

<p>Institution: Plymouth University</p>
<p>Unit of Assessment: D29 English Language and Literature</p>
<p>a. Overview</p> <p>The return of this UoA comprises 10.9 FTE academic staff in English and Creative Writing [ECW]. Six new hires since 2008 have complemented existing strengths in period studies (from Early Modern to Contemporary Literature), Book History, Literatures of National Identity, and Creative Writing, a long-time specialisation since the early 1990s. Trans-Atlantic engagement has become a dedicated research interest in both critical and creative fields (following an AHRC network grant) and is reflected in our new hires and recruitment strategy. ECW is part of the University's School of Humanities and Performing Arts within its Faculty of Arts. A Centre for Humanities, Music and the Performing Arts Research (HuMPA) was established in 2009 to provide important elements of research development for ECW and related areas and to ensure strategic alignment with the University's overall research strategy and the local implementation of institutional initiatives. HuMPA funded research activity has included ECW staff archival study, conference attendance, and staff sabbaticals. Such infrastructure has enabled ECW to continue: 1) the production of 'outputs demonstrat[ing] substantial evidence of international recognition and international excellence' (RAE 2008 panel); 2) increasing enrolment of postgraduate students (HuMPA has provided 3-4 PhD studentships/year since 2010 and currently supports 4 ECW students) and the establishment of a Doctoral Training Centre (DTC) in 2012; 3) development of local, national and international collaborations that strategically extend the scope of our research activities and networks; and 4) the communicating of our research through traditional academic channels (eg publications) as well as through interactions with external bodies and the broader general public as part of our impact strategy (eg consultancies with libraries, archive holdings, town councils, and via Peninsula Arts, the University's public programming umbrella for the promotion of the arts in the Southwest).</p> <p>b. Research strategy</p> <p>In accordance with the University's Research and Innovation Strategy, we are committed to nurturing researchers and to creating a robust research environment that builds on our RAE 2008 standing as a unit whose 'research environment supported research activity that was nationally and internationally recognized.' We have developed a strategy that has also responded directly to RAE 2008 feedback on the need for more evidence of how 'institutional structures supported research [as well as the need for more]... strategic planning for the future development of research.' A professorial research consultant was hired to help ECW reconceive its internal research structures and we are now fully aligned with institutional mechanisms at University, Faculty, School, and Subject level. The cornerstone of our strategic development has been the establishment of a cross-disciplinary Centre for Humanities, Music and Performing Arts Research (HuMPA) to support and coordinate research planning across the entire School (including ECW) and to monitor KPIs for outputs, research students, and research income. HuMPA has established research clusters, including the ECW-influenced 'Constructing Creative Texts and Scores', and 'Histories, Texts and Cultures', that facilitate and support individual, inter-disciplinary, and collaborative research.</p> <p>The strategy developed focuses on (1) creating a new tripartite system of research leadership within ECW to enhance structures for mentoring, research planning, and management. This involves a research coordinator, a PGR coordinator, and an 'environment' coordinator; (2) prioritising grant capture through a peer-review system involving the research coordinator, HuMPAs Research Committee, and the University's Research and Innovation Division (thus aligning it with RCUK principles of demand management); (3) enhancing the number of postgraduate research students and providing an effective environment for the development of their work. These objectives have been implemented through mechanisms for managing research activity and developing income-generating capacity.</p>

Research activity is managed through an active policy of the recruitment of new high calibre staff of international research standing and establishing a new workload allocation model that recognizes and supports their research activity. ECW staff are able to allocate 300 hours/20% of workload to research activity. Grant capture is embedded in our culture through the use of HuMPA administrated moneys for pump priming projects and teaching relief. Internal funding is thus provided for research trips, conference attendance and organization, and a sabbatical scheme under which two ECW staff members can have extended blocks of research time each year. Grant applications are supported through the work of the research consultant and R & I research advisors, maintaining a bank of successful grant applications, and establishing Unit research away-days to identify projects, impact potential, and potential collaborations with other universities and public sector bodies. Research succession is ensured through such support as well as via mentorship schemes for Early Career Researchers, which includes the partnering of junior staff with senior staff on PGR supervisory teams.

Attainment in respect of these activities is monitored at HuMPA Director level and through the Faculty Research Committee. These bodies report on attainment and on necessary alterations to procedures and practices that are required. As a result of these initiatives, research and scholarship has been undertaken in an environment that has enabled our submitting unit to produce 13 books, 26 articles/book chapters, 2 edited books, the continuation as joint general editor of a long-running book series for Palgrave on Early Modern Literature in History, and to found and edit the internationally recognized literary journal *Short Fiction*.

Our strategy is for the long-term sustainability of ECW research and has been developed in articulation with the University Research and Innovation Strategy and its *Strategy 2020*. Our plans have identified four areas of current success and future promise as priorities for investment. (1) Creative Writing (specifically poetry). (2) Further consolidation and development of the Transatlantic Exchanges Forum through internal and external investment and partnership with a range of international. To this end, we are developing a new AHRC network bid on *Expertise and Exchange: Cultures of Natural History in the Atlantic World*, a follow-on from the earlier 'Separateness and Kinship: Transatlantic Exchanges between Britain and New England' AHRC network bid of 2009-2011. (3) Literatures of National Identity. (4) Book History, in which area Hinds has already submitted a 3-year Leverhulme bid to research and write a book on Nahum Tate, Anglo-Irish Politics, and Literary Collaboration. In the wider context of the Arts, ECW is currently instrumental in the discussions surrounding the formation of a Creative Arts and Humanities Research Institute. This is to facilitate interdisciplinary research, including cooperation with other Plymouth Research Institutes as well as external partners.

c. People, including:

i. Staffing strategy and staff development

A staffing strategy has been evolved as an integral part of our overarching research strategy. This incorporates support for early career and contract researchers under the Faculty's Researcher Development Strategy, drawn up by Moore on the basis of existing practice in the UoA and a full commitment to the Concordat on the Support of Researchers, under which Plymouth has been awarded the EU HR Excellence in Research Award. The staffing strategy implemented in the UoA covers three areas: (1) progression and support, (2) recognition, culture and resourcing, and (3) recruitment.

(1) Progression and Support. Structures have been developed to ensure that research needs, aspirations and priorities are met within each individual academic's professional development plan as well as for the subject good, in terms of continuity, retention, and succession. High-quality publications, research grant applications, and collaborative ventures are prioritised in varied ways appropriate to the career stage and level of experience. The Head of Research (Caleshu) conducts annual Personal Development Reviews and Appraisals (PDR) with all staff, considering output productivity, grant applications, ECR guidance, career progression, and research leadership succession. This review emphasises clarity of mutual expectation relative to career stage and regular feedback. In addition, career reviews are followed up in mentoring

sessions undertaken by senior staff and advised by the research consultant and in quarterly discussions with the research co-ordinator on progress against output targets and individual research trajectories. Additional PDR is carried out by the Associate Head of School (Christofides), who has line management responsibilities through the University's Performance Development Framework. The workload allocation model that has been put in place to include particular allowance for Research Active Staff, and colleagues new to the unit are excused from most administration to allow them to establish their research. All research active staff working on major projects are granted a one term sabbatical every four years, with output monitored by the Head of Research. Additionally, researchers on fixed-term contracts receive guidance on career options, feedback on applications and CVs, and support with interview preparation. Particular emphasis is placed on the development of research supervision skills and, as noted already, junior staff are matched with more senior colleagues in supervisory teams. Our six most recent appointments (Wild, Bautz, Latimer, Szczepaniak, Sergeant, Darlington) have all become part of supervisory teams within 18 months of appointment. New staff benefit further from attending a range of developmental workshops for postdoctoral and ECRs on all aspects of professional practice in the University-level Researcher Forum.

(2) *Recognition, Culture and Resourcing.* Flexibility with regard to part-time and fixed-term contracts for staff has been central to our retaining significant researchers such as Wild (a second career academic who progressed during the assessment period from a series of fixed- and part-time contracts to 0.8, then 1FTE). On another trajectory, Donovan was allowed to move from 1FTE to 0.5FTE in 2011 to allow for the development of his writing aspirations as a novelist on both sides of the Atlantic. Applications or recommendations for Promotion can be made at any time of the year and are considered bi-annually at faculty and university level and there is a clearly defined set of promotion criteria. Recognition of research performance has led four of the unit's submitting scholars to be promoted during the assessment period, two to Associate Professor (Hinds, Smith), and two to full Professor (Caleshu, Moore). The promotions process is integrated with the systems of mentoring and appraisal. For senior colleagues, an annual Faculty "Talent Review" leads to recommendations on promotion and career support. In order to facilitate career development, a funding stream of £30,000 per annum is delegated to ECW to support all researchers, including fixed-term postdocs and Associate Lecturers, attendance at conferences, support for grant applications, conference organization, archival study, and the preparations of articles and books.

(3) *Recruitment.* Staff recruitment over the past five years has been proactive in relation to the developing research strengths within the UoA. Retirements and new appointments have allowed recruitment aimed at a balance between senior researchers and up-and-coming research staff to bring the complement to four professors (2.47 FTE), 6 senior researchers (5.5 FTE), and 3 ECRs (3 FTE). The Early Modern group has grown and consolidated its concentration on the period 1650-1800 through the appointment of two mid eighteenth-century scholars (Wild and Latimer), an honorary research fellow (Joule), the appointment of Moore to the institution's first Chair in eighteenth-century literature, and the involvement of Brown as consultant and professor. The unit now has two Professors of Poetry (Caleshu and Lopez), and has made three hires to complement their trans-Atlantic interests: Donovan (Reader in Fiction), Sergeant (19th-20th century Poetry and Fiction), Szczepaniak (Creative Writing and Contemporary Literature), all of whom inform our 'Transatlantic Exchanges Forum'. That such a small unit should make the vast majority of its recent appointments at ECR or just beyond level demonstrates our commitment to nurturing talent rather than importing success.

Equality and Diversity is central to staffing policy and all staff must take and pass an E&D training course covering all aspects of employment, selection, and supervision. Recruitment and promotion are monitored for equality issues at Centre level and any issues are referred to Faculty Research Committee for consideration.

ii. Research students

Increasing our full-time PGR (and PGT) student body has been recognised as important for

building the research environment and we have achieved this through success in HuMPA studentship competitions and a conversion scholarship scheme that allows suitable existing part-time students the opportunity to become full-time. Four ECW students are currently being funded by these internal competition schemes. Three additional students are funded by foreign government scholarships and one by an AHRC Collaborate Doctoral Award. The majority of our PGR students are in the areas of Creative Writing, Modernism and 18th/19th century literary studies. Four have completed since 2008, and nine are currently in process. Students such as Vowler, Wooding, and Edgecombe have progressed from MA Creative Writing study to PHD, while PHDs and Post-Docs have gone on to academic jobs elsewhere (such as Cowie, now at York). Recruitment, retention and progress are monitored by the DTC Director via data provided by the University's E&D unit and measured against national benchmarks. These findings are discussed within School Graduate Committee and action taken where necessary.

Research students in ECW are part of a diverse postgraduate community including MA programmes in Creative Writing and English (with specialist pathways in Literature and Culture, and interdisciplinary eighteenth-century studies), and a MRes in English. They are also part of a 50-strong interdisciplinary PGR community within HuMPA. Greater integration amongst the PGR body within HuMPA has been prioritised through funding cross-disciplinary, student-led symposia. ECW students are members of the newly established, 130-strong, Faculty-wide Doctoral Training Centre in the Arts and Humanities (DTC). The DTC, operating under the umbrella of the Graduate School, is responsible for assessing and supporting a student's training needs and overseeing supervision. From enrolment to completion, students maintain a Personal Development Plan and a logbook, and are monitored via regular meetings with the supervisory team at a minimum of every three months. Students are required to confirm their project proposal (at six months full-time) and go through a confirmation of route (12 months full-time). On both occasions the proposed project is assessed by a commentator external to the supervisory team, and this assessment placed on record. An annual monitoring process allows for intervention where necessary by the Director of the DTC. Subject-specific training is provided through the DTC, as is a credit-rated research skills module that combines interdisciplinary experience – where for example our creative writing students can work alongside theatre and performance or fine art practitioners – with bespoke sessions attuned to the needs of, for example, archival researchers. Students also attend a variety of generic skills courses (including employability and professional skills), workshops and events organized by the Graduate School. Students are encouraged to spend time on campus and to be part of a community through the provision of work-space, including desks, lockers for personal items, computing, printing and photocopying facilities in the Faculty of Arts' purpose-built Roland Levinsky Building. All PGR students have access to HuMPA administered research support funds for attending and speaking at conferences, as well as for archival visits as appropriate.

Professionalization of our PGR students is achieved in numerous ways. Monthly subject research seminars pair internal and external speakers, giving PGR students both exposure to a range of expertise as well as the chance to present their own work. Most PGR students take up the opportunity of undertaking undergraduate teaching to enhance their career prospects. Teaching accreditation is provided through a scheme that leads to membership of the HEA. Further professionalization comes through internships (eg with the literary journal *Short Fiction*). Finally, ECW has a strategic partnership with the ACE portfolio-funded agency 'Literature Works', which sees our students taking up work opportunities within public and third sector bodies, such as the arts management of the Plymouth International Book Festival.

d. Income, infrastructure and facilities

Income from external bodies is £225,000 since 2008, an increase of over 300%. There has been over £50,000 of investment in the TransAtlantic Exchanges Forum (£28,000 from AHRC Research Network scheme in support of a postdoctoral fellowship, conference-organisation funding and international travel). £30,000 has recently been awarded to Smith to put in place an AHRC Network 'Alternative Spaces of the Great War', while Caeshu has received £16,400 from Arts Council England (ACE) to edit and publish *Short Fiction*. We have additionally been successful in attaining seed-corn funding under the Vice Chancellor's Community Research Awards and

Enterprise Awards. Moore won two Community Research Awards, the first for 'The Cottonian Initiative' project and a second for starting the Plymouth International Book Festival. These led to Moore gaining a Collaborate Doctoral Award amounting to £55,000 to support the Cottonian research in cooperation with the Plymouth City Museum and Art Gallery and £100,000 of Arts Council England funding to validate the impact of the Plymouth International Book Festival, co-hosted by Plymouth University with the Literature Works. Caleshu won an Enterprise Award for his role as start-up series editor of the 20 Romanian Writers Project and was part of the team that secured Romanian Cultural Institute funding of £70,000 for the University of Plymouth Press to publish the Romanian Writers Series. Smaller awards from the British Academy have also been received to support ECW staff, including Hinds's conference on the 'Material Readings in Early Modern Culture Conference' and archival work by Gray.

The establishment of HuMPA comprises a major enhancement in infrastructure for ECW. HuMPA has not only facilitated interdisciplinary research but also assigns funds to particular projects and individuals, including £45,000 per year on ECW sabbaticals, staff travel, conference attendance and archival study. The employment of research consultant, Brown, for the purpose of both strategic meetings with the research coordinators, and individual meetings with researchers, has both aided development and provided support for individual performance and outcomes (with funding applications, proposals for publications and output destination advice). The employment of 3.5 dedicated research administrators by the School aids the smooth running of research processes by supporting the allocation, distribution and monitoring of internal funding, collation of information such as PGR details, assistance with conference organization and technical support as appropriate, and help with the preparation of research award bids. An example of their role is apparent in the construction and maintenance of the 'Research in English and Creative Writing' website. The strategic imperative of establishing a balance between scholarly, academic, and operational infrastructures is the responsibility of the ECW Research Development Group, responsible to the Head of ECW and the HuMPA management board. The group meets every six weeks to review progress against agreed milestones and to ensure proper resourcing to meet those targets. ECW has been running a lively Research Seminar Series for over 10 years, including both external and internal speakers and presentations.

The greatest advance in facilities since 2008 have come in the form of our electronic library provision. As part of the School's commitment to its scholarly environment, the unit has benefited from an annual University Library investment of £70,000 to ensure that our electronic resources match our aspirations. We are now able to claim access to the key resources for our work in English and Creative Writing. The Unit has also built relationships with local external libraries, with the result that the holdings of the Plymouth Proprietary Library (including the Halliwell Phillips Collection and other rare books), Plymouth Museum's nationally designated Cottonian Collection of rare books and prints, and the significant collections of local National Trust properties are accessible to our researchers.

e. Collaboration and contribution to the discipline or research base

All of ECWs researchers identify themselves within HuMPAs interdisciplinary research themes, which bring together literary scholars, historians, art and architectural historians, theatre practitioners and musicians. HuMPA funding has enabled conference hosting and their subsequent publications (such as *Material Readings of Early Modern Culture* produced by Hinds with historian, Daybell). Moreover, significant investment in postdoctoral fellows and the funding of interdisciplinary PhD projects that involve supervision between English and History and even English and Fine Art (which is supported by HuMPA's relationship with the Centre for Media Arts at Plymouth) have been enabled. The TransAtlantic Exchanges Forum (TEF) has further been funded to support conferences and symposia across the Atlantic with scholars from history and fine art. External funding has enabled this project, in particular, to thrive beyond designated end dates, which is a key part of our strategy of sustainability.

The AHRC funded research network on 'Separateness and Kinship: Transatlantic Exchanges between Britain and New England' (Peel, 2009-2011) led to TEF, a collaborative

network of two British and four US institutions (Plymouth, the Universities of Exeter, York, Cambridge, University of Massachusetts, Boston, Amherst and Simons College) that remains a central part of the Unit's work four years after its inception. Two volumes of essays based on the conference were recently published: *Transatlantic Traffic and (Mis)Translations*, and *The Materials of Exchange between Britain and North East American 1750-1900*. Other TEF partners include the Mayflower 200 Company in Plymouth, the Plimoth [sic] Plantation Museum in Boston, the Institute for New England Native American Studies, and the Massachusetts Center for Interdisciplinary Renaissance Studies.

A second AHRC Network, 'Alternate Spaces of the Great War', has recently been established by Smith and other ECW staff (external partners are co-investigators: Dr Nadia Atia at Queen Mary's London and Dr Jane Potter at Oxford Brookes). The network aims to bring together established scholars and ECRs to address 'alternate spaces' through three themes: 'landscapes' (which considers sites of war beyond the Western Front); 'journeys' (looking at individuals' movements between different landscapes); and 'voices' (where competing representations of war can be found). The network will organize symposia around its themes and will produce edited collections, a special issue of a journal.

In addition to the collaborations with external cultural institutions described in the Impact Statement, our staff have formal relationships with more than 15 national and international HEIs and six public bodies. These include a co-ordinated network of institutions in the SW, including Exeter and Falmouth, studying the poet Charles Causley. Arts Council England's early annual funding (2006-2010) for publication of 'the visual literary journal' *Short Fiction*, has fostered collaboration between international writers and visual artists. Our ECW researchers have been responsible for devising at least one series of public lectures per year since 2004 for Peninsula Arts, the Faculty's Public Arts initiative with a remit to 'promote culture in the Southwest'. In 2012, plenary events at the international academic conference 'Contemporary Poetry and Source' were made available through Peninsula Arts to the local community and schools. Also in cooperation with Peninsula Arts and the Theatre Royal, Plymouth, ECW staff have organised a Shakespeare Festival. The Unit has also supported staff time to assist the Plymouth Proprietary Library in its bid for Heritage Lottery Funding to exploit and interpret its treasures for the public; and has supported the work of academics working as consultants with Plymouth Museum in the interpretation of its Cottonian Collection of books and prints. Lastly, HuMPA funds relationship building trips and has attracted a number of visiting academics, for example, Zhang Ying, from Fuzhou University (2011-2012), and Pei Zhenguhua from Qinghai Normal University, both from Peoples' Republic of China.

Contribution to discipline and wider esteem

a) *Judging/Refereeing/Consultancy*. We are consulted by third sector and creative industries organisations such as Arts Council England (Lopez is on the SW Regional Council of Arts Council England), the Plymouth Proprietary Library (Moore) and the Charles Causley Trust (Smith) on matters of interpretation and funding. We work in a commercial editorial capacity for University of Plymouth Press (Caleshu), and act as Research Council referees (including Smith for AHRC). Across the unit we read as peer-reviewers for academic presses including Manchester University Press, Ashgate, and University of Georgia Press, and academic journals including, *Eighteenth-Century Studies*, the *Journal for Eighteenth Century Studies*, *Literature Compass*, *The Review of English Studies*, *Scottish Studies Review*, *Modern Philology*, *The Warwick Review*, *PN Review*, and *POST: a Review of Poetry Studies*. We provide Editors of journals such as *Short Fiction* (Caleshu), *Years Work in English Studies* (Latimer, co-editor) and *The Journal for 18th Century Studies* (Joule). Brown is the joint general editor of the 'Early Modern Literature in History' series for Palgrave, and Caleshu was the start-up series editor for the *20 Romanian Writers* series.

b) *Examining*. Members of the unit have examined for higher degrees at institutions including University College London, University of Manchester, Columbia University, University of Birmingham, University of Manchester, Anglia Ruskin; National University of Australia.

c) *Conference Hosting*. In the course of this period we have established a track record for hosting high-calibre international conferences, each of which has led to (or is in the process of

leading to) publications with leading presses. These include *Place Writing Voice* (Ed Trower, Palgrave 2011) *Material Readings in Early Modern Culture* (Eds Daybell and Hinds, Palgrave 2010), *Transatlantic Exchanges: Transatlantic (mis)Translations* (Ed Peel and Maudlin, University Press of New England, 2013), *The Materials of Exchange Between Britain and North-East America, 1750-1900* (Eds. Maudlin and Peel, Ashgate, 2013), *Christopher Smart* (Ed Wild, Bucknell Univ Press), *Poetry and Public Language* (Eds. Lopez and Caleshu, Shearsman 2008), and *Contemporary Poetry and Source* (Caleshu, edition in progress). The UoA has also supported conferences organised by other parts of HuMPA, including Cultures of Correspondence, where more than half of the participants were from English Studies.

d) *Invited Speaking*. Lopez has been invited by numerous Universities and Public Arts bodies to speak about poetry as well as to read his own, including most recently at University of California, Berkeley ('Boundless Poetics Colloquium' 2012), 'University of Winchester (2012), The Poetry Project' at St. Mark's Church (2012), University of Buffalo 'Poetics' Program (2012), 'Poetry and Ideas' at Edinburgh International Book Festival ('Poetry and Ideas' symposium, 2012), 'Hay Poetry Jamboree' (2012), and Runnymede Festival in London (2012). Donovan is a fiction writer of international reputation and has given many invited readings in recent years, including at Passa Porta Festival (Brussels, Belgium 2013), Cuirt International Literary Festival, (Galway, Ireland, 2009), New York University (Ireland House, 2008), Edinburgh Festival (Edinburgh, 2008), Irish Literature Festival, (New Delhi, India 2008), Concordia University (Montreal 2008). He has also been the 'writer in residence' at the Passa Porta International House of Literature (Brussels 2013), and the Faber Academy (Dublin, 2009-2010). Among other places, Caleshu has read his poetry at University of Birmingham (2013), Bodmin Literary Festival (2013), Bath Spa University (2008), and University of Bolton (2008). He has been an invited speaker on Transatlantic Friendships at Trinity College, Dublin (2012), and by University of Western Macedonia Macedonia and Athens College, where he gave the keynote to the First International Conference in Creative Writing in Greece (2013). Brown gave the keynote address at the 'Material Readings in Early Modern Culture' (Plymouth 2008). Moore has given the keynote at the Nordic Association of Romantic Studies, at their conference *Disseminating Romanticism: European Connections and Regional Disconnections*, 7-8 March 2013, Aalborg, Denmark. He has also been an invited speaker for the international conference of the University of Leeds Sheridan project, talking on "Defining Sheridan".