

**Institution: University of Portsmouth (UoP)**

**Unit of Assessment: 27 – English Language and Literature**

## **1 Unit context and structure, research and impact strategy**

### **1.1 Structure and context**

The configuration of this UoA represents development towards a new synthesis of English-based studies at Portsmouth. Its long-standing components are the **Centre for Studies in Literature (CSL)**, formed in 2009, and language-based colleagues, who have been part of the successful and interdisciplinary **Centre for European and International Studies Research (CEISR)** since the 1990s. Over the last decade, Portsmouth has supported the strengthening and broadening of the research base in adjacent fields, most notably translation-based linguistics and the study of international English, and the emergence of a significant cluster of creative writing researchers. This has created the conditions for a developing synthesis of approaches across these fields. Significant work has been done already on intersections of communication and identity, literary and heritage narratives, and the many-layered issues of effective and ethical communication in the contemporary world.

The Unit's submission comprises 29 staff (27 FTE), **more than double the number of staff we submitted in REF2014** (13, 12.5 FTE). Staff are based in two faculties: Humanities and Social Sciences (FHSS) and Creative and Cultural Industries (FCCI), and comprise 10 linguists, 13 literary specialists and 6 creative writers.

Research leadership within UoA27 is provided by the Associate Deans (Research) in both faculties, who coordinate institutional support and offer strategic guidance. Research Centres provide a collegial forum for intellectual support and mentorship. Both Centres report to their Faculty Research & Innovation Committee (FRIC), which oversees the development and implementation of research strategy.

From within the two Centres, several interdisciplinary research clusters have emerged, creating and strengthening affinities between staff and opening up opportunities for research. Within CEISR these are:

- **Discourse, Communication & Society:** connections between society and language in areas such as globalisation, politics, and social media.
- **Language & International Education:** the theory and practice of teaching English as a foreign language, and transnational education.
- **Translation & Interpreting:** the practice and politics of translation and interpreting technologies and literary translation.

Within CSL, a similar cluster structure defines and contextualises individual staff interests:

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- **Body Politics:** understandings of literal and metaphorical bodies and cultural constructions of the body.
- **Culture, Community and Heritage:** how communities are formed, and disintegrated, through the sharing of writing, reading, and the literary dissemination of ideas.
- **Time, Space, Environment:** how landscape and environment shape culture and identity.
- **Speculative Fiction:** from work inspired by ancient mythology to the supernatural and the post-apocalyptic in flash fiction.

## 1.2 Research strategy: objectives 2014-2020

Research within UoA27 has benefited from the University decision in 2014 to **devolve QR funding to the faculties that were responsible for its generation** (REF5a para. 63). QR funding has been used to build capacity within the Unit through support for Early Career Researchers (ECRs) and staff returning to research after a career break, a strategic project fund to build collaborative and interdisciplinary research (see section 3.2), and the provision of professional development allowances (PDAs) (see section 2.1).

Our broad strategy, set out in 2014, included six key ambitions which, after consultation, were embraced by the newly-configured UoA:

- 1 **Continue to produce high-quality outputs:** we have increased both the quantity and quality of our outputs by publishing in well-established peer-reviewed outlets. Our current submission derives from a pool of 118 outputs, assessed to be of high-quality through our internal and external peer review processes, including 18 monographs.
- 2 **Increase our external research income:** income has increased from £35k in the REF2014 period to £52.5k. Effective training and support has increased our skills and capacity. We have diversified the sources of funding we are targeting, for example, SAKAMOTO secured funding from the Japan Society for the Promotion of Science and the GB Sasakawa Foundation. We have also worked to increase bidding activity, identify new areas of research, and form new collaborative partnerships. Although falling outside the current REF environment window, the success of this strategy is highlighted by DAVIES' recent collaboration with the University of Copenhagen, which is supported by £160k from the Carlsberg Foundation.
- 3 **Increase postgraduate recruitment:** our PhD completions have risen significantly, from 2 in REF2014 to 12 in the current cycle. Applications have also increased and there are currently 42 Postgraduate Research Students (PGRs) undertaking doctoral studies in UoA27. This is the result of a successful policy of support. We have also augmented our pipeline towards doctoral studies by developing distinctive postgraduate taught courses. These include: an MRes in Literary Studies which has enrolled 29 students since 2016/17; an MA in Victorian Gothic (12 students in the first cohort in 2019/20 and 44 for 2020/21); and a distance learning MA in Applied Linguistics and TESOL (112 in the 2019/20 cohort).

- 4 Work towards attracting postdoctoral researchers:** Our aim was to support diversity and encourage interdisciplinary collaboration. We have actively supported postdoctoral applications to such initiatives as Leverhulme Early Career Fellowships and Marie Skłodowska-Curie Fellowships. We have also been highly successful in attracting visiting scholars on short-term exchanges, having hosted 42 scholars from countries including China, Mongolia, Algeria and Brazil (see section 4.1).
- 5 Organise research events:** we developed a vibrant programme of international research events. These include 14 one-day symposia (e.g. 'Ways of Meaning: Metaphor in Language Analysis', 2018); a research seminar series with 70 external speakers; 6 annual lectures; 6 postgraduate conferences (e.g. 'Collectors and Collecting', 2015); 20 public lectures (e.g., 'H.G. Wells at 150', 2016); and 10 large conferences (e.g., 'Queer Celebrity', June, 2019; 'Portsmouth Translation Conference', 2015).
- 6 Maintain and develop relationships with local and regional communities to maximise external funding opportunities and the development of new collaborative research initiatives:** UoA27 has been very successful in this objective. We have developed collaborative links with a range of local partners, for instance BERBERICH's work with The D-Day Story museum, the establishment of the Portsmouth Writers' Hub as a Community Interest Company, and the organisation, hosting and promotion of local events like Bookfest and online events like National Flash Fiction Day, now in its 11th year. We have also developed relationships with national communities, such as RINGROW's association with The Girls' Network, a UK-based charity with the mission to inspire and empower girls from the least advantaged communities. We have opened a new direction for community engagement at a global level. Our linguistics researchers, led by HADIKIN, have explored how the language used in the advertising and administration of 'citizen science' and other large-scale participatory digital projects affects public engagement.

### 1.3 Research strategy: objectives 2021-2026

English at Portsmouth will continue to develop and consolidate its broad perspective on language and literature as means of communication that can reach across cultures, and across centuries. To deliver this ambition we are committed to growing our research and impact capacity. We have identified four key elements for development over the next REF period.

- 1 Build critical mass in three key areas:** senior leadership, BAME staff, and ECRs. Over the coming REF cycle we will develop senior research leadership, seeking to build a professoriate, especially through internal promotion. We will deliver targeted workshops on "preparing for promotion" for female and BAME staff. We will also seek to recruit BAME staff and ECRs in our areas of strength and incentivise existing staff with research potential. The objective will be achieved through incentives embedded in the workload allocation system and annual Performance and Development Review (PDR), targeted internal funding, including seeking support from the Alumni and Advancement team, and improved recruitment policies (REF5a para. 62).
- 2 Increase external income:** The focus of the Unit's work during this cycle has been to develop staff capacity and skills in generating high-quality research through meaningful

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and sustained collaborations at regional, national and international level. The next phase of the Unit's strategy is to utilise these capabilities to facilitate a significant growth in externally funded research. This will be achieved through continued mentoring and encouragement of a broader engagement with the university's interdisciplinary environment, as well as amplification of our successful policy of building capacity through pursuit of small grants. We have also identified research areas for support through internal seedcorn funding to build capacity for external bids, for example, connections between language-learning and translation and work with Portsmouth's Area Studies community on building foreign language capacity in order to improve relationships between NGOs and their target populations.

- 3 **Developing impactful research:** through serving the needs of society and those of our home city, in particular. Consistent with our ambition of becoming a leading civic university, our engagements will be both grounded in, and productive of, research that enhances the civic and ethical value of communication in all forms, contributing distinctively to the University's 'Democratic Citizenship' research theme (REF5a para. 9). All components of the Unit have a valuable role to play in this objective. Reflection on past crises and traumas through literary narratives can connect to study of contemporary experiences of displacement and loss; the role of communication, self-expression and understanding can be reinforced through study of the use of language in such processes; writing itself, as in HABENS' 'Ink:Well' project, can be an empowering route to dealing with crisis. As part of our key impact objective of amplifying marginalised voices, we are also committed to exploring possibilities for publications that break down barriers between academic publishing and the wider public realm. Our online journalistic and creative-writing platform, *Star & Crescent*, plays a role in this ambition.
- 4 **Strengthen collaborations and networks:** We have built a successful programme of visiting scholarships and developed productive national and international collaborations. We will expand these areas of activity and support colleagues to capitalise fully on their connections, in particular through productive collaborations with visiting scholars. We will more effectively align our work with the University's interdisciplinary research themes in order to develop networks outside of our faculties and take advantage of support for developing projects.

#### 1.4 Approaches to achieving sustainable impact

Our approach to supporting impact is underpinned by a university-wide policy (REF5a paras. 11-19). In order to identify and develop impactful work, research groups liaised with the Impact Lead (ROUSSELOT), the Faculty's Associate Dean Research, and the University's Research Impact Manager (REF5a para. 57). The UoA has benefited from impact training and funding from the Faculty Impact Acceleration Fund. Colleagues authoring case studies for REF2021 have received a 100-hour workload allowance.

UoA27's commitment to impact is guided by the **key strategic principles of holding power to account, challenging contemporary economic structures and amplifying marginalised voices**. Each of the selected Impact Case Studies reflect these principles. UoA27FEMINISM takes as its foundation a long-term political commitment to women's liberation, and is built

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around active coproduction of research and engagement with the past and present experiences of people whose voices demand to be acknowledged, and commemorated. Its commitment to amplifying the voices of the marginalised is exemplified in a comprehensive programme of public events, the creation of resources, and the transfer of knowledge and skills between stakeholders. UoA27MACHINETranslation sees SAKAMOTO and RODRÍGUEZ DE CÉSPEDES exploring the neglected human factors at work in the adaptation of technology and ensuring representation of translators' voices within a technology-driven business landscape. The researchers are committed to continuing engagement with the transnational translator community and positive transformations of business practices. UoA27RUSKIN explores sustainable alternatives to a socially and environmentally exploitative economy. FROST's collaborations with the Guild of St George have significantly raised awareness of these aspects of Ruskin's work and encouraged work to be undertaken around sustainable farming, conservation management, and the revitalisation of skilled crafts.

UoA27's research also **asserts the vital power of the written word in delivering impact**. BERBERICH's commitment to the continuing significance of narratives of the Holocaust has led to an engagement with local schools, broadening (with further input from ROUSSELOT) to embrace the commemoration of both World Wars, and leading to public readings, film screenings, and co-development of new school curriculum resources. The Creative Writing team is committed to highlighting troubling situations through effective and engaging writing directed at a broad audience. This translates into the public profile of the *Star & Crescent* (which receives an average of 7000 hits per month), and which makes an open commitment to "Hold power to account [and] provide a platform on which to raise up missing and marginalised voices". It has drawn in a substantial range of local contributors for news, commentary, historical discovery/recovery, and poetry and prose fiction-writing.

### 1.5 Approaches to Interdisciplinarity

Interdisciplinarity permeates our working context, from the organisation of our departmental research structures to the priorities of our internal funding programmes. Much of our work aligns with the University's interdisciplinary research theme in Democratic Citizenship (REF5a para. 9) and seeks to promote equality, citizenship, and civic engagement.

**CEISR as a research centre has been a leading promoter of interdisciplinary innovation** in Area Studies on the national stage for over twenty years, and under the label of 'Language Across Borders' our linguists contributed significantly to wide-ranging and interdisciplinary research on language practices that raised awareness of European Union policy-making and its repercussions. We remain entirely committed to situating all our work within a context of interdisciplinary enquiry and global reflection wherever it is appropriate to deliver concrete benefits. Examples of our work include a 2015 international conference on 'The Power of Language in Post-Colonial Africa', addressing the roles of local and European languages in the tension between global cultural/economic flows and issues of identity, state-building and decolonisation. Our continuing position of significance in this field was marked in 2019 when we hosted the annual conference of the 'Language in Africa' Special Interest Group of the British Association of Applied Linguistics. 21 speakers from applied linguistics, sociolinguistics, area studies, international relations, and media studies engaged with the theme of decolonisation.



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Their work will lead to an edited volume to be published with Multilingual Matters (forthcoming 2022).

CSL has found particular success **working across the boundaries between literature, creative writing and history/heritage**. A collaboration with historians around the theme of Victorian literary heritage in Portsmouth produced an ICS for REF2014. Over this REF cycle this has been developed as the basis for the ongoing 'Celebrity, Citizenship and Status' project. This research draws on literary and wider media studies alongside elements of both linguistic and historical scholarship to examine the relationship between individual public fame and the contours of the democratic public sphere, and the impact of this on public identification with celebrity figures, texts, and characters. Five of the active project members are in this UoA (BOYCE, DAVIES, DEW, FINNERTY, RINGROW). This project hosted a successful international symposium, 'Death and the Celebrity', in 2018, and a full-scale conference on 'Queer Celebrity' the following year. It has supported the development of a range of recent publications, including two edited collections and a forthcoming co-authored book on *Celebrity in the Long Nineteenth Century*. Creative-writing colleagues have worked closely with BELL, a UoA25 historian, in the wide-ranging 'Supernatural Cities' project, the outputs of which include 'DarkFest', an annual programme of literary and cultural public events. Contributions include JANICKER's 'New Directions for Horror' panel session at Portsmouth Comic Con (2019) and SYKES' chapter in Bell's *Supernatural Cities: Enchantment, Anxiety and Spectrality* (shortlisted for the 2020 Folklore Society's Katharine Briggs Award). HABENS is also involved in a digital storytelling project, with 'choose your own adventure' pathways around sites of local historic and folkloric interest. Ongoing work involves HABENS devising immersive and interactive narratives (including Virtual Reality) for a series of European community projects.

### 1.6 Approaches to open research, research integrity, and ethics

The University supports broader access to data and knowledge and UoA27's engagement with Open Access exceeds both institutional targets and REF compliance (REF5a para. 24). The University has an institutional target of 95% compliance with Research England's REF Open Access policy; **Open Access compliance for UoA27 currently stands at 100% of all outputs**. The University has a target of 80% of academics to have ORCIDs; 85.2% of UoA27 members have an ORCID.

Members of this UoA are working towards achieving a fully open research environment, going beyond what is provided at institutional level by our research repository system, Pure. This is visible for instance in the range of mechanisms we have developed to share our research openly, such as HABENS's website ([AlisonHabens.com](http://AlisonHabens.com)) and the *Star & Crescent* platform. DEW's monograph was made open access under Manchester University Press' Knowledge Unlatched Scheme.

Our Faculty Ethics Committee, staffed by experienced researchers from a range of disciplines, oversees the ethical review process, which is mandatory for all research projects. CSL and CEISR mentorship ensures that researchers are fully aware of the University's policies and supported as required. All PGRs undergo dedicated ethics and ethical compliance training, in

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conjunction with the University Graduate School. These processes are supported by a University-wide Research Governance Policy and Ethics Policy (REF5a paras 22-3).

## 2 People

### 2.1 Staff development and support

Staff development in UoA27 is delivered through a programme of mentoring support by the two Research Centres (CSL and CEISR), a wide range of resources for personal and career development, and targeted support for research-related activity and delivery of outcomes.

#### 2.1.1 Mentoring schemes and networks

**All staff members have access to a research mentor.** Mentors provide discipline-specific advice to complement the institutional focus of the Performance and Development Review (PDR) (REF5a paras. 2, 53). Mentors are usually assigned via the Research Centre and offer wide-ranging support for the mentee's development as a scholar and researcher.

This is complemented by periodic and responsive use of ways of bringing individuals at different career-stages together for support and guidance. For example, the 'Celebrity, Citizenship and Status' project was developed at hot-housing workshops organised by CSL. Additionally, a flexible definition of 'early career' is used to encourage full participation in supportive networks. Colleagues are able to remain members of the collaboratively-organised Faculty and University ECR networks for as long as they feel the support is useful.

#### 2.1.2 Staff training and support

Staff training and support needs are met in three ways. First, the University's Research & Innovation Services (RIS) department runs **workshops and information sessions on a wide range of relevant topics** (REF5a para. 33). Additional workshops tailored to the Unit are organised by the Humanities and Social Sciences Research and Innovation Office.

Secondly, all staff are entitled to an annual **Professional Development Allowance (PDA, £1500)**, which may be spent on research travel, training, and other relevant career-enhancing activities. For example, FINNERTY has used his PDA since 2014 to build a global network of Dickinson scholars and to establish a close working relationship with the Emily Dickinson Museum. FROST used his PDA to fulfil a request to speak at the City University New York's Victorian Ecotime symposium, and to undertake archival research at the Pierpont Morgan Library (see UoA27RUSKIN). HADIKIN used his PDA to attend the British Association for Applied Linguistics (BAAL) meeting in 2015 to present his work on lexical selection in online science forums, which then led to his election to the BAAL Executive Committee. BOYCE used her PDA to travel to the INCS 'Measure and Excess' conference at Roma Tre University. Her paper was published as 'Suffering, Asceticism and the Starving Male Body in Mary Barton' in *The Victorian Male Body*, Parsons & Heholt (eds.), 2018.

Thirdly, all staff are encouraged to apply for programmes that support aspiring leaders in research and higher education. Two members of the UoA have participated in **Advance HE's**

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**Aurora Programme**, which supports women to develop their leadership potential, and one member has participated in the **Navigator Programme**, which supports men in fulfilling their potential through reflection (REF5a para. 35).

### 2.1.3 Workload planning and sabbaticals

**Research-related activity is formally recognised through the dedicated allocation of time in staff workloads** (Concordat Principles 1, 2, 4, 5) (REF5a paras. 2-3, 41). Such allocation is determined by the relevant Heads of School and Associate Heads for Research, following on from the agreed outcomes of each colleague's annual PDR and taking account of current activities and future plans. Further to agreed policies, all staff are allocated research time appropriate to their level of performance and aspiration, with 20% of workload being the baseline. This percentage can increase to 30% where warranted by the colleague's engagement with research.

A **University-wide sabbatical policy** is in place, which supports staff to pursue research (REF5a para. 36). All members of academic staff with 3 years' continuous service are eligible to apply. The sabbatical policy has benefitted a number of colleagues in this Unit: (2 men, 4 women). SYKES's sabbatical facilitated research visits, helping him to become a leading expert on the modern-day Philippines and led to his book, *The Realm of the Punisher: Travels in Duterte's Philippines*. SARACENI utilised his sabbatical to complete his monograph, *World Englishes: A Critical Analysis*, which won the 2016 Book Prize of the British Association for Applied Linguistics. PAICE completed two journal articles: "*Domestick Adam*" versus "*Adventurous Eve*": arguments about gardening in Milton's Eden (Milton Studies, 2021 forthcoming), and '*Divine Interpreter*': translation as theme and event in Paradise Lost (Milton Quarterly, 2019). PRICE secured a contract with Manchester University Press for a book on Mary Chudleigh and her contemporaries. FORSTER co-edited two books, *Women's Periodicals and Print Culture in Britain, 1940s-2000s: The Postwar and Contemporary Period* (EUP, 2020), and *Historicising the Women's Liberation Movement in the Western World: 1960-1999* (Routledge, 2018).

## 2.2 Staffing and recruitment policy

In total, 29 (14 male, 15 female) colleagues are returned in this Unit, more than double the number returned in REF2014. Our staff base is relatively mature in career stage: all but one possess doctorates, and only two are ECRs. Two colleagues have declared a disability. Seven are non-UK citizens. On the census date all staff were on permanent contracts: 24 full-time and 5 part-time.

Robust procedures for recognising and rewarding achievement have **ensured staff progression since REF2014**. There have been 3 promotions to Reader (1 female, 2 male), 5 promotions to Principal Lecturer (3 female, 2 male) and 8 promotions to Senior Lecturer (2 female, 6 male) in this REF period. The staff profile now includes 1 Lecturer, 18 Senior Lecturers, 7 Principal Lecturers, and 3 Readers.

The University's move towards **permanent Teaching and Research contracts** to facilitate a solid foundation for its research culture has enabled the Unit to increase our permanent research



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capacity and support the career development of previously part-time hourly-paid staff. FHSS and FCCI have continued to develop their structural commitment to the support of colleagues' research careers, which directly supports members in UoA27. Both Faculties contribute to the Researcher Development Programme (REF5a paras. 33-4), and sponsor colleagues wishing to take doctoral degrees, thus building the Unit's capacity (Concordat Principles 1, 2, 4, 5). Additionally, in FHSS colleagues in the first two years of their post have particular protected eligibility for funding and support, and enhanced mentoring (Concordat Principles 2, 4, 5).

### 2.3 Research students

In our UoA, the number of PGR completions has risen from 2 during the REF2014 period to 12 in the current cycle. There are currently 42 PGR students within the Unit and 15 applications to commence study in the next academic year. This success is a direct result of robust strategies for recruiting, training, and supporting doctoral students.

**Our strategy for the recruitment of doctoral students is two-pronged.** First, full bursaries are offered at Faculty level. 5 out of 12 PGRs who completed in this cycle received full bursaries. Second, we actively encourage and support research projects that combine English Literature, English Language and Creative Writing through the formation of interdisciplinary supervisory teams from across the UoA. Four students are currently being supervised by interdisciplinary teams.

All staff involved in the recruitment of PGRs are required to undertake our Graduate School's training module 'Best Practice in the Selection and Recruitment of PGR Students' (REF5a para. 38). This training is designed around local and national codes of practice, and ensures that selection and recruitment decisions are made on a transparent and equitable basis, and comply with the University's Admissions and Equality and Diversity Policies (REF5a para. 43-49).

**Research students' training needs are identified at Induction** and their training schedule is revisited periodically at subsequent supervisory meetings and adjusted as the student's needs change. Students access training through the Graduate School Development Programme (GSDP), which provides over 190 workshop events on more than 70 topics per year (REF5a para. 38). Full-time PGRs are required to undertake at least ten days of training per year (five days for part-time).

PGRs are further supported by Graduate School procedures that monitor their progress throughout their studies to ensure successful completion. All PGRs complete **Annual or Major Reviews** to ensure satisfactory progress. In 2018-19, our Major Review progression rate was 100% and our annual review progression rate was 93%. In the 2019 PRES, we achieved 91% satisfaction scores with progress and assessment mechanisms, with 94% of respondents agreeing with the statement: 'I understand the requirements and deadlines for formal monitoring of my progress'. Our thesis submission rate in 2018-19 was 85% (the highest in the university).

The Unit enhances training and support for progression in a number of ways. Following Portsmouth's signing of a Memorandum of Understanding with the Université de Caen (Portsmouth's twin city), in January 2020 we established our first **International Doctoral Seminar Programme**. Training events delivered include 'Preparing to teach in an international

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environment' and 'AI and Historical Texts: Advances in Digital Humanities'. Our students have attended the annual 'Faculty Thesis Boot Camp'. Facilitated by the Director of the Academic Skills Unit, this intensive two-day writing retreat includes motivational talks, goal setting, and strategies and techniques for writing. Students within the Unit are also encouraged to take responsibility for their own development. Academic and presentation skills are developed via a monthly lunchtime seminar series organised by PGRs. Starting in 2019-20, the Faculty PGR Representatives organise monthly research-in-progress sessions. These informal meetings provide a forum to discuss research outside the supervisory framework with other research students from a variety of academic disciplines.

**PGRs are fully integrated within the research culture of UoA27.** On registration, they become active members of one or more Research Clusters and are invited to participate in events. Both FCCI and FHSS run annual PGR conferences, which include professionalisation workshops and opportunities to engage with senior staff. PGRs are also encouraged to present their own work at conferences and workshops organised by the clusters. In the conference on language and decolonisation in Africa (see section 1.4), for example, four PhD students presented their research to an international audience. The Unit also supports students in developing research event organisation skills. Our PGRs have put their training into practice and organised 5 postgraduate conferences over this REF cycle:

- 'The Poetics of Space in 20th and 21st century Culture', 29 May 2014
- 'Collectors and Collecting from the Early Modern Period to the Present', 5 June 2015
- 'All things Victorian: Exploring Materiality and the Material Object', 19 March 2016
- 'Post Truth: An Interdisciplinary Exploration', 24 March 2018
- 'Breaking Bounds', 11 May 2019

Mindful of support for postdoctoral progression, FHSS runs an annual careers workshop to **help PGRs prepare for their postdoctoral future**. In 2018-19, this focused on alternative careers, and featured external participants who have used their PhDs to achieve success outside Higher Education. In 2019-20, the workshops focused on academic careers, and speakers included ECRs who had secured postdoctoral funding and/or junior lectureships.

The Unit also supports preparation for future research activity, through research assistantships, assistance to secure external placements, and invitations to contribute to innovation activities. For example, a PhD student in linguistics contributed to Panama Bilingue, an 8-week English Languages and Pedagogy programme. A student supervised by PITTARD was supported to secure a research placement at the British Library on the 'In the Spotlight: Playbills in Context' project. Another student supervised by PITTARD received training from Portsmouth City Council in curatorial techniques and organised the 'Study in Sherlock' exhibition at Portsmouth Museum and Art Gallery.

The Unit's **support for PGRs continues after the completion of their doctoral programmes**. They are guaranteed access to library/campus facilities for a further year as a means of helping their future research activities. Like all University of Portsmouth graduates, our PGRs also have

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access to the support of the Careers and Employability Service up to 5 years after they graduate.

## 2.4 Equality and diversity

The UoA is committed to supporting all members by ensuring fair practices, systems and structures (REF5a paras. 43-52). Consistent with its wider strategic aims, it also **supports and informs practice by undertaking research that aims directly to promote a better understanding of equality and diversity issues**. For example, FORSTER's work on women's culture and feminism, RINGROW's research on the representation of the female body in fashion and cosmetics advertising, BOWERS's research on novels dealing with violence against Native North American women, and EVANS's work on the translation of foreign LGBTQ media in China. In addition, SYKES and HADIKIN have been involved in the interdisciplinary project PONToon (Partnership Opportunities using New Technologies fostering sOcial and ecOnomic inclusioN), which works closely with charities, NGOs, businesses, government agencies and educational institutions to boost the knowledge, employability and self-esteem of disadvantaged women in Britain and France.

Our **staff submission is almost completely gender-balanced**, tilting very slightly female (15F; 14M); a reversal of the position in REF2014, when 6 women and 7 men were entered. All Schools from which UoA members originate are actively working on their Athena Swan Bronze Award applications (REF5a para. 44).

Of the 29 staff in UoA27, 97% identify as White. The low proportion of BAME colleagues is indicative of the low numbers of BAME staff in the three disciplines nationally and the Unit's relatively small size. We recognise the need to increase our efforts to diversify the Unit through recruitment policies that minimise unconscious bias and encourage diverse applications (REF5a paras. 29-31). We commit to at least reaching the sector average for BAME academic staff, currently 14.6%, over the next REF cycle (REF5a para. 45). Moreover, the Unit is **committed to developing a pipeline to support BAME scholars**. In this aim, we have achieved some success. 33% of PhD completions over the current cycle were by BAME students. Of these PGRs, one has taken up a post as Lecturer in English at Prince of Songkla University, Thailand. Another has taken up a post at Isra University in Jordan.

Support for UoA members further evidences our commitment to equality and diversity. Allocation of sabbaticals is focused on academic staff's professional development, including staff whose research activities have suffered because of illness or other prolonged absences. One colleague was granted a sabbatical after a series of illnesses over a long period of time, and was thus able to resume a research-active profile. Several initiatives focused on staff wellbeing have been implemented across the University. **Ten UoA members are supported via the Flexible Working Policy** (REF5a para. 46), which protects periods of the day for childcare and other such commitments.

In putting together our REF portfolio, the University's REF Code of Practice provided guidance and was adhered to. **Equality and Diversity training has been undertaken by everyone involved in the REF decision-making process**. 51% of outputs are attributed to male authors,

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49% to female authors, and 9% to authors who declared a disability, which is commensurate with the submitted staff profile.

### 3 Income, infrastructure and facilities

#### 3.1 Income and strategies for external income generation

One of the Unit's objectives post-2014 was to increase external income. This was, and continues to be, an important part of our strategy to sustain and develop a lively research environment that leads to high-quality research and impact (REF5a para. 60). We have successfully increased our external research income from £35k in the REF2014 period to £52.5k. While modest, as can be seen below, the **successes in securing funding in the past few years of the REF period indicate that the UoA is on an upward trajectory.**

**Table 1:** Unit income by year

	13/14	14/15	15/16	16/17	17/18	18/19	19/20
Income	£0	£0	£0	£3,152	£5,385	£14,303	£29,607

The strategy underpinning income generation within the Unit has been to **build capacity and increase bidding activity**. To achieve this, colleagues are mentored and collaborations encouraged through our Research Centres and clusters. Mentorship has specifically supported scholars whose work has previously focused on public engagement to proactively engage in research bidding processes. For example, DEW was mentored by FINNERTY to target specialised funding bodies that aligned with his specific research areas. SARACENI mentored RINGROW in her funding application to Nuffield. BERBERICH mentored DEW and PITTARD in their Being Human applications. Both were awarded, PITTARD for 'Lost and Found', DEW for 'Britain in Europe'.

The Unit encourages targeting of smaller grants for projects in the first instance and embeds training to assist in the development of applications. For example, between 2015 and 2019, Research and Innovation Services (RIS) provided **training sessions** on 'How to Search for and Submit Funding Bids', 'Small Grants Workshops', and 'Writing Research Funding Bids'. In total, 14 members of the Unit attended these events. Colleagues also **received bespoke support** from RIS grant specialists and senior colleagues in targeted horizon-scanning for bids and fellowships, and support with the mechanics of bid-preparation (REF5a para. 56). As a result, SAKAMOTO and EVANS were both successful in securing their first smaller grants: SAKAMOTO, Great Britain Sasakawa Foundation (£1,349 in 2017 and £1,000 in 2019); EVANS, British Academy Newton Fund (£7,187 in 2016). EVANS built on this initial success by securing £42,909 from the AHRC (2018).

SAKAMOTO's success is a good example of another element of our strategy - applying to a more **diverse range of funding bodies and targeting the most appropriate specialised funding schemes**. Other successes include DEW's receipt of £4,000 from Yale's Lewis Walpole Fellowship in 2018 and £2,800 from the Jewish Historical Society of England in 2019. We have

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also seen recent success with DAVIES' collaboration with the University of Copenhagen that received £160,000 from the Carlsberg Foundation in 2020. Although falling outside of the REF2021 Environment window, this demonstrates that our strategy is delivering results.

Our **strategy to increase bidding activity has led to 32 bids by 17 different PIs in this REF cycle**. Notably, UoA members have submitted applications to the Marie Skłodowska-Curie Actions Innovative Training Network Scheme (BOWERS, 2018); AHRC Research Network Scheme (BOYCE, 2018); British Academy Writing Workshops Scheme (SARACENI, 2019); and 5 British Academy Small Grants (DAVIES x 2, 2020; DEW, 2020; OAKLEY, 2019; PAICE, 2020).

The UoA's future income generation strategy will build on our successful increase in skills, capacity and networks. We will continue our programme of training and mentoring, amplify our successful policy of building capacity through pursuit of small grants, and encourage broader engagement with the university's interdisciplinary environment to identify and target funding opportunities.

### 3.2 Funding links to high-quality outputs and impact

Our Research Centres place considerable emphasis on **creating an environment conducive to the production of high-quality outputs**. This includes the provision of training workshops and regular writing retreats. This strategy, combined with sabbatical support, where appropriate, has enabled the Unit to build a solid track record in this regard.

To date, SAKAMOTO's Great Britain Sasakawa Foundation awards have produced 5 journal articles, 1 book chapter and impact that has been captured in an ICS (UoA27MACHINETranslation). DEW's 2019 Jewish Historical Society of England Fellowship in August 2019 will lead to a fully open access digital edition of D'Blossiers Tovey's *Anglia Judaica*. DEW's Lewis Walpole Fellowship has led to a co-edited book (with BOWERS) about Polish Communities in Britain. EVANS's AHRC project 'Translating for Change' collaborated with the British Council to organise events in Beijing and Guangzhou, and with Shanghai Pride Film Festival. These events involved the dissemination of research findings and the forging of links that will lead to the development of impact in the future. DAVIES' collaboration with colleagues from the University of Copenhagen on the 'Lockdown Reading' project has led to the production of research documents for the Duchess of Cornwall's Instagram Reading Room campaign, and future outputs will include an online video archive, a co-authored monograph and a European Research Council funding bid.

Internal funding has also led to high-quality outputs, particularly through our **Strategic Projects** fund. This fund was based on UKRI's model of requiring research to produce outputs of international significance and with clear and demonstrable impact. Altogether, 8 internally-funded projects were undertaken: 4 individual projects (BERBERICH, PITTARD, BOWERS and ROUSSELOT) and 4 group projects (led by BERBERICH, BOYCE, DYSON and SAKAMOTO). Topics included literary depictions of the impossible (BOWERS), the history of science (ROUSSELOT), and Britain's role in Europe (BERBERICH). Through these internally-funded projects, colleagues in the Unit produced 25 outputs, 2 special issues; and 12 funding bids. In addition, there were two successful conferences, a public lecture, two reports for industry, and a



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range of local engagement activities such as with the Polish community in Portsmouth, local schools, and creative artists.

Members of the Unit have had **access to other internal funds**. SYKES received an Accelerator Grant and a Staff Development Fund Grant to carry out archival research in the Philippines, and was further supported by a University Sabbatical. Subsequently, he published extensively on Rodrigo Duterte in a range of outlets that maximise public dissemination, including *Private Eye*, *The Telegraph*, *The London Magazine* and *Southeast Asia Globe*. In 2018, his book *The Realm of the Punisher: Travels in Duterte's Philippines* was published by Signal Books. HADIKIN received funding for the 'Citizen Science' project, which generated a Zooniverse corpus with 10 million words of Citizen Science forum text. It is the world's largest corpus of citizen science language. The project generated five conference papers and two book chapters including SARACENI, HADIKIN, WILLIAMS, and Clarke, 'An army of willing volunteers': analysing the language of online citizen engagement in the humanities, in *The Routledge Handbook of English Language and Digital Humanities* (2020).

### 3.3 Infrastructure and facilities

Income generation activity is supported at several levels across the university (REF5a paras. 56-9). The Unit's bid writing and funding applications are supported by three Research Grants Officers and four Research Development Officers located in the University's Research and Innovation Services (RIS) department. The University's internal peer review college provides colleagues with invaluable feedback on bids and applications.

There has also been significant institutional strategic investment in the UoA's research. UoA research groups and the Faculty Librarian identified key resources and **between 2014 and 2020, the University Library invested more than £600,000** in significant archives and collections for this UoA. Highlights include the *Archives of Sexuality and Gender: LGBTQ History and Culture since 1940* and *Slavery and Anti-Slavery: A Transnational Archive*, both of which are particularly valuable to our Body Politics, Culture, Community and Heritage and Discourse, Communication & Society research clusters. The Library has also subscribed to the Project Muse Humanities Collection for English Literature, which has proved an invaluable resource. The UoA also purchased permanent access to collections of Linguistics and Literature Oxford Handbooks Online. Strategic investment will continue to ensure support for this UoA's research.

We have also made a **significant investment in Language labs**, equipping them with Computer Assisted Translation (CAT) tools including memoQ, Trados Studio, and Memsource, and subtitling software Oona. SAKAMOTO has used the CAT tools in funded research and an impact case study and EVANS has used Oona to undertake research for the funded 'Translating for Change' project. In addition, HADIKIN, SARACENI, and WILLIAMS were able to use SketchEngine, a sophisticated online interface for corpus analysis, to gather the largest 'Citizen Science' corpus available.

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

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English at Portsmouth takes a broad perspective on language and literature as means of communication that can reach across cultures, and across centuries. We emphasise the role of compelling narratives in conveying urgent political and ethical messages and advocate for the crucial importance of communication between and across languages, and the imperative need for national and transnational understanding of such issues at policy level. In all these endeavours, our research fulfils our mission as a civic university and is in keeping with Portsmouth's strategic vision of supporting and influencing the economic, educational and cultural life of our city and beyond.

#### 4.1 Research collaborations, networks and partnerships

The UoA has well-established national and international collaborative networks in our priority areas. **Membership of these strategic networks facilitates national and international research projects, conferences, and research outputs.** Outputs co-authored with external collaborators include seven with UK partners and international collaborations with Free University Brussels (BOWERS), Goethe University Frankfurt (BOWERS), Tilburg University (HADIKIN), Kanto Gakuin University (CRABBE), and University of Gothenburg, (SARACENI). We also have a long-running collaboration with the University of Málaga, given shared expertise in Neo-Victorian literature. The UoA facilitates teaching and research exchanges between the institutions.

We have an international **Visiting Scholars** scheme, which enables the UoA to welcome scholars from other institutions into a supportive environment. In this REF period, UoA members have hosted 42 visiting academics and 4 PhD students from institutions such as the University of Caen, Guangdong University of Foreign Studies, Yantai University, and Shanghai Maritime University. Outputs from these exchanges have included a project grant from Shandong Youth University of Political Science to look at links between systemic functional grammar and pedagogy, and a PhD proposal to compare patients' views of bilingual health care providers with formal interpreters.

#### 4.2 Relationships with research users, beneficiaries and audiences

The UoA's outward-looking research culture explicitly seeks to address **key issues facing society and helps to underpin Portsmouth's civic ambition to enrich the local community** and engage a diverse range of people across our city and further afield (REF5a para. 16). Supported by the Faculty's 'Celebrity, Citizenship and Status' project, DAVIES and FINNERTY organised a conference on 'Queer Celebrity' (2019, 42 delegates), which examined the importance of role models within the trans\* community. This event stimulated a wide range of debates, particularly on contemporary queer hate crime and ongoing transphobic discourses and practices. An edited volume following on from this event will be published in 2021. Following discussions with the local community on the impact of Brexit, in June 2017 BERBERICH co-organised an event on 'Britain in Europe / Europe in Britain' that attracted 35 researchers from across Europe, Africa and the USA and included a public event with novelist Linda Grant and a performance by the theatre company There There. This event provided a forum for members of the local community to share, explore and reflect upon a wide array of Brexit issues. BERBERICH will also engage with scholarly audiences through an edited collection under

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contract with Routledge: *Brexit and the Migrant Voice: EU Citizens in post-Brexit Literature and Culture*.

The work of UoA members has been instrumental in **applying local literary and cultural knowledge to enrich the lives of those in our city**. Working in partnership with Visit Portsmouth, FROST and BOWERS have made the city's rich and varied literary heritage accessible online for the first time, in the Portsmouth Literary Map. As part of the UoA's work with local writers and readers, we help to organise and host 'Bookfest', an annual literature festival attracting diverse audiences. A range of UoA members have shared their academic expertise by offering workshops and talks, including SYKES who hosted 'The Truth Can Be Dangerous: Telling the Stories of our Lives?', which attracted an audience of more than 60. The creativity of Portsmouth is also celebrated through 'Darkfest', an annual festival exploring all things supernatural. The festival is led by the University in conjunction with various local creative communities, including the spoken word group T'Articulation, Havant and District Writers' Circle, the Writers at Lovedean, and The Original Fareham Writers. To support this festival, HABENS and SYKES have worked with local writers and readers to hold immersive theatre, literary and creative writing events.

**The UoA has also worked with local partners to forge a network of local writers**, which has helped build a collaborative, supportive community. The *Star & Crescent* project has helped upskill approximately 300 local writers and led to the creation of a toolkit that is deployed to other cities. Participants have commented: 'We are blessed to have the S&C because there are so few places where there still is a free press!', and view the publication to be 'helping local journalists to get experience...It's a place to draw attention to issues of local and national importance'. This project has also led to the development of a Community Interest Company (CIC), *Star & Crescent Community Media*, which brings together writers and UoA members to provide advice/consultancy on writing projects and to produce collaborative funding bids, such as to the Arts Council, seeking support for a physical centre and base to co-ordinate literary and cultural activities in the city.

FORSTER ran a number of events engaging the local community as part of a successful Heritage Lottery Funding bid on 'Women's Community Activism in Portsmouth since 1960'. This included 20 volunteers receiving oral history training that they used to conduct interviews with 60 older women, including community activists and advocates for marginalised groups. The interview data was developed into a range of resources, including community events and a "teachers' pack" for local schools. Women involved in this project were empowered to retell the stories of their youth and share them with others across Portsmouth, **creating a new narrative of women's activism** in a city often dominated by its masculine naval industry. An ICS (UoA27FEMINISM) has been developed from this work.

#### 4.3 Engagement with diverse audiences and publics

**UoA members engage with diverse audiences nationally and internationally**. FORSTER sought engagement with the local BAME community in her projects by working with the Portsmouth African Women's Forum to include the narratives of Chinese, Bangladeshi and African women, ensuring a diversity of voices were heard in reshaping Portsmouth's history. As part of the Strategic Project 'Britain in Europe/Europe in Britain' (Sept 2016-July 2019), DEW

and BOWERS developed a number of events with the local Polish community. They organised a free public reading by two of Britain's leading Anglo-Polish writers and a research symposium (July 2019); ran a school engagement project (BOWERS); and produced a dual-language (Polish/English) publication aimed at a general readership on the topic of the Polish presence in Great Britain from the eighteenth century to the present (DEW). Further plans include an exhibition on the origins of the Polish Community at The D-Day Story museum in 2021, which will incorporate children's responses to the booklet. Additionally, DEW has been approached by producers of the Channel 4 programme *Britain's Most Historic Towns* to develop and present a section on the history of Portsmouth's Polish Community.

The UoA's emphasis on enriching the local community can further be seen in BERBERICH's work on the legacy of the Holocaust in the present. BERBERICH has collaborated with Mayville High School since 2016, offering yearly workshops on cultural representations of the Holocaust to Year 10 History students. The students now produce a piece of creative work as part of their Holocaust homework project. The work produced by the pupils as part of this project was exhibited, alongside UoP student work, at The D-Day Story museum in January 2018 for Holocaust Memorial Day. For Holocaust Memorial Day 2020, students from the University's partner institution, the University of Caen, also participated in the event. This will become an annual event in collaboration with The D-Day Story museum, and BERBERICH is planning to expand this to other local schools. Not only is this work important for **enriching local community relations and adding to local children's historical and cultural awareness; increased knowledge around the Holocaust is ever-relevant in a world in which anti-Semitism continues to rise.**

The Unit also draws upon, and seeks to influence, the experiences and knowledge of wide and diverse audiences. As part of the 'Lockdown Reading' project, DAVIES and colleagues produced research to support the Duchess of Cornwall's Reading Room Instagram campaign. The Reading Room digital team was able to post information about featured authors and novels to an audience of 95k followers.

#### 4.4 Contribution to the sustainability of the discipline

UoA members make **significant contributions to the sustainability of the discipline at both national and local levels.** Through their Professional Development Allowances (PDA), members are supported to participate in disciplinary groups and networks, including the British Association for Contemporary Literary Studies (BACLS), the British Association for Victorian Studies (BAVS), the British Association for Applied Linguistics (BAAL), the Poetics and Linguistics Association (PALA), the Emily Dickinson International Society, and the South Coast Eighteenth-Century and Romantic Research Group. Moreover, in order to shape disciplinary research agendas, UoA members hold a number of posts on national committees, including the British Association for Contemporary Literary Studies (DAVIES), the British Association for Victorian Studies (BOYCE), and the British Association for Applied Linguistics (HADIKIN). In addition, DAVIES was BACLS postgraduate essay prize coordinator, and BOYCE is on the panel of judges for the BAVS inaugural book prize.

**Members also help sustain the discipline by responding to and shaping national and international policies.** DAVIES' role on the Executive Committee of University English (initially

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as ECR Representative [2014-19] and now as Secretary [2019-present]) enables him to contribute directly to the sustainability of the discipline. He worked on UE's consultation response to the Higher Education and Research Bill 2016, as well as UE's REF Consultation response. At a national level, this committee work aims to sustain research funding commitments and opportunities for the English disciplines. At an international level, RODRÍGUEZ DE CÉSPEDES was invited to contribute to the creation of the European Framework of Translation competences in 2017. The framework has subsequently been adopted by 84 universities inside and outside the EU.

#### 4.5 Wider influence, contribution to and recognition by the research base

UoA members are **recognised nationally and internationally for their contributions to the research base and for their wider influence within the research community**. UoA members have contributed to the research base through editorial positions. For instance, EVANS is on the Editorial Board of *The Journal of Internationalization and Localization*; JANICKER is on the Board of *The Journal of Popular Culture*; PITTARD for *Victorian Popular Fictions*; and RINGROW for *Critical Approaches to Discourse Analysis Across Disciplines*. FINNERTY is an advisor for the *Shakespeare Criticism* book series, and FORSTER is an Editorial Reader for *The London Magazine*.

**Moreover, UoA members have been invited to be Guest Editors for several peer-reviewed journals**, including: *Cogent Arts & Humanities*; *MELUS*; *Wasafari*; *The Journal of Postcolonial Writing* (BOWERS); *Tinakori: Critical Journal of the Katherine Mansfield Society*; *Adaptation* (BOYCE); *Comparative American Studies: An International Journal* (FINNERTY); *Gramarye* (O'BRIEN); *Journal for Eighteenth-Century Studies* (PAICE); *Early Modern Literary Studies* (PRICE); *Transcultural* (RINGROW and EVANS); *The Interpreter and Translator Trainer* (RODRIGUEZ); *Humanities*; *Victoriographies* (ROUSSELOT); *World Englishes* (SARACENI); and *Modern Language Review* (WARREN).

As part of the UoA's commitment to the health of the discipline, **members undertake peer-review and refereeing work for leading journal and book publications**. They also serve as referees for funding applications. For instance, BOYCE and HADIKIN both regularly review funding proposals as part of their Executive Committee work (*British Association for Victorian Studies*; *British Association for Applied Linguistics*). BERBERICH has acted as an Assessor for funding bids with DFG (Deutsche Forschungs Gemeinde) and with the National Science Centre, Poland. In 2020, FINNERTY became a member of the AHRC Peer Review College.

**Over this REF cycle, UoA members have disseminated their work to international audiences**. Members have been invited to give over 30 Keynote Lectures and 30 invited talks, indicating their wider influence within their research communities. These include RINGROW, 'Girls are not Objects to be Consumed', at Sheffield Hallam University and SYKES, ' Duterte's Drug War', at the Global Alliance for a Humane Democratic Society. Recognition of the UoA's standing and contribution is also evidenced by the award of international prizes and fellowships. In 2017, BERBERICH was awarded a Distinguished Scientist Prize by the Venus International Foundation, and SARACENI won the 2016 British Association for Applied Linguistics Book Prize. In terms of international Fellowships, DEW received a Lewis Walpole Library Fellowship from the University of Yale, and FINNERTY received a Short-Term Visiting Fellowship from The Ministry



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of Science and Technology in Taiwan in 2017, and a Visiting Professorship at Paris Diderot University in 2016. O'BRIEN is a Visiting Fellow of Writing at University College Chichester, a Peace Ambassador for Iraq, and an advisor to the Institute of Human Dignity in the Vatican.