**, Wellcome Trust, '**Sexology and Hormones**'/'**Transitional States**' £283,657; and **Roos**'s AHRC-funded network '**Collective Wisdom: Collecting in the Early Modern Academy**', with a Co-I at the University of Oregon, £45,069). In addition, the Wellcome-funded project, **Farm-Level Interdisciplinary Approaches to Livestock Disease** (**FIELD**), £322,000 moved to the University in 2020, with its PI, **Woods**. However, successful grant-bidding is spread throughout the UoA's range of research, e.g. **Grandy**'s BA Mid-Career Fellowship, '**What the Audience Wants**', £95,326. This funding has

led to major research outputs in this REF e.g. **Grandy** ('The show is not about race', BA Mid-Career Fellowship) and **Beccalossi** ('Optimizing and normalizing the population', Wellcome Trust) and will lead to more in the near future e.g. **Fitzgibbons**'s edition of the Bulstrode Whitelocke diaries and **Fernandez-Gonzalez**, *Philip II of Spain and the Architecture of Empire*.

Staff have also been successfully supported, through the processes outlined above, in applying for funding whose income is not reported through HESA, but which contributes to the international and collaborative research culture of the UoA, and supports its publications and impact strategies. One of the most significant of these awards was in **medieval history**, where **Hoskin** was a Co-I on the College of Art's successful bid, 'Magna Carta:1215', funded by Arts Council UK (£225,000; 2015). This created a unique digital platform for young people from around the world to explore the global significance of Magna Carta through art, but also supported Hoskin's impact activities derived from her work on Robert Grosseteste, natural law and Magna Carta.

4. Collaboration and contribution to the research base, economy and society Research collaborations networks and partnerships

Lincoln has been the centre of major collaborative funded projects in this REF, including **Hoskin's Imprint**, **Beccalossi's Sexology and Hormones** and **Woods' FIELD**. But they are only part of the wide range of networks stretching beyond HE which involve all staff. UoA members are encouraged to develop plans for collaboration through mentoring in the IRP process and appraisal (sections 2 and 3) and to consider this as integral to developing impact, grant bidding, and publication. Workloading allowances are provided for collaborations and financial support is available from the RRAF and Lincoln Institute for Advanced Studies (LIAS) established in 2018 (see IES) – four members of the Unit have received LIAS mobility awards to discuss collaborative projects in Europe; in addition staff received seven Santander awards. In **medieval history**, the strategy has been to develop networks that support the study of Lincoln Cathedral's resources within a wider context. **Clark** was a LIAS-supported Visiting Fellow at Lincoln for 3 months in 2019, when he originated his plans for a collaborative research bid on the manuscripts of medieval cathedrals, including Lincoln. **Hoskin** is UK link for the 'DEEDS' project, University of Toronto, Chair of the AHRC-funded Northern Way project, based at the University of York, and a member of the advisory board for the Leverhulme Project 'An Edition of the Rolls of Walter de Gray, Archbishop of York'. She is PI for the BA-funded project 'English Episcopal Acta', which was based at Lincoln 2010-2019 and published nine volumes in this period, edited by scholars from a range of universities including Southampton and UEA. Work on this project was the origin of Hoskin's AHRC-funded 'Imprint' project. **Liuzzo Scorpo** was a member of the Leverhulme Trust International Research Network, 'New Interpretations on the Angevin World', including members from the UK, Amsterdam, Bucharest, Bonn, Poitiers and Dublin and **Portass** is a member of the Instituto de Estudos Medievais, Portugal. In the **history of science and medicine**, **Roos** is a member of the AHRC-funded research network 'Origins of Science as a Visual Pursuit' and was part of the Leverhulme Trust-funded International Research Network 'The Contribution of Francis Willoughby to the study of zoology' with collaborators from the US, Germany, and the UK. In **urban history**, **Fernandez-Gonzalez** is co-ordinator of the International Network for the Study of the Early Modern Festival, whose committee has members from Aberdeen, Cambridge, Edinburgh, Warwick, Pisa and Madrid, and which is integral to her research and publications on this subject.

In addition, **Hill** and **Longair** are committee members of the Museums and Galleries in History Group and **Bell** is a member of the 'E-story: Media and History from the Cinema to the Web' Erasmus + project, with partners from Hungary, Italy, Poland, Slovenia, Spain and the Netherlands, working with teachers to investigate how history teaching can help pupils to become more media literate. The UoA also supported collaborations through hosting large projects with postdocs ('Imprint', **Hoskin**, 2016-18) and providing campus space for exhibitions ('Sexology and Hormones/Transitional States', **Beccalossi**, 2019). It has also hosted major conferences organized by members of the Unit, with financial and logistical support from the University, including those of the Society for the Medieval Mediterranean, 2015 (**Liuzzo Scorpo**, **Portass** and **Wood**) and the Social History Society, 2019 (**Grandy**).

The Unit also invites scholars from other institutions to speak at Lincoln in order to facilitate research collaborations and exchange of ideas through a regular History seminar and interdisciplinary seminars organized by the Medieval Studies and Global and Trans-regional History Groups. The Lincoln Annual Medieval Lecture, established in 2011, has been delivered by colleagues from a wide range of UK institutions and a Medieval Week has been organized since 2018, featuring guest speakers and workshops open to the public. In 2015, History celebrated the 800th anniversary of the sealing of Magna Carta with a series of public lectures.

Relationships with users, beneficiaries and audiences

Beneficiaries

The Unit's strategy has been to promote projects and activities from all staff and that interact with beneficiaries in a broad range of ways. As an example of a **closely-focused collaboration**, one of History's ICS, the AHRC-funded project '**Impact**' (**Hoskin**), used forensic techniques to identify hand prints on medieval wax seals. The project's extensive and unusual employment of equipment usually used for forensic examination of crime scenes, enabled the manufacturers to identify ways to improve their product. History at Lincoln has also **collaborated closely with organisations outside HE to develop their ability to engage with the public**. **Liuzzo Scorpo** worked with Lincoln Cathedral on their 2017 exhibition 'Hospitality on the Road to Santiago de Compostela', in collaboration with the Xunta de Galicia (Spain). Research from the Unit has informed a wide range of other national exhibitions and **Cowman's** AHRC grant '**What difference did the war make?**' provided Vote 100 (UK Parliament's official commemoration body) with research for its in-house exhibition celebrating the centenary of votes for women, and a series of symposia and talks. The public engagement project '**Transitional states**' (**Beccalossi**), worked closely with artists and LGBTQI+ organisations, including groups for transgender youth across the UK, Italy and Spain, providing a voice and a forum for marginalized groups within Europe. History at Lincoln also **supports and enables the functioning of organisations that engage with a broad range of publics**, especially those connected to its locality. **Roos**, **Wilkinson** and **Hoskin** are members of Council of Lincoln Record Society, **Hoskin** is Chair of the Lincoln Cathedral Library Committee and **Wood** is chair of the Historical Association's Lincoln City branch, based at the University. Beyond Lincoln, **Fitzgibbon** is a trustee of the Cromwell Association, **Bell** is President of the Friends' Historical Society, and **Roos** is a committee-member of the Royal Society. Throughout the REF period, History has committed to working with **schools**: **Cowman's** project '**What difference did the war Make?**' included workshops in Plymouth, Lincoln and London in which sixth form students engaged in debate around the extension of the franchise; **Hoskin's** project '**Imprint**' included workshops for year 7 pupils in schools in Lincolnshire. Finally, staff have used their expertise to contribute to **media productions**. **Cowman** acted as adviser to the film 'Suffragette' (2015) and **Smith** to the film 'The Little Stranger' (2018) and the Netflix production, 'Rebecca' (2020). For television, **Greenhalgh** was adviser to the Kudos/BBC drama 'From Here to There'. In the theatre, **Cowman** worked on 'Everything is Possible', with the York Theatre Royal (2016) and 'She Bangs the Drums' with Contact Theatre, Manchester (2018) and **Smith** was consultant to the touring production of 'The Glee Club' (2019-20). At all times, members of the Unit seek to engage with a diverse range of beneficiaries, as exemplified by the activities of **Beccalossi** (LGBTQI+ issues) and **Cowman** (gender).

Audiences

Staff also engage with a range of public audiences, locally and nationally. In 2016 and 2017, members of the History UoA took part in the European Commission-funded Marie Curie festival of research, LiGHTS (**Cowman** Co-I), intended to enthuse wider publics about research. Lectures (**Roos**), film screenings (**Cowman**, **Grandy**, **O'Rourke**), and workshops (**Hoskin**) were provided around UoA projects. Over 1000 schoolchildren from over 20 schools across Lincolnshire attended each occasion, along with local visitors of all ages. Major **anniversaries** in the REF period allowed the Unit to reach out to nation-wide audiences: **Cowman** was interviewed widely about female enfranchisement in 2018, appearing on 5 different BBC

programmes, and **Grandy** was interviewed on BBC Radio 4's 'P.M.' on the history of blackface. In 2015, the 800th anniversary of Magna Carta meant that **Hoskin** was interviewed on 3 different BBC programmes and Sky TV's 'Swipe'. In addition, **Packer** and **Smith** were interviewed for BBC 1's 'Who do you Think you Are?' and **Roos** appeared on 'Making History' (BBC Radio 4). Colleagues also provided text for newspapers and magazines including *National Geographic* (**Roos**), *New Scientist* (**Hoskin**), *The Independent* (**Beccalossi**), and *Daily Telegraph* (**Cowman**).

Staff have also been extensively involved in giving public lectures. Amongst these the most prestigious have been: the Society of Antiquaries (**Hoskin**, **Packer**); Royal College of Nursing (**Cowman**); Royal Society (**Roos**); Institute of Physics (**Roos**); Lincoln Cathedral Annual Robert Grosseteste Lecture (**Hoskin**).

Wider contributions to the research base

Within HE, all members of the Unit are encouraged through the mentoring process involved in IRPs and appraisal to make a contribution to committees and advisory boards and receive a workloading allowance for doing so. Staff are closely involved with supporting UK research councils: **Grandy** and **Packer** are members of the AHRC peer review college, for which Packer received a Gold Standard Letter in recognition of his work (2019); **Cowman** is a strategic and international reviewer for the AHRC and a member of its Follow-on Funding panel; **Longair** and **Roos** have also been members of the selection board for the AHRC CDP grant scheme in the Science Museum group consortium. **Cowman** is a reviewer for the UKRI Future Leader Scheme and **Wood** reviews for ESRC Standard Project Grants. **Grandy** was a reviewer for the BA's Visiting Fellowships scheme. Staff also engage in a wide range of international roles: **Hoskin** was a panel member of the Canadian Social Sciences and Humanities Research Council doctoral pre-selection panel; **Cowman** and **Packer** are members of the Outer International Assessment Board of the Irish Research Council's Government of Ireland Postgraduate Scholarship Programme; **Cowman** is a reviewer for the European Science Foundation and the Czech Science Foundation; **Fernandez-Gonzalez** is a peer reviewer for the Spanish National Research Council and **Wood** is a reviewer for the Veni postdoctoral scheme (Netherlands organization for scientific research) and the Austrian Science Fund. This expertise underpins the ability of staff to provide mentoring for UoA members in writing grant bids and preparing them for research council roles (sections 2 and 3).

Staff have also successfully obtained a wide range of Fellowships and awards to support their research and impact activities. These include, in **medieval history**: **Liuzzo Scorpo**, Visiting Fellow at the Consejo Superior de Investigación Científica, Barcelona (2018) leading to a new project on 'Emotions, Communication and Diplomacy'; **Portass**, Visiting Fellowship at Kings College Cambridge (2017) for work on a forthcoming book on Christian and Muslim Iberia; and **Wood** has been a Visiting Research Fellow at John Rylands Research Institute, University of Manchester (2015), and held Visiting Fellowships at Fundacao Calouste Gulbenkian, Portugal (2019) and the Centre for Advanced Studies in Migration and Mobility, Eberhard Karls Universität, Tübingen (2019), for a new project on Visigothic Spain. In **gender history**, **Bishop** held a Kluge Library of Congress-AHRC Fellowship (2019) to further his second monograph on workers in the nuclear industry. In the **history of science and medicine**, **Beccalossi** was a Visiting Fellow at the Centre for the Foundations of Science and Department of History, University of Sydney (2017) and Visiting Professor, Department of History, University of Toulouse, E3600 (2016) to enhance research and publications connected to her Wellcome project '**Sexology and Hormones**' and the resultant ICS. Finally, in **urban history**: **Fernandez-Gonzalez** was a Co-I on the project 'Public Rituals in the Portuguese Empire (1498-1822)', awarded £21,0752 by the Fundação para a Ciência e a Tecnologia of the Portuguese Government (2018), and also received £4,500 from the Society of Architectural Historians for her project, 'Architecture, Empire and Public Rituals in Early Modern Santiago de Cuba and Havana' - she was also Edilia and François-Auguste de Montêquin Senior Scholar Fellow - Society of Architectural Historians (2018-19) to support her work on *Philip II of Spain and the Architecture of Empire*; **Wharton** was awarded a visiting fellowship at the Fundacao Calouste Gulbenkian (2019-20) on urban spaces in the Near East; and **Longair** was an Honorary Visiting Fellow,

University of Leicester (2016-2018), addressing museums in East Africa. Staff are also encouraged to develop their contribution to the historical profession by acting as **PhD external examiners**, and have done so at 23 different universities in this REF cycle, including universities in Denmark, Spain, Italy, France and Canada. They have also acted as **general editors for series**, including the BA-funded English Episcopal Acta Series, Kathleen Major Series, Lincoln Record Society and Canterbury and York Society (**Hoskin**) and the Pipe Roll Society and Routledge's Lives of Royal Women Series (**Wilkinson**), and have edited the *International Journal of Regional and Local History* (**Cowman, Packer**), *Museum History Journal* (**Hill**) and *Notes and Records: The Royal Society Journal for the History of Science* (**Roos**). These roles enable junior staff to be mentored in reviewing articles and publication strategies. Staff have served as members of editorial boards for 12 journals, including: *Urban History* (**Greenhalgh**); *Women's History Review* and *Labour History* (**Cowman**); *Asian Medicine: Tradition and Modernity* (**Rocha**), *Social History of Medicine* and *British Journal of the History of Science* (**Roos**) and *Journal of the History of Sexuality* (**Beccalossi**). Finally, they have also acted as peer reviewers for 10 publishers and 25 academic journals, including; Cambridge University Press (**Beccalossi, Rocha**); Oxford University Press (**Wood**); *English Historical Review* (**Barrett, Fitzgibbons, Cowman, Roos**); *Historical Journal* (**Fitzgibbons, Longair**); *History* (**Liuzzo Scorpo**); *Journal of British Studies* (**Fitzgibbons, Grandy, Smith, Cowman**); *Immigrants & Minorities* (**Grandy**); *Speculum* (**Barrett, Hoskin, Wood**), *Journal for the History of Sexuality* (**Rocha, Smith**), *Modern China* (**Rocha**) and *Modern Asian Studies* (**Longair**).