

Institution: University of Oxford

Unit of Assessment: 26A Modern Languages and Linguistics: Modern Languages

[NB REF2014 submitted UoA 26A and 26B as a single unit; comparisons with REF2014 figures disaggregate where that is possible]

1. Unit context and structure, research and impact strategy

Overview

Research in the Faculty of Medieval and Modern Languages (which is cognate with the Unit of Assessment) encompasses seven main language groups and cultures, from late antiquity to the transnational and multilingual world of today. Diversity, dialogue, and creativity are central to our research and to the structures which support it. This historic and geographic range within a large and increasingly interdisciplinary research community underpins the delivery of our mission: **to articulate multilingualism's creative potential**. Since 2014, we have made strategic appointments recognising the increasingly global reach of European languages, enhancing our linguistic and geographic diversity and building transdisciplinary capacity. 21 new colleagues have consolidated and broadened our reach. The Faculty thus offers **unrivalled chronological depth and intellectual range**.

As the largest Modern Languages Faculty in the English-speaking world (2019/20: 768 FTE undergraduates; 188 FTE graduates; 77.3 FTE permanent academic staff, we have the **critical mass** to combine language-specific projects, both individual and collaborative, with clusters of scholars focused on cross-linguistic and/or interdisciplinary research. The Faculty's seven Sub-Faculties, (French, German, Spanish, Italian, Russian and Slavonic Languages, Portuguese, Modern Greek), rooted in deep knowledge of individual languages and cultures, bring together researchers at every career stage, and ground our **plurality of perspectives**. The Sub-Faculties are the basis for cross-linguistic and interdisciplinary collaborations within the Faculty's own administrative and organisational structures, as well as with other Oxford Faculties and beyond. Thanks to these intersecting structures, our capacity for **contextualisation and understanding of regional nuance** offers an increasingly important counterpoint to global monoculture.

Table 1: Submitted staff by language

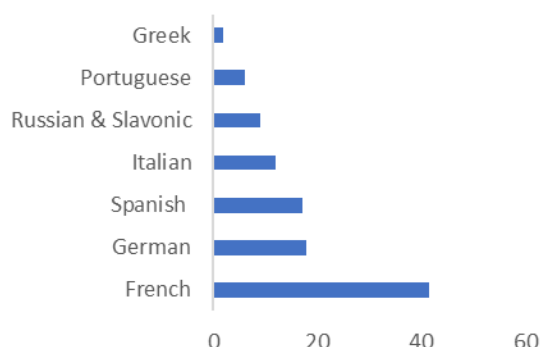
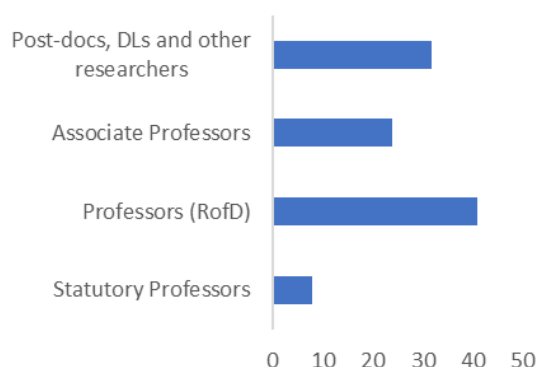


Table 2: Submitted staff by post type



Our REF submission covers 109 academic/research staff (105.6 FTE). Our research community brings together academics at different career stages from ECRs to permanent academic postholders (Statutory Professors, Professors, and Associate Professors) whose posts are often shared with one or more colleges, and research-active Faculty members including departmental lecturers and language teachers. We have developed inclusive formats to involve them all in our research activities; new and important work has been done since REF2014 to champion ECRs (see People), and we support the research of retired colleagues. Colleges offer academics an interdisciplinary community in addition to language-specific research groups and contribute to the vitality of our research culture by funding ECR posts, grants, and libraries. Over the review period, we have hosted 19 externally funded postdoctoral fellows (including 4 British Academy, 6

Leverhulme, and 6 Marie Skłodowska-Curie Fellows), over 30 college-funded fellows, and awarded 118.5 doctorates. There are approximately 100 doctoral students within the Faculty at any time.

The **Faculty** is part of the collegiate University's **Humanities Division**. The Division provides cross-Faculty strategic oversight, resource allocations, and budgeting, but Faculties retain considerable authority. REF2014 assessed our Faculty together with the Faculty of Linguistics, Philology and Phonetics (LPP) as UoA 26; **for REF2021, UoA 26A only comprises the Faculty of Medieval and Modern Languages**, a strategic decision taken to reflect each unit's research activity. The Faculty sets its research and teaching strategy, maintains the public profile of the subject, oversees undergraduate and graduate activities, shapes syllabus development alongside research strategy, supports external and internal project and fellowship applications, handles corresponding funding, and distributes grants to support individual and collective research (e.g. for seminar series, conferences and research trips).

We use the University's unparalleled resources to drive our research profile and supports the breadth and depth of our research at all levels: the **Bodleian** is the world's oldest legal deposit library and also the largest university library system in Europe, with 13 million printed items and an extensive collection of rare books and manuscripts. Its 28 different library sites include the **Taylor Institution**, the **largest research library dedicated to Modern Languages** in the English-speaking world. With more than 750,000 volumes, manuscripts, and digital resources, the Taylor Institution, complemented by Faculty and College libraries. University museums and galleries offer opportunities to engage with material culture, explore the transnational movement of ideas through objects, and act as catalysts for public engagement with our research. The new **Stephen A. Schwarzman Centre for the Humanities** (expected opening 2024/5), will bring together seven of the ten Faculties in the Humanities Division physically for the first time; it will offer outstanding opportunities for Knowledge Exchange and public engagement activities and give our researchers and graduate students a physical space in which to forge interdisciplinary collaborations. Its state-of-the art auditoria will take our research on drama, film, translation, and dance to new audiences.

Within the Division, the Faculty is a key participant in 'The Oxford Research Centre for the Humanities' (**TORCH**): TORCH provides a hub for interdisciplinary research activities, enabling all staff and doctoral students to collaborate with researchers across other disciplines and with public and private institutions. Since its creation (2013), TORCH has raised over GBP3,000,000 in grants and philanthropy to support researchers and their projects. Bringing together academics, cultural industries and the performing arts, TORCH nurtures interdisciplinary research networks and projects. The Faculty's own experience with multi-stranded transdisciplinary research has helped shape TORCH.

Our Faculty structures build up **communities at all levels and career stages**: Representatives from each Sub-Faculty form the Faculty Research Committee. It meets every term to discuss strategy and allows each Sub-Faculty to feed into the overall strategic aims, overseeing individual and collaborative funding bids, developing support for ECRs. The Research Director chairs Research Committee and has oversight of research strategy, organising annual Faculty research away days, helping to publicise and support funding applications, developing specific support mechanisms for ECRs, and acting as a point of contact and dialogue for all colleagues throughout the Sub-Faculties. Since REF2014, we have systematically embedded impact in our research culture: the Impact Coordinator (position created in 2015) holds workshops and drop-in sessions open to all Faculty members, whatever their career stage. The aim is to develop ideas for maximizing the beneficiaries and audiences for their research. We value the vital contribution ECRs make to research and recognise their role in the Faculty (21.3%; university average: 9%). A notable achievement since REF2014 is the increased emphasis on **supporting our ECR community**: the new ECR network gives them assistance and guidance, and they are encouraged to apply for research opportunities suited to their project and career stage. An ECR representative is a full member of the Research Committee. The annual Research Away Day has a dedicated section for ECRs.

“It’s fantastic to be a member of one of the largest and most prestigious centres for the study of Modern Languages in the world: it brings a lot of opportunities for collaboration, networking, access to research resources and funding. My colleagues both at my Faculty and in my College are very welcoming and interested in my work, and I receive a lot of support – financial, social, and academic.” [current ECR]

Breadth of interests and plurality of perspectives were the centre of the Faculty’s strategy in REF2014. Since then, we have enhanced and extended existing research strengths, while simultaneously developing new initiatives. By appointing 21 colleagues from across the world during the census period (25% of permanent staff), we have developed and enhanced our **core research strengths** in linguistic diversity, performance-based art forms, and pre-modern culture, and have forged **new approaches in transnational and global literatures**. Four of our eight Statutory Chairs/Professors have been appointed since 2014, providing leadership in a range of areas—the Chair in Medieval German (**Lähnemann**, 2014) is our first Impact Coordinator; the Marshal Foch Chair in French (**Seth**, 2015), as Director of Research, has enhanced the structures underpinning our research strategy and coordinates a network of ECRs working on Enlightenment Studies; the Agnelli-Serena Chair in Italian (**Gilson**, 2018) led one of the UoA’s largest collaborative research projects on Petrarch commentaries; the King Alfonso XIII Chair in Spanish (**Thacker**, 2018) maintains Oxford’s eminent position in Spanish Golden Age studies. Posts have been re-configured strategically: newly-created positions in Hispanic Linguistics (**Acedo-Matellan**, 2017); French Linguistics (**Wolfe**, 2017) and Russian Linguistics (**Eckhoff**, 2016), shared with LPP, increase expertise in synchronic and diachronic linguistics; recent appointments have consolidated our strength in early modern Spanish and Portuguese (**Choi**, 2017, **Park**, 2017, **Brooke**, 2018); in response to current interest and the development of the sector, specialists in postcolonial and Francophone literatures and cultural studies (**Morisi**, 2016, **Ibbett**, 2017, **Garrod**, 2018) and the Spanish-American world (**Vázquez-Medina**, 2015) joined the Faculty. We will appoint a further colleague in contemporary non-metropolitan literatures in 2021 (Covid-delayed); other posts have broadened our offering in comparative approaches and global perspectives in German (**Neilly**, 2017) and medieval Italian (**Southerden**, 2016).

Our seven Sub-Faculties underpin the Faculty’s research and teaching structures. We use them systematically to foster **research interaction and community**: each Sub-Faculty runs regular research seminars, bringing together ECRs, established researchers and graduate students, as well as visiting scholars from across the world. This organisation reflects the core importance of **linguistic expertise and detailed engagement with cultures** in teaching and research. The Sub-Faculties facilitate **exchange with institutions and individuals within and beyond the UK**. Cross-linguistic or interdisciplinary seminars led by Faculty members complement these language-specific structures—e.g. **Morgan** and Rokotnitz (English)’s ‘Fiction and other minds’ sits at the interface between literary studies, cognitive science and phenomenology; **Kenny**’s ‘Literature, learning, and social hierarchy in early modern Europe’ attracts speakers and audiences from across the humanities. Thematic research networks and centres foster collaboration between scholars across languages and Faculties, like the Besterman Centre for the Enlightenment or looser networks on global literatures and transnational approaches (e.g. the ‘Global South’ cluster brings together colleagues from Spanish, Portuguese, French, English, History and Anthropology). This generative matrix means the Sub-Faculty’s architecture and thematic research strands productively overlap, cross, and support each other, adding value and dimensionality to our research.

Regular series of **high-profile lectures** like the Taylor lectures (Jonathan Bolton, 2020; Yanis Varoufakis, 2019; Neil MacGregor, 2018), Ilchester lectures in Slavonic studies (e.g. Kiril Tomoff, 2020; Simon Franklin, 2018) or Zaharoff lectures by leading French writers (2020 Scholastique Mukasonga;; 2017 Tiphaine Samoyault; 2016 Marie Darrieussecq) foster research interests and attract audiences far beyond the Faculty. We support numerous one-off initiatives welcoming

major cultural figures (e.g. Mariano Siskind, Astor Visiting Lecturer, 2020) from across the world to share their experience.

We aim to be a **national voice for Modern Languages research** in all its diversity: **Kenny** is the British Academy's lead fellow on languages; **Park** represented ECRs at the University Council for Modern Languages workshop; **Kohl** engages with OFQUAL and the DfE on policy of Modern Language (ML) education. The depth and breadth of colleagues' creativity is evidenced by our 263 outputs—including 84 monographs, accounting, with double-weighting, for 36% of selected publications. Collaborative projects span all levels of size and funders: the 4-year multi-stranded AHRC-sponsored 'Creative Multilingualism' has produced an evidence base as well as richer vocabulary for articulating language learning's social and educational benefits; multiple AHRC networks and major grants, from ERC and Leverhulme fellowships to BA Rising Star workshops demonstrate the vibrancy of research and have allowed us to reach diverse audiences. Recent graduates have received prestigious awards for their research and proceeded to postdoctoral fellowships (e.g. **Claussen**, Cambridge; **Carlucci**, Bergen; **Celati** and **Pavlova**, Warwick; **Gedgudaite**, Princeton; **Hartley**, **Bardazzi**, **Arnaldi**, **Watroba** and **Sciuto**, Oxford; **Taylor**, Exeter; **Bowe**, Cork; **Crisafi**, Berlin) or hold tenured or tenure-track positions in leading institutions.

Strategic aims

In REF2014, our strategic aims were: (i) to maintain '**a wide range of languages and specialisms**', (ii) 'to develop and strengthen **emerging research areas**', (iii) 'to continue to **build up PGT and PGR numbers**', and (iv) 'to **increase grant income**'. These have been largely met (see below). Since 2014, we have also developed strategies to refine and underpin these aims. In particular, we have consolidated our impact activities, and built on our interdisciplinary strengths.

We have maintained our strong tradition of both interdisciplinary research and collaborative projects with academics and institutions beyond academia. Current research covers a wider range of subjects, methodologies and approaches than anticipated in REF2014. Over the current REF period, we have therefore extended and refined these aims to

- **sustain** our culture of world-leading research, individual and collaborative, in a diverse range of formats, across all periods and drawing on diverse methodologies, thereby allowing certain periods and topics to be preserved and developed;
- secure the **next generation** of ML experts through research training and distinctive small-group dialogue-based mentoring at graduate and postdoctoral levels, and by offering strong and inclusive support for ECRs;
- **consolidate** research grant income to lead, promote and develop major collaborative projects and to attract external funding and philanthropic support for graduate studentships for a sustainable future;
- **engage** with national and international audiences and other beneficiaries, and convey the transformative power of cross-cultural and multilingual competence through our research;
- build on established **interdisciplinary** research networks and develop them towards new strategic partnerships, pushing forward the boundaries of transdisciplinary research.

Implementation of strategic aims and achievements

REF2014, aim (i): Our structures ensure coordination across Sub-Faculties and promote sustainability. Our Research Committee, led by the Research Director, co-ordinates policies and initiatives and serves as a forum for exchange of good practices while maintaining the creative energies of devolved communities. Our strength in depth has allowed us to bring specific strands into focus across the broadest historical and disciplinary range. REF2014 highlighted the plan to develop and enhance research areas like cultural history, life-writing and world literature. Recently appointed colleagues have spearheaded considerable expansion in global literatures and cultural history (**Choi**, **Counter**, **Garrod**, **Gilson**, **Morisi**, **Seth**, **Vázquez-Medina**) as well as in fields as diverse as history of the emotions (**Ibbett**), ecocriticism (**E. McLaughlin**) or medical humanities (**Murnane**). Fields like editing, translation, theatre and performance studies, reception studies, intellectual history and creative writing still count amongst our core approaches. We continue to support individual scholarship, to protect endangered fields and subjects.

Our success in sustaining this activity is documented by the number of submitted monographs as well as many awards—e.g. since 2014, three Gapper Book Prize winners (**Kenny, McGuinness, Pearson**) and two runners-up (**Jefferson, Swift**), a winner and a runner-up of MLA Scaglione Prizes (**Counter, Kahn**). **Leeder**'s translations received the Austrian National Prize for Translation, Living Now Book Award, American PEN award, John Frederick Nims Memorial Prize and other distinctions. **McGuinness** won the 2014 Duff Cooper Prize and 2020 Encore award. **M. McLaughlin** received the 2017 British Academy Serena Medal, **Choi** the Association of Hispanists of Great Britain and Ireland thesis prize, **Park** the 2020 Juan Facundo Riaño Essay medal. 12 Faculty members (**Kahn, Kelly, Kenny, Robertson, Seth, Volfing**; emeriti **Cave, Jefferson, Palmer, Pearson, Reed** and **Watanabe-O'Kelly**) are FBAs. Scholarly distinction is also recognised by Academia Europaea fellowships (**Seth, Watanabe-O'Kelly, Leeder**) and election to other prestigious international bodies. It is a measure of our success in developing excellent research that our postdocs and graduates frequently receive awards for articles and conference papers (e.g. **Carlucci's** Gramsci prize).

REF2014, aim (ii): A community of ECRs, often supported by external funding (BA, Leverhulme, Marie Skłodowska-Curie), continuously broadens the scope of our research. We champion **emerging clusters in fields like ecocriticism, migration studies, health and disability studies** and take part annually in Black History Month with dedicated research events e.g. 2019 seminars with Olivette Otele, Prof. of History of Slavery (Bristol) and David Diop, Goncourt des Etudiants prizewinner or ECR **Berruezo-Sanchez's** 2020 international workshop on Black Africans' Agency in Early Modern Spain. Building on REF2014 activities, impact, knowledge exchange and public engagement are now embedded at all levels of our activities, and for all our researchers.

REF2014, aim (iii): PGR applications remain at 2014 levels while PGT ones have increased notably (119 in 2015/16; up to 152 in 2020/21). Numbers of PGRs on course have ranged from 20 to 33, and from 46 to 75 for PGTs. In total, 188.5 doctorates have been awarded since 2014. Funding is a key factor in converting postgraduate research offers into acceptances, and the national context remains challenging. Until 2017/18, the Faculty had been able to offer up to 33 studentships a year. We have made concerted fundraising endeavours to increase the number of studentships funded from non-AHRC sources. Thanks to this, for 2020/21 entry, we were able to offer **13 fully funded PGR (one for BME students) and 7 PGT studentships**. We will intensify efforts to maintain graduate numbers and increase the number of funded studentships, so that the best can accept their places irrespective of their background.

REF2014, Aim (iv): Since 2014, we have drawn on the university's John Fell Research fund (JFF), supported by an annual transfer from the University Press, and other internal sources of funding to provide pump-priming for 114 projects, large and small (totalling GBP1,278,225). The JFF is the University's main means of seed-funding innovative ideas and new research programmes and projects. It has been particularly important for ECRs – 75% of the ECRs who responded to a recent survey identified access to internal funding schemes as a key benefit of working at Oxford. In addition to supporting applications to the Leverhulme Early-Career Fellowship scheme (2014-20, 6 fellowships awarded: GBP339,569 of match funding), it also offers opportunities to pursue new ideas at an early stage of development. Several JFF-supported projects have led to further external funding and ongoing collaborations (e.g. **Kahn's** CATCOR, 'The Correspondence of Catherine the Great').

We have been successful in obtaining externally-funded awards to support research, individual and collaborative, at all levels: Creative Multilingualism (AHRC: **Kohl et al.**); Fifteenth-Century Book-trade (ERC: **Dondi**); Petrarch Commentary and Exegesis (AHRC: **Gilson**); AHRC networks (**Counter, Seth**), BA Rising Star (**Goodman**); BBC 'New Generation Thinker' (**Reza**), 15 funded research fellowships, including 5 Leverhulme fellowships (**Warman, Nye, Louth, Rothwell, Counter**), two BA mid-career fellowships (**Blanco, Bullock**).

Achievements beyond those identified in REF2014:

- **Sustainability:** Our culture is highly inclusive. Our strategy of ensuring sustainability for Modern Languages nationally and internationally through training and supporting ECRs has developed notably since REF2014. The Research Committee's programme of innovations considerably strengthened this culture of inclusivity by implementing structures which give all ECRs full access to Faculty career development initiatives. These include setting up the ECR network (2019), which welcomes all ECRs, whether employed by the Faculty, elsewhere in the collegiate university or visiting from other institutions (V. section 2: People).
- **Embedding Impact:** To embed impact into our research culture, we have drawn on Divisional resources and structures, especially the Impact and Evaluation Officer, to disseminate awareness and good practices Faculty-wide. We have established pathways leading from individual events or use of social media, engaging large audiences and widening our range of beneficiaries, in order to track impact. The Research Committee receives regular reports from Sub-Faculties and the ECR network. Meetings involving all Faculty members are likewise important channels of communication.
- **Interdisciplinarity:** We are excited about our forthcoming **move to the Schwarzman Centre for the Humanities**, which will give us space for interdisciplinary encounters as well as public engagement. Faculty-supported Research Centres situate our research in an interdisciplinary context. The **internationally renowned Voltaire Foundation** (est. 1976) provides the academic leadership of *Oxford University Studies in the Enlightenment*, available online and in print, publishes the *Complete Works of Voltaire* (newly completed in 200 volumes), is undertaking an ambitious research programme of digital scholarly editing in the field of **Enlightenment Studies**, and runs the interdisciplinary Besterman lecture series (**Cronk**). European Enlightenment studies are a particular strength thanks to the expertise of **Cronk, Goodman, Kahn, Murnane, Nye, Robertson, Seth, Tandello, Tunstall, Warman**, and numerous ECRs, several funded by overseas awards (Fondation Wiener Anspach; Chilean CONICYT; Humboldt-Stiftung; Swiss National Science Foundation).

Beyond TORCH, we foster interdisciplinary initiatives in various formats—e.g. the 200-strong **Oxford Medieval Studies Centre** (director: **Marnette**, 2015-2017; **Lähnemann**, co-chair 2017-); **Italian Studies at Oxford** (established by **Bonsaver**), an interdisciplinary network of Oxford scholars working on Italy fosters dialogue and collaboration, coordinating interdisciplinary research and offering a forum for scholars, intellectuals and policymakers from Italy and elsewhere. The **Maison Française d'Oxford** hosts numerous Faculty-led research seminars and conferences, and provides an auditorium and library. It is a meeting-place for researchers at all levels in French but also for transdisciplinary endeavours (e.g. ECR **Oliver**'s seminar with visiting CNRS historian of science Thébaud-Sorger: 'Writing Technology/The Technology of Writing'). **Oxford Comparative Criticism and Translation** (OCCT), a research programme based jointly at TORCH and St Anne's College, brings together experts from ML but also Classics, English, and Oriental Studies and draws in collaborators from Music, Visual Art, Film, Philosophy, and History.

Impact Strategy and implementation

Since 2014, our aim to focus more strongly on impact, to increase collaboration with museums, galleries, libraries, theatres, and policymakers, and engage non-academic beneficiaries has been implemented by structures at Faculty and Divisional level. These afford support and training for all, including ECRs, in design, collection and evaluation of impact. The Research Committee offers a central forum for discussion of impact throughout the Faculty and ensures coordination across Sub-Faculties. Led by the Research Director and supported by the Research Facilitator, it ensures that impact activities are embedded and sustained within emerging research plans. Impact Coordinator **Lähnemann** holds weekly informal drop-in sessions where colleagues (over the REF period, c. 150) explore ideas and engage in networking with researchers from other languages or other Faculties. To encourage and support colleagues at all career stages, we have involved current ECRs (including doctoral students), creating part-time roles for them to support impact case studies. We regularly alert colleagues to ways impact can enrich and diversify research. Small 'visibility awards' from the European Humanities Research Centre enabled projects to

enhance the reach of their initiatives, e.g. by subtitling for the 'Vintage Film Club' platform (**Malinovskaya**), integrating interactive tools on websites (**Kahn**) and developing open access strategies for the multilingual blog 'Transfere' (**Gosetti**). At Divisional level, access to a professional Impact and Evaluation Officer (Medland), has helped colleagues translate initial ideas into viable impact projects, e.g. by establishing structures for students and local schools to collaborate in the ECR-led 'White Rose' project. Knowledge Exchange fellowships have developed public engagement activities into impact case studies: five of the submitted ICS have grown from activities supported by KE fellowships. We expect certain current projects to create future impact activities, notably **Bullock's** 'Connections across Time' with Oxford Lieder Festival, or **Murnane's** 'Discourses of Colonialism in German Studies'.

The transformative effect of engaging beneficiaries (schools, writers, performers, heritage institutions, creative industries) is integral to our research. We enable and empower them by addressing central human concerns as refracted through the lens of literature and culture, making contributions to society in the UK and beyond (e.g. **Papanikolaou's** 'Queer Politics / Public Memory' project influenced government discussions in Greece, and **Rothwell's** work gives Angolan women writers visibility). Since 2014, we have leveraged internal funds for further bids, developing a rich variety of engagement activities: 4 Public Engagement with Research (PER) funding awards (e.g. 'A New Church for the Red State', **Levitsky**; 'Uncovering Language Lives', **Kohl**) as well as 15 Knowledge Exchange projects totalling GBP106,367 (e.g. 'Pharmacy as a Laboratory of Modernity', **Murnane**) and 4 TORCH Humanities Cultural Programme awards have allowed us to reach a diverse range of stakeholders, within the UK and beyond. Our research has had an impact upon the lives of a range of beneficiaries through a variety of structures and events, including research-based podcasts and radio/TV programmes (**Morisi** on Camus, **Pazos-Alonso** on Pessoa, **Suerbaum** on Hildegard of Bingen, one of 'In our Time' Listeners' Top 10); initiatives at libraries and galleries like 'Babel and Beyond' (**Kohl et al.**) or 'Linguamania' (e.g. **Park** on recovering Portuguese presence in Oxford for heritage-language Lusophones), and 'Curiosity Carnival' on legacy and inheritance (**Swift, Goodman**); the 'Theatre and Performance' network addressing issues of disability or marginality (**W. Williams, Kuhn**); **Seth** with Vanderslott (Oxford Martin School) and Angela McLean (Ministry of Defence Chief Scientist/Government Deputy Chief Medical Officer) on a 'Voyage in Vaccines'.

We have led the development of interdisciplinary structures like TORCH to reach new audiences: research strands on **voice and performance** attract both traditional concert-goers and hip-hop fans (**Bullock; Curtis; Leeder**); collaboration with a theatre company and the vulnerably-housed in performing Brecht gave those who might otherwise not be heard a voice (**Kuhn**). TORCH provides a platform for blogs and podcasts, through which research is accessible to the community. Research on **gender and gay rights** (**Rothwell, Papanikolaou**), **health and disease** (**Arnaldi, Troscianko**), **motherhood and childhood** (**Worth, Seth**) or **European citizenship and voting rights** (**Seth**) informs policy and public discussions within and beyond Britain. Researchers on the 'Creative Multilingualism' project draw from the Faculty's expertise in linguistic diversity within and across languages and use Oxford's convening potential to create **debate about creativity and languages**.

Warman led over 100 Oxford students and academics to provide an English translation of (mainly French) Enlightenment texts on 'Tolerance'. Published on the first anniversary of the 'Charlie Hebdo' attacks in paper and open-access forms with QR code links to original editions of texts, it has been downloaded over 44,000 times, including in countries with repressive regimes. It was the object of articles in the mainstream press across the world, reports on the BBC, the subject of a keynote conference event (BSECS 2016—**Seth** and **Tunstall** with Timothy Garton Ash and Karma Nabulsi), awarded as a prize, in a specially-commissioned edition, to participants in the 2017 International Philosophy Olympiad and provoked impassioned debates in the UK and abroad. **Zorin** coordinated a course of 56 audio-lectures on 1,000 years of Russian culture with an ensuing video 'History of Russian Culture in 25 minutes' (nearly 1,500,000 views and 50,000 likes).

Through the Faculty-run Sir Robert Taylor Society, a national platform for exchange between academics and school-teachers, we contribute to the **sustainability of the subject**; attendance at the annual conference has risen since 2014 with the percentage of State-school attendees increasing from 33% to 53%, up from contact with c. 75 schools in 2011 to 450 in 2019. This enhances the basis of linguistic training from which future modern languages research can grow. At the 2019 conference, a roundtable on 'Languages in Performance' introduced 95 teachers to a range of projects highlighting the potential of the performing arts for enhancing language learning: 'Storming Utopia' (**W. Williams**), the 'White Rose' project (**Lloyd**), as well as 'Slanguages' (**Kohl**; Creative Multilingualism). Our activities reach out to schoolchildren as well as educators.

Future research objectives and plans for vitality and sustainability of impact

Building on the steps already taken, we see the following as central to supporting the vitality and sustainability of our research in what will be a period of greater uncertainty:

- **Research excellence:** we will sustain our commitment to outstanding research, both individual and collaborative, in all periods and across a broad spectrum of methodologies and subjects. Research across different periods, as well as different languages, is a distinctive aspect of our culture. We will continue to promote an intellectual climate which fosters the production of monographs. We will build on successes in collaborative networks (e.g. the partnership with the John Rylands, Manchester, on the AHRC-funded Petrarch commentary project) to ensure they are sustainable and encourage new research.
- **Income:** Strategic planning and assistance from a dedicated Research Facilitator have enabled us to streamline and support processes. Applications are reviewed by the Faculty Board Chair and Research Director, who facilitate further conversations with relevant colleagues to share expertise. We initiated all-Faculty meetings to showcase successful projects and plan to share successful applications more systematically, e.g. in regular workshops. We will strive to diversify income streams further through international sources and build on our success in attracting philanthropic support for posts and graduate scholarships.
- **New themes:** We plan to develop individual projects (e.g. **Arnaldi's** 'Translating Illness'; **Troscianko** on eating disorders; **Murnane** on literature and pharmacy; **Worth** on pregnancy and birth) into research clusters (in this instance around Medical Humanities). We see these as a means to apply our expertise in translating between languages and cultures to address contemporary challenges. We envisage the move to the Schwarzman Centre as an opportunity to expand our work on translation as a creative process, bringing together initiatives from different languages and enhancing collaboration with creative industries. We aim to strengthen interdisciplinary research by forging stronger links between individual researchers working on decolonising, critical race studies, and diversity, building on initiatives and publications such as ECR **Conquer's** 'Expanding German Studies'; **Lombardi's** 'Imagining the Woman Reader in the Age of Dante'; 'Intersexualidades' (**C. Williams** with the Instituto de Literatura Comparada, Porto and poet Ana Luísa Amaral); **Yee's** 'Colonizing the Canon'.
- **New networks:** We have secured important international partnerships, e.g. within the Oxford-Berlin partnership (**Cronk, Duttlinger, Murnane, Paul, Suerbaum**) seed-funding for informal workshops will constitute the basis for grant applications to sustain collaborative research. We have established bilateral research partnerships, either at graduate level (e.g. with Universidad de San Andrés/Argentina, Université de Fribourg/CH, Università di Padova), as networks of researchers (e.g. COMUN-ES, co-financed by Spain's Ministry of Culture, a collaboration between Oxford and Salamanca, aims to create a transnational online community of Hispanist researchers) or in dialogue with international media. We will continue to host researchers at all levels from across the world, and consolidate existing partnerships through the recognised expertise of Faculty members, who are often sought out as mentors for postdoctoral researchers (e.g. Leverhulme, BA, FNRS) and indeed for faculty elsewhere (e.g. Oslo), and by applying for grants to develop new partnerships (e.g. with ULB and the CNRS).
- **Public engagement and impact:** With dedicated spaces for drama, music, and broadcasts as well as exhibitions, the Schwarzman Centre will enhance our ability to engage with audiences beyond the university. In advance of its opening, the 'Humanities

Cultural Programme' allows us to expand our virtual and physical activities. UoA researchers have succeeded in winning 3 of the 12 project grants awarded as part of the Programme (**Leeder, Lloyd, Seth**). During lockdowns, we have used online formats to increase our reach, bringing collaborations with local cultural partners to international audiences and involving the world's leading organisations, performers, and film-makers, e.g. the TORCH Big Tent live events 'Celebrating Tchaikovsky' (**Bullock**), 'Voices from the Wings' (**Leeder** in conversation with poet Almut Ulrike Sandig), on which we expect to build. The ECR-led video conversations 'Translating COVID', conceived as an emergency response to the pandemic, will shape the 'Translating Illness' project by engaging diverse beneficiaries whom the move to digital format enabled to participate.

- **Open-Access:** The Faculty is committed to the University Open Scholarship policy. All relevant submitted outputs are available through the Oxford Research Archive/Symplectic Elements. All colleagues, including postgraduates and ECRs, are offered training in open-access issues and tools. Modes of dissemination include cutting-edge open-access publications like **Tunstall** and **Warman's** multimodal *Neveu de Rameau* (2015 BSECS prize for Digital Resources) or the collaborative *Tolerance* and *Idea of Europe* volumes and **Warman's** 2020 monograph *The Atheist's Bible*, all published by Open Book. **Seth** sits on the cross-sector international cOAlition S group working on the challenges of open-access. **Rothwell** is a contributing member of the laabst.net project which provides open-access contemporary translations of work from the Portuguese-speaking world.
- There is a growing appetite for open-access initiatives across staff (34% contributed during the period). We will continue to develop new forms of open-access publications. Our research into pre-modern networks of publication pre-printing, as well as contemporary modes of dissemination beyond commercial print will be supported by new initiatives (e.g. the Taylor series, making manuscript and early print holdings of the Taylorian Library available open-access in editions and translations; the Voltaire Digital lab; web-publications).
- **Culture of research integrity:** We expect high standards of research integrity, and require staff to adhere to ethical, legal and professional frameworks implemented University-wide. The University is a signatory of the San Francisco Declaration on Research Assessment (DORA). Research involving human participants and personal data is subject to review by the University's Research Ethics Committee.

Developing inter- and transdisciplinary perspectives for the future

Since 2014, the Faculty has taken a leading role in establishing inter- and transdisciplinary forms of research in multiple formats within and beyond Oxford. The most recent Directors of TORCH (**Bullock**, 2017-2020; **W. Williams**, 2020-2023) are from the Faculty as is the first TORCH Academic Champion for Networks and Partnerships (**Blanco**, 2020). 9 of the 27 current TORCH Networks are led jointly or exclusively by Faculty members (Oxford Song Network; Theatre and Performance; Oxford Comics Network; Life Itself in Theory and Practice; Image and Thought; Gender and Authority; Diplomacy in the early-modern Period; Conversations on Identity, Ethnicity and Nationhood); many others have significant ML involvement.

Within the Faculty and beyond, **interdisciplinarity, realised in creative exchanges** rather than rigid structures, is an important research principle. Sub-Faculties form communities of researchers across different periods and methods. Research seminars, e.g. on Medieval Studies, Romance Linguistics (with LLP) or Creative Translation, provide interdisciplinary dialogue across languages. Over the current REF period, we have underpinned them with new Masters courses, all hosted at Divisional level and involving other Faculties (e.g. Medieval Studies, Enlightenment Studies, Women's Studies, Film Aesthetics). The recent MSt. in Comparative Literature and Creative Translation is training a new generation of students in transnational research and associates colleagues from across languages and disciplines.

Collaborations between the Faculty and individual Colleges are another way of forging inter- and transdisciplinary links e.g. the 'Translation Exchange' (est. 2019) hosted by Queen's, supports both research presentations and outreach activities at local schools; Somerville's interdisciplinary Medieval and Early-Modern Research group brings together researchers from the Faculty

(**Southerden, Suerbaum**) with ECRs, many of whom have gone on to permanent positions around the world (e.g. Freiburg, Harvard, Wellesley). Regularly attended by members of other Faculties and drawn from other universities, the Montaigne reading group hosts conferences and workshops funded by Colleges and the JFF and was the seedbed of the 2016 *Montaigne in Transit* volume.

2. People

Staffing strategy

We seek to appoint the most able and talented colleagues, whatever their background and nationality. Positions are advertised nationally and internationally and have allowed us to increase diversity: 35% of staff are from outside the UK, representing at least 15 different nationalities, and native-speakers of 13 languages. Having identified global and trans-national literatures as an emerging research theme, we have sought to expand and reconfigure new posts to include diasporic and migrant literatures. This has offered opportunities to attract a diverse field of applicants.

We have managed to keep staff numbers stable, and have had consistent success in attracting top-level researchers, from those starting in the field to holders of named chairs, and have consolidating our position and that of Modern Languages against an increasingly challenging background for the subject.

The University's Strategic Plan recognizes Oxford's 'outstanding expertise in languages ancient and modern'. This expertise in a wide range of languages in regional as well as historical variation underpins our research culture. Over the last five years, we have made strategic appointments including **Acedo-Matellán** (2017), **Eckhoff** (2016) and **Wolfe** (2017), each appointed jointly with LPP, and enhanced existing strengths in historical and diachronic linguistics (**Fellerer, Hoge; Maiden**); **Vázquez-Medina** (2015) in the Global South; **Chitnis** (2019) in Slavonic Languages; **Neilly** (2017) and **Whidden** (2016) in creative translation, join **Gardini, Leeder, and Kuhn**.

Career development for ECRs

In setting up an ECR network (2019), we are leading the way in implementing the University's Strategic aim of 'enhancing the opportunities and support for early-career researchers'. This dedicated network brings together ECRs employed by the Faculty, the various Colleges, and visiting researchers including Marie Curie-Skłodowska Fellows (currently **Camboni**, 2019; **Perk**, 2019; **Banella**, 2020), BA and Leverhulme postdocs. ECRs are represented on our Research Committee, given a specific showcase as part of the annual Research Away Day and encouraged to take part in termly seminars, workshops, and conferences. ECRs are eligible to apply for research and conference funding within the Faculty (up to GBP500) and from central university funds (e.g. TORCH and JFF). Several have convened TORCH interdisciplinary networks (e.g. **Arnaldi, Park, Sciuto**) and seminars. 3 of the 12 Knowledge Exchange fellows were ECRs. As part of the British Academy Rising Star programme, **Goodman** has established a UK-wide network of ECRs working on research-based Modern Language outreach activities with schools.

Our **inclusive approach to funding and support** has led to notable successes: ECRs (including Research-Council funded postdocs, non-tenured early-career lecturers and college-funded postdocs) have full access to Faculty research resources (e.g. conference and workshop funding), receive advice on grant applications and career development, and benefit from individually tailored support from the Research Director and Research Facilitator. In a survey of ECRs in post during the census period, 75% of respondents identified the access to advice on applying for research grants as a key benefit of pursuing research at Oxford. Successful ECR initiatives are backed by internal (GBP64,845 grants secured) and external (e.g. British Academy; Leverhulme) funding, including for

- **Lloyd's** 'White Rose' project (an exhibition, translations, a concert, and an international symposium with considerable outreach and impact).
- **Arnaldi's** 'Translating Illness' project, with Wellcome Institutional Strategic Support Fund and COVID-19-specific funding, involves primary research in several countries (e.g.

convening an international interdisciplinary seminar which will lead to collaborative policy recommendations in the field of healthcare). It adapted to the pandemic with very successful online international podcasts on 'Translating COVID'.

- **Penafiel's** BA/Leverhulme small grant will enable him to document every copy of the original edition of *The Lusiad*, affording innovative details about Portugal's national epic, but also the circulation of books and editorial practices.
- **Reza's** 'AHRC New Generation Thinker' award (2020).

Specific training modules are aimed at ECRs at Divisional and University level, e.g. on how to supervise, or on enhancing public engagement with research. Colleagues in the Faculty have set up and/or taken part in numerous ECR mentoring workshops whose range extends far beyond Oxford (e.g. via professional bodies like the British Society for Eighteenth-Century Studies) on questions as diverse as media involvement or applying for tenure-track jobs in the US. By creating REF part-time impact-evaluator roles, we have enabled ECRs to experience teamworking with colleagues at all levels and form contacts with internal and external partners. ECRs received training in evaluation methods, engaged in impact activities, and gained insight into opportunities for their future career, applying new skills to projects with both academic and support staff. Each evaluator was invited to consolidate newly-acquired expertise through self-reflection and interview practice.

Staff development through dialogue

Our staff development principles rest on dialogue and inclusivity. We offer staff on temporary contracts and ECRs membership of the Faculty and relevant Sub-Faculty, opening all research activities to them. We encourage everyone, including ECRs, to engage in annual confidential 'Research Conversations' with a colleague of their choice, facilitated by the Research Director. Conversations touch on future projects as well as areas in which the Faculty member may need support or advice. By ascertaining possibilities for future collaborations (e.g. across languages or periods), conversations have led to individual and joint grant applications. The annual Research Away Day includes presentations on funding bodies by the Research Facilitator, on opportunities (e.g. support for impact and evaluation), on current projects by grant-holders and on future plans. In addition, one of the termly all-Faculty meetings is earmarked for research questions, allowing colleagues at different career stages to present successful applications and lead by example.

All staff, whether permanent or on temporary contracts, have a mentor. Those in the Initial Period of Office (IPO), i.e. staff on permanent contracts serving a probation period (29 during the period, 16 women, 13 men), also have an assessor who, with two external experts, carries out a formal review. During the IPO, staff are encouraged to articulate research plans in dialogue with their mentor and the Faculty Chair. At an initial first-term meeting, they formulate an outline plan, then review progress and identify support needs (e.g. travel grants; research assistance) annually. During the IPO, examining and administrative duties are limited to enable colleagues to focus on establishing a productive balance between teaching and research. Formal reviews take place at the end of the second and fourth year, in line with University processes. Because these stages currently focus exclusively on publications as research outputs, we have encouraged the University to revise the guidelines and embed impact activities within the IPO review.

Inclusive policies on research leave and funding

Regular sabbatical entitlement is one term for every six worked, in line with University policy. This generous research leave policy may contribute to the high proportion of monographs completed. The Faculty supports externally-funded research leave applications (including where Full Economic Costs are not covered). 16 colleagues have received individual fellowships (Leverhulme, British Academy, Institutes of Advanced Studies) and thus extended their research leave. While teaching is intense, flexibility in scheduling lectures enables colleagues to set aside research time; the new 'Career Conversations' will encourage exchanges of ideas about best practice in balancing teaching and research. All researchers can apply for grants to attend or organise conferences, or for research-related travel, e.g. archival trips. Our collaborations with local institutions sustain and enhance research exchanges (e.g. the Maison Française d'Oxford plays host to French researchers at every career stage). We welcome researchers from all parts

of the world, and have offered association to **over 140 visiting academics**, from ECRs to senior scholars. They are granted access to libraries and other facilities, and have given lectures or seminars run jointly with postholders. Specific agreements with institutions (e.g. the Cini Foundation in Venice; the Freiburg Institute for Advanced Studies; Sorbonne-Nouvelle, Tours and Amiens Universities in France) allow members of the Faculty to extend their international networks, and to welcome guests who enrich the Faculty's research culture. Cultivating such networks is our pro-active response to the challenge which Brexit and its impact pose for a Faculty so deeply rooted in European collaboration and exchange.

Recognition and reward

Research is an important element of recognition of distinction, a process which enables colleagues to be granted the title of Professor. The faculty addresses its EDI commitment by carrying out an annual review to identify and mentor potentially eligible colleagues in advance of the start of the University process. They are invited to discuss the possibility with the Faculty Chair and Director of Research and are given support and encouragement. For colleagues in temporary posts, there is a lighter-touch annual exercise: Sub-Faculties play a key role in putting forward eligible researchers for awards in the form of one-off payments or salary increments.

Integrating research students into the research environment

Our 188 graduates on course form **one of the largest ML research student communities** in the English-speaking world. We offer them both critical mass for interdisciplinary exchanges across languages and disciplines, and individual support. Over the review period, 111 have held PGR studentships and 61 PGT studentships. Against a background of shrinking research awards, we have been proactive in seeking funding sources via business, alumni and earmarked sources like doctoral training programmes.

All our graduates, both PGT and PGR, have a supervisor who oversees their research, as well as a College advisor, sometimes from a different discipline, who acts as an independent mentor. Our agreed framework articulates expectations: supervisors meet PGT students fortnightly and PGR students at least twice a term. Research seminars, in individual languages or on cross-Faculty themes, offer fora for dialogue and exchange. Graduates are encouraged to take part in convening and chairing research seminars and, where appropriate, to set up informal workshops or reading and discussion groups (e.g. *Leggere Boccaccio con Boccaccio*); these are supported by advice from established colleagues as well as small grants. PGR student progress is monitored by milestone assessments at the end of the first and second year of research; each involves submission of an extended piece of writing and the opportunity to discuss it with two colleagues who are neither supervisor nor mentor, followed by a formal report. As a result, completion rates are high: 72% of students submit within 48 months; average completion is within 44 months, which compares favourably with other Faculties. 188.5 doctoral degrees were awarded during the period.

To **support systematic training for graduates**, the Faculty Research Skills Advisor offers a range of informal methodological seminars. A fortnightly seminar encourages students to discuss difficulties they encounter and considers strategies for overcoming them. This helps develop confidence and enhances constructive discussion. Graduate research training provided by the Faculty includes:

- An induction day, featuring a range of speakers and talks from across the University, giving students the opportunity to familiarise themselves with practical skills (IT support, library tours) as well as the range of training and development opportunities;
- Regular writing workshops, including one-to-one training, led by the Royal Literary Fund Fellow;
- An annual lecture series delivered by graduates, addressing issues and methodologies arising from their research. Participants receive feedback and the opportunity to repeat their lecture the following year;
- Seminars on research methodologies;
- Regular research seminars in the relevant languages, as well as across languages (e.g. Medieval Studies; Film Aesthetics; General Linguistics) and Faculty-funded graduate-led

research seminars which offer opportunities to gain valuable experience in presenting scholarly work;

- A Graduate Network of which all graduates are members; it holds a Faculty-funded budget, has seven student-elected posts and hosts both academic and social events (e.g. the student-organised annual Graduate Conference). The Network plans to establish a buddying scheme for new graduates;
- An annual workshop on career options.

The Faculty warmly encourages its PGRs to make the most of the training and personal development opportunities offered by the University's Learning and Teaching Training programme. Additional training opportunities include courses on 'English for Academic Writing' (Language Centre), the Taylor Institution's Digital Editions Course and sessions provided by the Humanities Researcher Development and Training Programme as well as the 'Preparation for Teaching and Learning' modules at the end of postgraduates' first year. The CTL offers routes to a Postgraduate Certificate in Teaching and Learning in HE and an accredited Teaching Recognition Scheme.

A wide range of resources is available on the Faculty's Virtual Learning Environment (Canvas), and graduates participate in training events run by the Bodleian Library. The '50 years of Spanish and Portuguese' celebration (2020) included poster presentations in which current graduates showcased their doctoral and masters' projects. We plan to build on this successful collaboration with the Careers Service in offering poster development sessions to all graduate students.

Disseminating research to the outside world is an important skill for graduates, and the Faculty supports a range of initiatives: e.g. German holds an annual symposium at which students present work in progress at partner universities in Freiburg, Fribourg, and Geneva; French hosts regular events with Fribourg. Faculty Grants enable graduates to undertake research trips or convene workshops and conferences (e.g. the Medieval postgraduate symposium on 'Deviance' 2019, co-organised by Modern Languages and History graduates, which highlighted the significance of intersectional approaches to concepts of disability).

In collaboration with the University's Careers Service, we run an annual careers workshop, supplemented by individual advice from supervisors, advisers and the Director of Post-Graduate Taught courses. The Director of Research and Research Facilitator support graduates in developing projects and applications for postdoctoral positions. The success rate is impressive—in the review period, we estimate that at least 50% of our doctoral graduates successfully obtained substantive post-doc or permanent academic positions in the UK or abroad.

Equality and diversity

The Faculty provides a supportive and inspiring environment, encouraging all staff to reflect on equality and diversity by embedding EDI issues in Sub-Faculties and Faculty Board meetings. We plan to apply for Athena Swan Bronze accreditation and are setting up a Race Equality working group to draw on our research about gender and racial equality and evaluate critically where change is needed.

Compared to the wider University, the Faculty's staff profile has a high and increasing proportion of ECRs (2014: 16.6%; 2020: 21.3%) and is more gender-diverse: 46.3% of the UoA are women (University: 29%); 17.9% give no detail or identify as non-binary. 50% of Statutory Professors appointed in the review period are female, taking the proportion of women amongst this group to 25% (University: 19%). In line with the University's overarching EDI objective 'to increase representation of women in senior roles', we have worked towards greater equality of senior roles: in 2020 three of the four senior faculty officers (Faculty Board, Chair, Director of Undergraduate Studies, Director of Graduate Studies, Director of Research) are now women. The high proportion of staff who do not identify along the binary BME/White (29.6%) correlates with our research, which problematises concepts of ethnicity.

The Faculty's research is as diverse as its staff: 88% of staff address questions of gender, sexuality, race, LGBT+ communities and other protected characteristics in their research. These include individual studies (e.g. **Hazbun** on illegitimacy in medieval Spanish literature) as well as networks (e.g. **Yee** and **Hiddleston's** collaboration with the Pitt-Rivers on 'Oxford and Colonialism'), whole regions (e.g. **Blanco's** projects on the Global South; **Berruezo-Sanchez** on 'Revaluating minorities', reversing the invisibility of the Black presence in early-modern Spain; **Boulanger** on postcolonial Africa) or countries (e.g. **Rothwell** on women authors in Angola; **Pazos-Alonso** on women journalists in Portugal) as well as key figures from underrepresented groups (e.g. **Choi's** work on the Sephardic diaspora's literary communities; **Counter** on servants in 19th-century France).

Equality and diversity are also the principles informing Faculty staff policies. We have been proactive in recognising that caring responsibilities fall on individuals irrespective of gender or sexual orientation. Over the REF period, 12 colleagues (12% of FTE staff) have been granted between 6 and 12 months of parental/adoption leave and have been supported to maintain research activity; we have supported eight colleagues through periods of returning carers' leave as well as compassionate leave. In certain cases, this has enabled colleagues to complete double-weighted monographs despite challenging circumstances. 1.9% of staff have a declared disability; supporting them, as well as those with life-limiting illnesses, requires a careful balance between preserving confidentiality and proactive advice provided through the Faculty Chair and/or Head of Administration. With flexible working and appropriate adaptations (e.g. variations to administrative and examining duties), all are research-active and fulfil Faculty roles. They are encouraged to apply for funding and recognition of distinction. Where requested, dedicated mentoring is available.

Mental health awareness is the subject of research within the Faculty (e.g. **Aloisi** on melancholy, **Troscianko** on eating disorders). We also strive to support colleagues in their daily research activities, e.g. by making them aware of University resources on well-being. During the pandemic, while libraries were closed, the Faculty developed digital means for colleagues to stay in touch about research activities. Concerns about the environment and the post-human (**Conquer**, **Lübecker**, **Morgan**, **Southerden**) as well as ecocriticism (**E. McLaughlin**) will feed into discussion about new spaces for research in the Schwarzman centre.

We foster a culture of respect for the distinctive conditions in which colleagues from different Sub-Faculties and at different career stages undertake research. Permanent staff receive leave in line with University provisions; all are encouraged to apply for externally-funded additional research leave (Leverhulme; British Academy etc.). Those who have held significant offices within the Faculty receive an allocation of special paid leave. Recent information sessions on research grant programmes have highlighted that some large grant programmes, whose funding includes employment of research assistants and post-docs, may be particularly suitable for staff with caring responsibilities (e.g. progression from a small project involving extensive fieldwork to a larger application involving a postdoc gathering data abroad suits the academic trajectory as well as personal circumstances); we have showcased successful examples to encourage members of staff at appropriate career stages to consider such applications. We plan to use the Athena Swan application to develop further structures to ensure that staff with protected characteristics are encouraged to put themselves forward and that success rates for applications are equally distributed. We are acutely aware that Athena Swan applications often place the burden on particular categories of staff and will strive to mitigate this.

Where their research or caring responsibilities require this, we enable staff to work from outside the UK for part of the time, e.g. through supporting flexible and/or remote working. This, together with the intellectual environment, results in high retention rates (only 2 FTE members of staff accepted a post elsewhere in the review period; both were promotions: Chairs in Durham and Paris). During the Covid-19 outbreak, the Faculty's accommodating attitude towards flexible working came to the fore: more than a third of staff identified caring responsibilities as impacting their ability to teach and carry out research, yet fast and effective IT support of remote-working, and proactive HR advice on adapting working practices helped colleagues to remain productive,

enabling them to complete scheduled publications, organise engagement events, and continue to submit grant applications.

Precarious employment is a concern across the sector; our proportion of staff on fixed-term contracts (currently 25.9%) is lower than in the Division (32.7%) or University (38.2%). We strive to improve their situation by including them in all career development opportunities. As a result, our track record in ECRs gaining permanent jobs is strong: 38 ECRs went to academic posts in the UK, EU, US, and Canada (e.g. **Kirakosian**, Harvard and Freiburg; **Rushworth**, UCL; **Ippolito**, Bristol; **Wehling**, Durham; **Rubin-Detlev**, University of Southern California; **Knox**—in English—, Cambridge; **Choi**, **Goodman**, **E. McLaughlin** and **Park**, Oxford; most recently, **Berruezo-Sánchez** won the prestigious Ramón y Cajal award and a tenure-track position at the University of Barcelona).

Equality and Diversity in the REF submission

Guided by the University's Code of Practice and DORA principles, decisions were based on the eligibility of outputs and their research quality, defined as 'originality, significance, and rigour'. Following discussion with their Sub-Faculty Research director, colleagues were invited to submit between one and five outputs. These were graded by specialist reviewers, many external, to aid calibration. Grading was systematically moderated by a second reviewer. Each individual's best piece was entered (and double-weighted where appropriate as evidenced by the supporting statements). Sub-Faculty Research directors nominated other outputs that were also graded and moderated to reach the required figure. The Director of Research, who chairs the British Academy's diversity panel and has received requisite EDI training, supervised the final choice, paying attention to the representation of all categories of staff, from ECRs to recently retired colleagues, and of linguistic and thematic approaches. The final selection was checked against Faculty statistics e.g. on gender ratio, career progression, sub-faculty size etc. to ensure it was broadly representative. This process of selecting through review led us to include outputs from members of the Faculty across the board, including ECRs whose research was fostered here and recently retired colleagues whose publications reflect their work during their period of tenure. Some ECRs are already making a clear mark in the field with double-weighted monographs or notable productivity, which we consider an encouraging sign for the discipline.

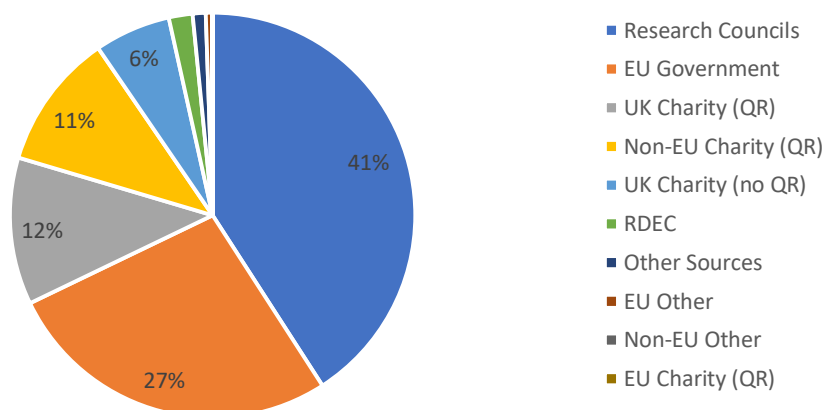
3. Income, infrastructure and facilities

Research funding and strategies for generating research income

The Faculty's research income derives from HEFCE research income allocated to Faculties/departments on an 'as earned' principle, external research grant income, trust funds for specific areas of research (e.g. funding for posts, travel, graduate studentships, or research assistance), as well as philanthropic donations to fund individual activities (e.g. graduate travel; outreach). Success in winning external grants, coupled with strategic use of internal research funds as seed-funding have allowed us to grow our research income.

Between August 2013 and July 2020, 48 of the Faculty's 174 grant applications for external research funding were successful, receiving a sum of GBP5,974,961. Our total research income, including grants in collaboration with other parts of the University, amounted to GBP9,230,001, a significant increase (REF2014: just under GBP3,000,000). We have diversified the sources of our income and increased our grant capture, especially from BIS Research Councils and EU Government funds. Along with traditional funders of humanities research (AHRC, Leverhulme Trust, British Academy), our list now includes Foundations, Trusts, Agencies and Societies e.g. the Royal Society, the Australian Research Council, the Carlsberg Foundation, the Volkswagen-Stiftung.

Table 3: Source of external research income



For larger awards, we give grant-holders a reduction in their teaching even where this is not built into the funding model, an example of good practice in the University. The success rate for external applications over the period is around 27.5%, with about 10 successful applications each year. The average value of awards has increased over the period from GBP21,447 to GBP54,423. Diversification into small grants from foundations and networks, often from outside the UK, has been notable. While the contribution of such grants to overall research income is relatively small (GBP771,214), in a number of cases they acted as proof-of-concept, were the first step towards a larger application or a means to consolidate collaborations with external partners, in particular foreign universities. We are committed to supporting even small awards as recognition, for the confidence boost, and for the capacity building they promote.

Since the last review, we have created a systematic pipe-line encouraging externally funded applications and ensuring their success. Applicants are mentored by the Research Director; feedback is provided by both the Faculty Research Director and the Division's Research Facilitator; internal approval mechanisms ensure supported applications are well prepared. As a result, we have increased applications while maintaining success rates. Our Research Committee provides top-level strategy; representation from all Sub-Faculties on the committee ensures bottom-up dialogue and exchange of ideas and best practice. Colleagues receive informal mentoring at all stages, from Sub-Faculty Research Coordinators to the Research Director and Divisional Research Facilitator. In turn, the Research Facilitator provides the Research Committee with termly reports about emerging projects for dissemination to Sub-Faculties. Impact and Knowledge Exchange staff advise throughout the process and during the project's life-time. The Research Facilitator offers tailored support and expert advice on all aspects of the application, including strategy and planning for obtaining funding, reading and commenting on the draft case for support, costing budgets, and securing institutional authorisations. The Facilitator and Research Director collaborate as appropriate with other University and Divisional colleagues to provide training and other events for academic colleagues, encouraging all, from graduate students (for internal JFF applications) or ECRs to emeriti, to feel part of a research community.

Our overall aim is to offer information and support for any prospective applicant, and to be as inclusive as possible. This approach helps individuals develop plans appropriate to their stage of career and circumstances, and, within a supportive context, has begun to show strong results. Many who had never before sought funding have done so in this REF cycle. Individual fellowships are particularly attractive to colleagues, but there has also been growth in network and project applications. We have made increasingly good use of internal funds, in particular the JFF, which awards pump-priming grants on a competitive basis—e.g. **Seth's** CAT19/NOVCAT catalogue of pre-1830 French novels, launched by one year Faculty postdoctoral funding, led to three more years of postdoctoral (and additional conference) funding from both internal and external sources (the JFF and the Fondation Wiener Ansprach) and a collaboration with ULB (Brussels). We have

also secured 11 International Project and Fellowship grants, building collaborations with Berkeley, Maputo, Sao Paolo, as well as European universities.

The most prestigious grant in this cycle, the AHRC-funded collaborative 'Open World Research Initiative (OWRI) project **'Creative Multilingualism'** (GBP1,425,597, July 2016 to June 2020— then **the highest ever research award in the Humanities Division**), investigated the interconnection between linguistic diversity and creativity across 6 universities; **Kohl is overall PI** and led one strand ('Embodying Ideas: The Creative Power of Metaphor'); Faculty members were co-investigators and senior researchers on two others: 'Languages in the Creative Economies' (**Bullock; Curtis**), and 'Creativity and World Literatures: Languages in Dialogue' (**Hiddleston; Lonsdale**). As part of this project, the Faculty hosted the conference 'The Creative Power of Metaphor', accessible as a multimedia output (films, interviews, poster presentations). Activities from the 'Languages in the Creative Economies' strand informed impact and public engagement events with diverse audiences from theatre practitioners to schoolchildren for whom English is an additional language. **Curtis, Bullock** and ECR **Birksted-Breen** were also involved in the University of Manchester's AHRC/OWRI project; **Gilson** transferred his collaborative AHRC (GBP695,991: January 2017-December 2019) project, 'Petrarch Exegesis in Renaissance Italy' (PERI), from Warwick: this created an open-access searchable database (with records for 300 prints and over 450 manuscripts) and established a major digital library of print editions and commentaries on Petrarch based on Manchester's John Rylands Library collections. The project reaches a world-wide audience of researchers via enhanced local catalogue records uploaded to national and international union catalogues. **Dondi's** ERC project '15th-Century Book-trade: An Evidence-based Assessment and Visualization of the Distribution, Sale and Reception of Books in the Renaissance' (2014- 2019, EUR1,999,172), the largest ever project to unlock historical data on pre-1500 printed books, processes data from over 450 libraries and collaborates with over 200 librarians and researchers. It built new digital tools to collect (and allow refined interrogation of) data on incunabula worldwide, and piloted advanced image recognition technologies. The project corrected library entries, produced a major volume *Printing R-evolution* (2020) and a catalogue of the Venice Marciana Library and Museo Correr exhibitions (2018-2019, 194,728 visitors). **Kuhn's** AHRC grant (GBP420,127: 2013-2017) enabled completion of four volumes on Brecht's writing in English, a major new edition of *The Collected Poems*, and the first-ever UK-based conference of the International Brecht Society (Oxford 2016). **Kelly** completed the AHRC-funded project **'The Soviet Cine-Underground'** (GBP193,589), a unique window onto the inner workings of Soviet film studios, and, with **Papanikolaou** held an event on cultural economies and the contemporary moment. British Academy and Leverhulme postdocs are shaping the future contours of the discipline, often taking it in exciting cutting-edge directions (e.g. **Boulanger** researching literary legacies of revolution and internal conflict in postcolonial Africa).

Organisational infrastructure supporting research and impact

In addition to their large and diverse holdings (see section 1), the Bodleian Libraries offer exhibition spaces for public engagement and impact activities (e.g. **Kohl's** 'Babel' or **Lloyd's** 'The White Rose'). We support library acquisitions in specialised areas within the remit of the Faculty through specific Trust funds (e.g. purchase of *Naziraddolé et Zulica, ou: La constance aisée: Histoire traduite de l'Arabe* (1746), the only UK copy, for the Taylorian).

Though space is at a premium, the Faculty buildings incorporate a graduate common room, desk space for visiting researchers, and shared rooms for post-docs and research projects. The Schwarzman Centre will offer added synergies with other disciplines as well as performance spaces. This will transform our ability to engage with new audiences and support doctoral and postdoctoral students.

Sharing IT staff with the Department of Linguistics, Phonetics and Philology offers the specialist support of experts familiar with the Faculty's research needs and structures. This has been instrumental in developing database projects, e.g. CATCOR and digital humanities research projects like born-digital editions. The Faculty is involved in new digital humanities initiatives, led by the Bodleian and the Humanities Division (e.g. **Muñoz-Basols's**, 'Portal de Lingüística hispanica').

Significant investments have been made to create key posts, e.g. the Impact Co-ordinator (Faculty-based), the Research Facilitator and Impact and Evaluation Officer (Division). Because networks promoted by individuals or groups of individuals form an important part of our research culture, we support them by small research trip, conference attendance, and research assistance grants. Our administrative team facilitates conference and workshop organisation, assisting with budgeting, registration, travel arrangements, and disbursement of expenses.

Over the review period, support from the Faculty as well as external sources has enabled us to set up and sustain several **Research Centres**:

- Having completed the Voltaire Project, a major editorial landmark, The **Voltaire Foundation (VF)** is developing a pipe-line of grant applications for Digital Humanities projects. Leverhulme-funded ECR **Sciuto** is working on 'Digital D'Holbach' with the VF and Chicago.
- The **Instituto Camoes Centre** (reconstituted 2010), part-funded by the Portuguese government, offers a vibrant space for research and knowledge exchange in the areas of Portuguese (including Lusophone African, Brazilian, and Macanese) language, history and culture.
- The **European Humanities Research Centre** (est. 1994) expanded activities in 2015-17: GBP50,000 from a strategic pot funded 9 research fellowships for Oxford-based staff, and co-financed a conference on 'Prismatic Translation'. This resulted in successful applications for follow-on projects (3 external grants and 3 monographs).
- Created after the last REF, **Oxford Medieval Studies (OMS)** has grown into one of the largest fora in the world for interdisciplinary research on the Middle Ages. Hosted by TORCH, co-led by Modern Languages (**Marnette 2015-2017; Lähnemann 2017-**) and English, it is instrumental in developing wide-ranging research expertise, from codicology and archaeology to medievalism and film, organising two annual interdisciplinary lectures and the Medieval Roadshow, a showcase for new and ongoing projects (e.g. the Anglo-Norman reading group, the Medieval Mystery Cycle, the Old Frisian Summer School—held annually with Groningen, the Teaching the Codex conference, the Oxford Medieval Graduate Conference). Evidence for the group's reach includes the c. 3000 followers of @OxMedStud which feeds into the active medieval twitter 'scene' with accounts including Bodleian Rare Books (@RareBooksOfBod: 23,259 followers). OMS' Small Grants scheme supports graduate-student and ECR-led events, including conferences, exhibitions and performances.
- Generous philanthropic endowment of the Stavros Niarchos Foundation Bywater and Sotheby Professorship of Byzantine and Modern Greek Language and Literature (**Lauxtermann**) has allowed us to plan for a Greek Studies hub in the future Schwarzman Centre, bringing together expertise in Medieval and Modern Greek.

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

Research collaborations, networks and partnerships support

Our interdisciplinary research has forged **creative alliances** with other faculties and departments in Oxford, the UK, and across the world. We frequently take the lead in engaging with other faculties and disciplines and actively facilitate **trans- and interdisciplinary research**.

Since 2014, the Faculty has broadened the base of its **collaborations with museums, libraries, and galleries**: the 'Taylor editions' of Taylorian Library resources link translation projects in different languages, bring together researchers, students, and the wider public, and host exhibitions and open access publications. Within Oxford, TORCH has allowed experts to form networks and engage with wider audiences using podcasts as well as events: 'Marie Antoinette: A Life in Objects' (**Seth**) uses objects relating to Marie-Antoinette from public collections to reach a wide audience through podcasts with Waddesdon Manor, the Wallace Collection and the Conciergerie in Paris; 'Pharmacy as a Laboratory of Modernity' (**Murnane**), in collaboration with the Science Museum and the Wellcome Medical Collection, engaged lung-disease stakeholders as well as education specialists; 'Birth through History' involves working with the Library and

Archives of the Royal College of Gynaecologists and Obstetricians along with doctors and nurses (**Worth**).

Collaborations with the creative industries in the UK have involved theatre companies (**Kuhn**; **W. Williams**); the South Bank Centre: events exploring modern European poetry and its transmission (**Leeder**); as well as music venues and festivals (**Bullock**, **Curtis**). Colleagues have curated exhibitions at home and abroad and contributed research-based ground-breaking articles to catalogues e.g. for the Royal Academy of Arts (UK), Musée Lambinet and Conciergerie (France), Museo Correr (Italy), Fondation Bodmer (Switzerland) and Metropolitan Museum of Art (USA). Public engagement is systematically achieved through writing and broadcasting: colleagues contribute to specialist and mainstream journals with major non-academic readerships (*The Conversation*, national and international broadsheets, the *TLS*, the *LRB* and equivalent foreign journals); and take part in radio and television programmes broadcast throughout the world e.g. *In Our Time* or *The Essay* (BBC), *Les Nouveaux Chemins de la Philosophie* (France Culture), *La Grande Librairie* (France Télévision), *Superquark* (Italy's pre-eminent science and technology documentary series). We have systematically used opportunities afforded by **Knowledge Exchange programmes** to turn public engagement into a two-way dialogue. Successful projects have involved graduate and undergraduate students as well as schools and include e.g. a partnership between a local theatre and academic colleagues, exploring ways of making contemporary theatrical sense of Thomas More's *Utopia* (**W. Williams**); a partnership with BEAT, the UK's leading eating disorder charity to investigate connections between literary reading and mental health, with a focus on eating disorders (**Troscianko**).

Relationships with key research users and audiences

We engage with research users through the publication of widely-read translations, editions for theatre productions, exhibition catalogue and programme notes; 5 major database resources (CATCOR, CAT19/NOVCAT, Tout d'Holbach, PERI, 15C-Book-trade) provide insight into the materiality of books, leading to revisions in cataloguing, curriculum and canons and make new types of research possible through reliable open-access resources. Beneficiaries of research include libraries, museums, schools and universities (through the production of textbooks; engagement with curriculum design, policy work and examination frameworks) as well as mainstream publishers and general readers. A book like **Gardini's** *Long Live Latin* (orig. Italian, 2016) is an international bestseller, translated into several languages. Through public engagement we reach large and diverse audiences including disabled or vulnerably-housed groups (e.g. **Tandello's** contribution to 2016 'Leopardi e i suoi Fratelli: Le Marche e la letteratura italiana' in support of central Italian towns devastated by earthquakes) and in cooperation with local theatres and community groups.

Several current initiatives should reach their full potential in the next REF cycle. They provide new direction in the global reach of languages and include a study of science publications in relation to Spanish-American modernism (**Blanco**), revealing correlations between scientific modernisation and nation-building projects; **Muñoz-Basols's** collaboration with the University of Alicante on 'Innovaciones lingüísticas del humor: géneros textuales, identidad y enseñanza de español'; 'Catherine the Great and the Art of Epistolary Networking' (**Kahn**), comprising a series of podcasts; RÊVE, a virtual exhibition on Romantic Europe (**Seth** with Watson, Open University) is already influencing curatorial practice on Romanticism Europe-wide, and a project on 'Recovering the 19th-century Portuguese woman journalist' (**Pazos-Alonso**). **Gilson** with Manchester John Rylands is shaping a project using advanced machine-reading technologies to investigate materiality/design features of Renaissance Dante editions, to digitize their world-leading collection of such prints, and curate an exhibition.

Public engagement with research

Our researchers use visual as well as audio and tactile media to engage with diverse communities: 'Creative Multilingualism' empowered local audiences to understand their own knowledge of languages other than English as a creative asset, encouraging them to experiment with creative forms (rap; hip-hop; poetry slams). Exhibitions (e.g. 'Babel: Adventures in Translation' at the Weston Library) have attracted large audiences (35,000 visitors). Events like the Ashmolean

'Museum Nights' use artefacts to introduce visitors to new languages and unfamiliar cultures; a V&A 'Late' event on Argentina (**Bollig**) collaborated with the Argentinian Embassy; round-table presentations have recovered memories of migration (**Murnane**); 'Bringing Kafka's Castle to Life' (**Duttlinger, Murnane**) collaborated with a contemporary playwright and resulted in a series of broadcasts.

Exchanges between academia and business

Researchers are closely involved with the creative and heritage sectors. Faculty members have served as advisers for films or TV series (**Jones**), have curated exhibitions (**Kohl, Seth, Lloyd**), music festivals (**Bullock**) or prepared programmes with public broadcasters or professional producers (**McGuinness, Seth**) and theatres (**Curtis, Kuhn, W. Williams**). Several research projects include collaborative presentations with prestigious cultural programmes (**Bullock, Cronk, Curtis, Goodman, Neilly, Swift**, e.g. with Oxford Lieder, Garsington Opera, the Wigmore Hall).

Contribution to disciplinary sustainability

Training the next generation of foreign language graduates is an essential contribution to the discipline's sustainability. Researchers articulate the case for modern languages while also being advocates for the field with government and policy-setting bodies (**Kohl, Kenny**), act as expert witnesses, and give media commentary on the state of the discipline and the challenges faced (**Seth, Kohl, Kenny**). We bring little-known authors to greater prominence through events, translations etc. (e.g. **Chitnis** on *Translating the Literatures of Small European Nations*; **Leeder** on contemporary German-language poets). We have been proactive in influencing policy in areas of conservation and curation, teaching and curriculum (e.g. widening the canon), but also gay rights and disability (**Papanikolaou, C. Williams**). During the pandemic, we reached large and often new audiences in the UK and abroad through innovative use of online formats, e.g. Oxford Argentine Cultural Forum (**Bollig**) or the TORCH 'Big Tent' events (**Bullock**).

Indicators of wider influence and contribution to vitality and sustainability of the research base

Service to the profession is integral to our research activities, and almost all colleagues are involved. Offices held include: President of BSECS (UK), SFEDS (France), the Association for Slavic, East European, and Eurasian Studies, ASELE; Chair of the Society for Italian Studies; Secretary General of the International Society for 18th-Century Studies. Experienced researchers serve as reviewers for funding councils in the UK and 15 countries as well as transnational bodies (ERC; EURIAS). Three members of the Faculty assisted Research England through the 2014 assessment process and the planning for REF2021. McLaughlin and Parrish were REF2014 full panel members; Gilson assisted in planning for REF2021 (criteria-setting phase) and is a UoA26 Panel Member.

Colleagues served on 36 **national and international appointment panels and academic review boards** in the UK, EU, Canada, the Americas, and acted as judges for national and international prizes e.g. the Gapper Prize, Weidenfeld Translation Prize, Malcolm Bowie Prize, Gadda International Prize. Members are frequently **examiners for PhDs** and **Habilitations** across the Russell Group and research-active UK Universities (over 100) but also overseas (60 in 11 countries). Beyond Modern Languages, their expertise is called upon in History, History of Art, Philosophy, and History of Science.

Strong links are maintained with the editorial world. **Gardini** is president of Salani, one of Italy's oldest and most prestigious publishing houses. Postholders are active as series editors or on the editorial board of **78 journals** (e.g. **Whidden** is General Editor of *Nineteenth-Century French Studies*, **Tunstall** of the interdisciplinary *Journal for Eighteenth-Century Studies*) and **19 series of editions or monographs** or consultants to presses both for specific linguistic and literary collections and broader publications which serve as references in fields like anthropology, urban studies, history of art, cultural history. Service to the discipline includes regular contributions to peer review which are highly valued (e.g. **C. Williams** and **de Ros** hold Liverpool University Press awards for Outstanding Journal Reviewers). As General Editors of monograph series colleagues

contribute to the vitality and future of the subject: e.g. **Gilson** for 'Italian Perspectives', which published 17 titles in the census period, many interdisciplinary (anthropology and urban Studies) or with a global reach; **Robertson** for *Legenda Germanic Literatures* (18 titles in the review period, many first monographs of ECRs); Duttlinger for 'Visual Culture', a new series for monographs and edited collections on any aspect of global visual culture from the Middle Ages to the present day, and a home for research which explores the interaction between visual culture and verbal text.

Membership of Learned Societies marks the high esteem in which colleagues are held nationally and internationally: 12 British Academy Fellows; Fellows of the Academia Europaea; the Académie Royale de Belgique; the Medieval Academy of America; the Göttingen Academy of Sciences; the Académie de l'Île de la Réunion. Many hold Trusteeships (e.g. Deutsche Schiller-Gesellschaft, Deutsches Literaturarchiv, Vinaver Trust).

Postholders lead HE lobbying of national qualifications regulator OFQUAL about severe grading of language examinations (**Kohl**), address the All Party Parliamentary Group for Modern Languages, and liaise with the University Council of Modern Languages (**Kohl, Kenny**). As British Academy Lead Fellow for Languages, **Kenny** chairs the Academy's Language Advisory Group and coordinated the BA, AHRC, ASCL, British Council and UUK *Towards a National Languages Strategy* document. Others serve on similar bodies at the AHRC, the British Council, and IMLR. Our researchers are involved in policy-making for homosexual rights, electoral reform and Children's Rights.

These activities indicate our contribution towards:

- Sustaining a research environment for Modern Languages
- Making the case for the importance of languages and language research in the UK and beyond
- Maintaining the vitality of Modern Languages expertise beyond the academy.

In reaching out to diverse groups of beneficiaries and audiences, we demonstrate that research in Modern Languages requires linguistic skill, but also involves sympathetic engagement with other cultures, critical reflection on our own, and creative adaptation. We are confident that our robust structures will continue to support the freedom of thought and creativity of all researchers, whether individual or working collaboratively. In challenging times, we will contribute to the sustainability of the discipline by fostering dialogue, generating creative exchanges, and providing new impulses.