

**Institution: University of Exeter**
**Unit of Assessment: 29 English Language and Literature**
**1. Overview**
**1.1 Strong and Sustainable Expansion**

Our principal strategic aim at Exeter is to maintain and develop a strong disciplinary base that covers all periods and areas of English studies, while seeking at the same time to extend our areas of expertise through interdisciplinary and collaborative initiatives. The pursuit of this strategy has underpinned continued staff expansion since RAE2008. The Department currently consists of 59 staff eligible for REF submission (a 34% increase from the figure of 44 in RAE2008 and a 168% increase from that of 22 in RAE2001). This total comprises 57 staff (55.2 fte) on Teaching and Research (T&R) contracts, an internally-funded Advanced Research Fellow who will move to a T&R contract after three years and a British Academy Post-Doctoral Fellow. The fact that all 58 of these T&R contracts are permanent indicates the very sound foundations upon which this expansion has taken place. We also have five fixed-term research fellows working on projects managed by staff and funded by large grants from the ERC, AHRC and the Leverhulme Trust. Staff are based at two sites: the Streatham campus in Exeter and the Penryn campus in Cornwall, where there is a sizeable and expanding presence (currently 9.5fte, up from 6 in 2007). The high level of University investment in the Department since RAE2008, when Exeter English finished 1<sup>st</sup> equal for percentage of 4\* research, is measured by the fact that 27 (46%) of our current T&R staff were appointed between 2008 and 2013. The role that the Department plays in the University's future plans in all areas of teaching and research is indicated by the 'early career researcher' status of 19 of these appointments.

**1.2** The vigour of the Department is evident in the growth of research funding and postgraduate numbers in the REF period. New systems and structures for supporting the conception, planning and writing of research funding applications have helped staff to obtain over £3m of awards between 2008 and 2013, with research income rising by 230% from the figure of under £600k recorded in RAE2008 to over £2m. In this same period, postgraduate researcher (PGR) numbers have risen from 55.5fte to 78fte, a 40% jump facilitated by significant internal investment in scholarships as well as AHRC funding secured under the BGAP-1 programme and from collaboration with external partners. AHRC funding will continue in the 2014-19 period due to the recent award of a £14.2m Doctoral Training Partnership to the South, West and Wales consortium, of which Exeter is a leading member, in the BGAP-2 settlement.

**1.3** The expertise of the Department covers all aspects of the subject, ranging from medieval to contemporary in its chronological scope, while its disciplinary breadth includes American Literature, Postcolonial Studies, Creative Writing, Film, Performance Studies and Digital Humanities. In 2010 English became part of a new College of Humanities (HUMS), also comprising departments of History, Drama, Modern Languages, Classics and Ancient History, Theology and Religion, and Archaeology, as well as a Film Studies programme. From September 2013 the College introduced two further programmes in Liberal Arts and Art History and Visual Culture. Staff members in English have played a major role in establishing HUMS, with **Kaye** as Dean of the College since it was established and **McRae** acting as one of two Associate Deans in 2010-13. Within English, a Director of Research (currently **McDowell**) and Director of Postgraduate Research (currently **E. Kendall**) report to the College Associate Dean of Research. All departments of HUMS share common policies relating to career development, research leave, and PGR support. English is thus firmly embedded within a thriving group of Humanities disciplines. This College structure has helped to facilitate the inter- and cross-disciplinary research that is an important context for understanding the Department's research activity as a whole as well as its plans for future development in areas such as Visual Culture and Medical Humanities.

## 2. Research Strategy

### 2.1 A Strong Disciplinary Base

We recognise that the innovative interdisciplinary work that the Department wishes to pursue depends on disciplinary strength, and that in a vibrant research culture such work often develops in tandem. Research links between staff with common interests are strengthened by the existence of four research groups within the department organized on broadly chronological lines: Medieval and Renaissance; Long Eighteenth Century; Victorian; and Twentieth- and Twenty-First-Century Literature, Creative Writing and Film and Visual Culture. The boundaries are not rigid: some colleagues belong to two research groups and staff can move between groups as their interests change and develop. Each research group meets regularly to organize teaching but also to select visiting speakers, discuss plans for seminars and conferences, and air ideas for research collaboration. Post-doctoral fellows and research students in the respective areas are integrated into conference and seminar planning. The Department also houses four research Centres which provide a particular focus for research activity and public engagement, and which have funds to organize their own series of research seminars, readings and related events: the Centre for Intermedia (dir. **Giannachi**), the Exeter Centre for Literatures of Identity, Place and Sustainability (dir. **Groom**); the Centre for Victorian Studies (dir. **Plunkett**), and the Centre for South West Writing (dir. **T. Kendall**), which since 2008 has incorporated the Programme for Creative Writing and the Arts (2002- ; dir. **Brown**). Staff are also involved in three affiliated Centres in HUMS: Early Modern Studies (dir. **Schwyzler**); Interdisciplinary Film Research (dir. **Lyons**), and Medieval Studies.

### 2.2 Interdisciplinarity and Collaboration

The shift towards interdisciplinary and collaborative projects is an ongoing strategy previously noted in RAE2008. The strategy stems both from our intrinsic belief in the intellectual value of these projects and from recognition of the increasing concentration of RCUK and ERC funding in large-scale projects. A key objective of the creation of HUMS was to facilitate intellectual exchange between humanities disciplines in order to encourage collaborative work; the pooling of research resources has also created administrative structures to help achieve this. Various dedicated administrative teams now offer greater specialist support for researchers and research students (see 3.3; 3.7). In 2011 the University launched a Humanities, Arts and Social Sciences research strategy (HASS) to bring researchers together into interdisciplinary teams clustered around six themes which were identified as being of current and future global concern and which respond to the stated priorities of major UK and international funding bodies. The University has invested £1.5m in HASS, including 1m for staffing: English has benefited with the appointment of **Funke** under the Medical Humanities theme, one of three HASS Advanced Research Fellows to join HUMS in 2013. Support for individual scholarly activities like monographs and critical editions, as well as for the activity of period-based research groups, has at the same time remained robust. Such activity is considered fundamental to the maintenance of the Department's disciplinary base and is given equal value in the treatment of research proposals and appraisals of career development.

**2.3** In line with the strategy outlined above, English has sought, and achieved, a step change in the generation of external research income to build capacity and ensure sustainability. The £3m of research funding that has been won since 2008 includes significant elements of collaboration between colleagues within the Department, with staff in other Departments, both within and without HUMS, and with other HEIs and cultural organisations. An example of the sort of collaborative research now fostered by the Department is **Schwyzler's** 'The Past in its Place: Histories of Memory in English and Welsh Locales' (2012-16), funded by an ERC Starter Grant and a Leverhulme Research Project grant. This ambitious project involves collaboration with colleagues in English, History, and Geography at Exeter, with Archaeology at the University of Chester and with external partners such as the National Trust, English Heritage and various regional cathedrals.

### 2.4 Interdisciplinary Initiatives: Visual Culture, Intermedia

Interdisciplinary research has also been fostered through a number of internal initiatives.

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English has an expanded Film unit, created following a merger with the Film Studies unit in Modern Languages; the addition of **Lim** to English provided expertise in World Cinema. Professors **Kaye** and **Giannachi**, specialists in performance and 'new media' art documentation and exhibition, transferred to English from Drama in 2011, and with them brought the Centre for Intermedia. This Centre promotes advanced cross-disciplinary research in performance and the arts through collaborations between artists, academics and scientists, particularly in relation to practices and technologies of exhibition, archiving and the replay of art and performance. The work of the Centre for Intermedia has been highlighted as a key grouping within the 'Digital Worlds' sub-theme of the Science, Technology and Culture strand of the University's HASS strategy. The introduction of Art History and Visual Culture as a programme within HUMS has led to the arrival of a team of staff with research interests in these areas. English has benefitted from this development with the appointment of **Vinegar**, whose work on post-modern theories of visual culture complements that of **Kaye**. Taken together, these changes are intended to foster links between work in new media and the established Film group, and to encourage growth in the areas of visual culture and digital humanities more generally. The changes respond to global developments in humanities, but they also build upon an area in which Exeter English already had a very strong tradition of collaboration across research groups. Collaboration between Film and Victorian Studies in the area of visual culture has long been fostered by staff involvement in Exeter's Bill Douglas Cinema Museum, which has an exceptional collection of early forms of visual media, and has resulted in publications such as *Popular Exhibitions, 1840-1914* (2011) edited by **Kember** (Film) and **Plunkett** (Victorian), an output from their AHRC-funded project 'Moving and Projected-Image Exhibition in the South-West 1820-1914' (2007-10). Another example is the collaboration of **Lyons** (Film) and **Williams** (20th- and 21st-century Literature) on research into the comic and the graphic novel, which has produced their edited collection *The Rise of the American Comics Artist* (2010). Consequently the integration into the Department's research culture of staff who specialize in visual culture and media since RAE2008 has been smooth and is opening up exciting new opportunities for cross-period and cross-disciplinary work.

### 2.5 Support for Interdisciplinarity and Knowledge Exchange: Bridging the Gaps, REACT

An example of how internal support for all forms of interdisciplinary collaboration has been made available during the REF period is the Exeter Science Exchange (2010-13), in which **Gagnier** played a leading role as a co-investigator. Supported by the EPSRC's 'Bridging the Gaps' programme (£500k plus £100k extension), the Exchange aimed to create a physical and virtual environment where researchers from different disciplines could trade ideas and build new partnerships. Projects involving English staff in collaboration with staff from science and engineering departments were among those funded by the scheme, including 'When Psychiatry Meets Literature' (**Gibson**); 'Valuing Wildness in Animals' (**Edwards**; **Spencer**); 'The Eureka Latin Verse Machine: Reconstruction, Conservation and Modelling of a Victorian Computing Device' (**Hall**), and 'Stereoscopic Histories' (**Plunkett**). Since 2012 English staff have been working with 'Research and Enterprise in Arts and Creative Technologies' (REACT), a knowledge exchange hub supported by a £3.9m AHRC grant which funds collaboration between creative economy companies and humanities scholars at its partner universities in the South West of England and Wales. **Kaye** is a co-director of REACT; **Giannachi** and **T. Kendall** have secured collaborative PhD. studentships through REACT (see 3.6); and projects in English which have won REACT funding include 'Moor Stories', a collaboration between **Giannachi** and Exeter's Royal Albert Memorial Museum to develop a mobile application that facilitates creative encounters with objects in the museum relating to the physical sites and oral histories of Dartmoor.

### 2.6 Building Capacity in Cornwall; the Environmental Humanities

In RAE2008 it was noted that English would continue to build research capacity at the Penryn campus; staff numbers have risen to 9.5fte with the appointments of **Hext**, **Kelly**, **Mukherjee**, **Preedy**, **R. Magnuson Smith** and **Stokes**. The environmental humanities is a key research theme for English in Cornwall, building on the interdisciplinary strengths of its campus: an Environment and Sustainability Institute has recently been opened at Penryn, part-funded by £23m from the European Regional Development Fund, and a Centre for Environmental Arts

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and Humanities (CEAH) has been established in tandem. English's work in the area of Environmental Humanities is channelled through ECLIPSE (Exeter Centre for Literatures of Identity, Place and Sustainability), which was founded in 2008 and is directed by **Groom**. ECLIPSE will work with CEAH to foster projects which extend across disciplines and across the Department's research groupings. Collaborative projects under the auspices of ECLIPSE have included 'Mysticism, Myth, and Celtic Nationalism: the Case of Cornwall' (AHRC grant, 2008-11; PI **Gibson**), 'Early Modern Discourses of Environmental Change and Sustainability' (AHRC Network grant, 2010-11; PI **Mukherjee**) and the ERC-funded project, 'The Past in its Place' (PI **Schwyzler**, 2012-16; see 2.3).

### 2.7 Developing and Supporting Early Career Researchers

In RAE2008, the Department noted its 'particular commitment to developing the careers of junior staff, thereby ensuring stability and continuity.' Our commitment to nurturing early career researchers and postgraduates remains fundamental: the sustainability this creates is evident in the success of scholars submitted for the first time in 2008. Their subsequent work has been recognized by awards from the AHRC (an Early Career grant to **Parker** and **Wagner**; Fellowships to **Aebischer**, **Gill**, and **Power**; a Network grant to **Mukherjee**), and the Leverhulme Trust (Fellowships to **Hall**, **E. Kendall**, and **Plunkett**; an International Network grant to **Gill**). The investment of the Department in early career researchers has continued and increased with 19 such appointments in 2008-13. Career development structures have been established to support those staff in developing their research careers during the next REF cycle up to 2020 (see 3.3; 3.4). The commitment to and success of the Department in producing the next generation of researchers is evident in the fact that of the permanent appointments made in 2008-13, three (**Feaver**, **Hext**, **Williams**) have Exeter PhDs, and six (**Kelly**, **Mukherjee**, **Paleit**, **Stokes**, **Williams**, **Zakreski**) were previously or initially employed as fixed-term Teaching Fellows. Our BA Post-Doctoral Fellow, **J. Smith**, is also an Exeter PhD.

### 2.8 Approaches to Grant Application

The emphasis on external income generation as key to a vibrant and sustainable research culture is likely to become even more important with the concentration of research funding in a changing HE landscape. Staff have been, and will continue to be, supported in efforts to win larger, collaborative awards. Several significant recent awards run beyond the REF census period, including **Schwyzler**'s ERC project ('The Past in its Place') and the AHRC grants led by **McRae** ('The Stuart Successions Project'), **McRae** and **Schwyzler** ('The Poly-Olbion Project'), **Parker** and **Wagner** ('Identity, Community and Victorian Medievalism in the South West') and **Giannachi** ('Collecting, Archiving and Sharing Performance'). The roles of **Giannachi** in the RCUK Digital Economy Hub and **Kaye** in the REACT knowledge exchange hub will also continue (for further details of these grants, see 4.1). Colleagues are encouraged and expected to work towards making regular grant applications as part of the Personal Development Review process (see 3.3), and to investigate sources of funding beyond the traditional routes of the AHRC and Leverhulme Trust, including from external cultural and commercial partners.

### 2.9 The Humanities and Social Sciences Strategy

The context for our future strategic objectives will in part be shaped by the University's HASS strategy. Identifying a number of research strengths that run across Colleges and Departments, HASS is designed to foster interdisciplinary initiatives, especially though interfaces with scientific disciplines, across six broad themes: Medical Humanities; Environment and Sustainability; Identities and Beliefs; and Science, Technology and Culture. **Brown** and **Wagner** from English are currently leading the Medical Humanities sub-theme of 'Art, Aesthetics and Creativity', which explores the multiple interfaces between medicine, the body, art and culture. University and Department resources have been directed towards the theme of Medical Humanities in recognition of the research interests already within the Department, which include the innovative work of **Richardson** on the cultural reception of Darwin and on Thomas Hardy and biology, **Plock** on Joyce and medicine and **Wagner** on medicine and political culture in the 18th-century. Along with the appointment of **Funke**, formerly research associate on the Wellcome Trust project 'Sexual Knowledge, Sexual History' in Exeter's Centre for Medical History, as HASS Advanced Research Fellow, we have

appointed **Salisbury** as Senior Lecturer in Medicine and English Literature. Salisbury is formerly RCUK Fellow in Science, Technology and Culture at Birkbeck College (2007-13), a post which has led to her current project on 'Modernism, Medicine and the Embodied Mind'. Taken together, this cluster of established interest, University investment and new appointments will enable Medical Humanities to develop into a key research theme in the Department, opening up access to funding bodies such as the Wellcome Trust, and there are plans to create a new Medical Humanities research group within English. In tandem with the research strengths that the HASS strategy has identified, Exeter English will look to be at the forefront of the changing contours of the discipline, in the belief that a flourishing research culture addresses new intellectual areas as they emerge. We aim to expand research on the interface of technology and culture, and Digital Humanities more generally, building on the incorporation of the Centre for Intermedia. A fixed-term Lecturer (teaching-only) in Digital Humanities is in place (2011-14) and a major expansion in this area is currently being planned, involving the appointment of a cluster of new staff in relevant research and technical areas.

### **2.10 Developing New Research Areas: Global Literatures, Literature and Archives**

Other areas of planned development, aside from Visual Culture, Digital Humanities and Environmental Humanities, include Global Literatures and Literature and Archives. **Gagnier** has been at the forefront of new work in the former area with the 'The Global Circulation Project', funded by a British Academy Research Development Award (2009-10) and developed with the Blackwell electronic journal *Literature Compass*, of which she is editor-in-chief. The future importance attached to this area was recognized in 2013 by the appointment of **Stadler** to bolster our provision in Global Literatures. The Department is launching a Centre for Archives (dir. **T. Kendall**) in 2014, and recruited two Lecturers in Literature and Archives in 2013: **Hay**, a prize-winning biographer, and **Henderson**, an expert in the editing of early modern manuscripts. The establishment of this new Centre is a recognition of the archival research already being carried out by staff, which ranges from work on the medieval manuscript and early printed books collections of Exeter Cathedral and Syon Abbey, which has produced the collection co-edited by **Jones** on *Syon Abbey and Its Books* (2010), to **T. Kendall's** 3-volume edition of the unpublished poems of the First World War poet Ivor Gurney, to the interdisciplinary work on digital archiving of performance by **Giannachi**. The arrival of **J. Smith** as BA Post-Doctoral Fellow in 2013 to work on the literary archive of the environmental charity Common Ground (recently added, as has been the Syon Abbey medieval archive, to the University's collections) ties together the themes of Archives and Environmental Humanities. The Centre also responds to the addition of several major archives to the University in recent years, including the papers of the Nobel Prize-winning novelist William Golding from 2014. The aim is to develop a thriving postgraduate and research culture around the Centre, encouraged by postgraduate studentships, and to create a new hub for impact activity related to engaging the public with literary heritage.

### **2.11 Maintaining PGR Numbers; the South, West and Wales Consortium**

We aspire at least to maintain PGR numbers, which have increased by 40% since 2007, at current levels. Under the AHRC's BGP-1 settlement, Exeter granted 38 AHRC studentships English and Film in 2009-13. In the same period the Department received a high level of support for PGR provision from the University as part of the £30m it has invested in doctoral scholarships since 2008, awarding 16 internally-funded scholarships, which cover full fees and match AHRC maintenance grants for three years, and 25 internal bursaries, which provide partial funding. The success of the South, West and Wales consortium (also comprising Aberystwyth, Bath, Bath Spa, Bristol, Cardiff, Reading and Southampton) in the AHRC's BGP-2 competition will result in 200 AHRC studentships being granted to the consortium in 2014-18, and planning is underway to ensure that Exeter English will continue to attract high-quality PGRs deemed worthy of AHRC studentships by the Consortium. The University will also continue to provide generous provision for studentships and bursaries in the recognition that PGR culture is crucial to the research excellence of the Department and College as well as the sustainability of the discipline. At the same time the Department and HUMS recognize the need, given the overall reduction in funding under BGAP-2, to increase the number of studentships funded by other bodies (such as the Wellcome Trust), which are attached to

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research grants and which involve collaborations with cultural partners. This latter area is one in which the Department has already been successful (see 3.6). A notable example of the sort of long-term cultural partnerships that English will look to increase is the five-year agreement from January 2012 between Exeter and the London Film School to establish a split-site programme which enables doctoral students to train in practical film-making skills.

### 2.12 An International Profile

English will also work towards enhancing the international status of its research. A new Internationalisation Strategy (2010-15) committed the University to improving the global profile of its research. Under its auspices, a scheme of Outward Mobility Fellowships and International Recruitment Awards has been introduced, funded by HUMS in order to facilitate dialogue and collaboration with international scholars through short exchange visits. Awards have already been made to **Gagnier, Gill, Kaye, McRae, Rudd, Spencer** and **Wagner** for visits to China, India, Australia, Canada and the US, and it is intended that the strategy will lead to long-term international collaborations and funded projects. In May 2013 HUMS signed a memorandum of understanding with Fudan, one of China's leading research universities, designed to deepen research links between the two institutions. This led to English hosting an Exeter-Fudan research Colloquium on 'Shakespeare Adaptations' in November 2013 and Fudan's offer to cover the costs of HUMS doctoral students attending a PGR conference in China. HUMS, ranked 65th in the 2013 THE Arts and Humanities World Subject Rankings, has made it a strategic priority to be recognized among the world's top 50 humanities institutions. English will play a central role in these efforts by seeking to extend and deepen existing research links with institutions such as Fudan and Peking Universities in China, the National Institute of Advanced Studies in Bangalore and Brown University in the US.

## 3. People, including:

### 3.1 Staffing strategy and staff development

The Department's ambition to maintain broad disciplinary coverage while taking advantage of areas of emerging research enquiry underpins its staffing strategy since 2007, which is characterized by continued expansion and concentrated investment in early career researchers. An account of appointments since 2008 is given below; all of the appointments cited are permanent other than the BA Post-Doctoral Fellow.

#### Research Groupings

- The already substantial Medieval and Renaissance research group has been significantly augmented by five lectureships: at the Exeter Streatham campus, **Harris** brings expertise in 17<sup>th</sup>-century religious and women's writing, **Paleit** in humanism and classical reception, and **Henderson** in the culture of 17<sup>th</sup>-century scientific discovery and manuscript studies, while at Penryn, **Mukherjee** specializes in early modern environmental discourses and Anglo-Indian connections and **Preedy** in 16<sup>th</sup>-century drama.
- In the Long 18<sup>th</sup>-Century group, provision in Romanticism has been transformed with the appointments at Streatham of **Bernhard Jackson**, who has published mainly on Byron; **Crawford**, who joins from a JRF in Cambridge and has written monographs on the Romantic reception of Milton and on the Gothic; **Hay**, whose biography of the *Young Romantics* won the 2010 British Academy Rose Mary Crawshay prize, and at Penryn of **Stokes**, a Coleridge specialist, and **Kelly**, who specializes in Irish and Celtic Romanticism. A further addition to the group at Streatham is **Rudd**, who works on relations between England and India in the 18<sup>th</sup> century.
- **Bernhard Jackson** and **Hay** are currently working on Victorian projects, and the renowned Victorian group has been augmented at Streatham by **Zakreski**, who works particularly on 19<sup>th</sup>-century women's writing, and at Penryn by **Hext**, whose first book is on Walter Pater.
- The Twentieth- and Twenty-First Century group has been dramatically expanded, particularly in the field of Modernism, with the appointments of **Bolin** (Beckett and the novel), **Martin** (Woolf; Lawrence), **Plock** (Joyce and Irish literature) and **Stark** (Pound and poetics). The appointment of **Salisbury**, also a Beckett specialist, as Senior Lecturer

in Medicine and English Literature is central to the strategy to grow Medical Humanities (see 2.9). **Funke**, the HASS Advanced Research Fellow in Medical Humanities, has interests in literary culture and theory from the Victorian to the contemporary periods. The arrival of both **Moynihan** (from a Leverhulme Early Career Fellowship) and **McWilliams** broadens coverage of Irish writing from Modernism to the contemporary novel as well as maintaining strength in American and Canadian literature. Our new BA Post-Doctoral Fellow **J. Smith** works on contemporary poetry and nature writing. **Williams** contributes to research strengths in American studies and post-colonial literature, as well as visual culture through his work on comics and the graphic novel; **Stadtler**, new Lecturer in Global Literatures and author of a book on Salman Rushdie and Indian cinema, adds to the growing interest in Anglo-Indian cultural relations across research groups which is represented also by **Mukerjee** and **Rudd**. Film and Visual Culture have been strengthened by the additions of **Lim** from Film Studies and **Kaye** and **Giannachi** from Drama, and the appointment of **Vinegar** to direct the Art History and Visual Culture programme. The two members of our Creative Writing team who left during the REF period have been replaced by two novelists: **Feaver** at Streatham and **R. Magnuson Smith**, who is charged with establishing Creative Writing at Penryn.

### 3. 2 Category and Gender Composition of the Department

The Department is currently composed of

- 10.1fte Professors
- 5fte Associate Professors
- 17.1fte Senior Lecturers
- 23fte lecturers
- 1fte Advanced Research Fellow who will become a permanent lecturer in 2016
- 1fte British Academy Post-Doctoral Fellow (2013-16).

Of these colleagues, 26.1fte or 46% are female. This is up since 2007 both in terms of headcount (17) and percentage (39%). Of these female colleagues, 1fte is an Advanced Research Fellow, 13fte are lecturers (57% of the total number of lecturers), 5.1fte are Senior Lecturers (30%), 4fte are Associate Professors (80%) and 3fte are Professors (30%).

#### Retention and Promotion

70.5% of the staff who were in post at the end of 2007 remained in post by the end of May 2013. The percentage of staff on fixed-term Teaching and Research contracts was 4.5% at the end of 2007 and is now 0%. In the same period, there have been 10 promotions to Senior Lecturer, 6 to Associate Professor, and 2 to Professor.

### 3.3 Personal Development Review; Professional Development Programme

All English staff (including Education and Scholarship (teaching-only) lecturers and Associate Research Fellows attached to funded research projects) follow the university's Performance Development Review (PDR) programme, consisting of an annual appraisal plus two shorter meetings with an allocated Academic Lead from among senior staff. The PDR reviews past performance, particularly in the past year but within an overall window of three years, to clarify roles and responsibilities and to identify future development opportunities in the areas of teaching, research, impact and administration. Mentoring also takes place through meetings with Research Group heads. Reports on research-related activity are fed through to the Director of Research who meets with staff to discuss and review research plans, particularly in relation to funding applications. Staff development is fostered by an annual Research Monitoring exercise, which reviews publications, grants and impact work. Staff appointed at Lecturer level follow a five-year Professional Development Programme (PDP), with promotion to Senior Lecturer at the end of PDP subject to meeting performance thresholds. Accelerated promotion to Senior Lecturer after three years is possible in cases of exceptional performance. All Exeter departments are committed to implementing the Concordat to Support the Career Development of Researchers in line with the university's Concordat Implementation Plan (2009). In English, early career researchers are allocated lighter teaching loads so as to maximize research trajectories at this critical stage. Mentoring by Academic Leads ensures fixed-term researchers employed on projects have separate meetings for project development and career development while fixed-

term staff are fully integrated into the PDR system, receiving advice from Academic Leads and the Director of Research.

### **3.4 A New Research Leave Policy**

An element of our drive for sustainability has been the adoption since 2010 of a new policy on research leave. Research leave is no longer awarded according to an entitlement of one semester in every seven but on the basis of an application which makes a strategic case, addressing such issues as the potential contribution of the nominated individuals to the REF in terms of outputs; the possible benefits in terms of research income generation; possible benefits in terms of impact and knowledge exchange activity; the use made of the last period of leave; the period since last award of leave to that individual, and, overall, the relationship between the list of applicants and the overall demographic profile of the discipline at Exeter. Career development of our many early career researchers is an important factor in the award of leave periods. In practice this policy means that 15-20% of E&R staff are granted institutional research leave each year.

### **3.5 Research Students: Expansion**

The Department's commitment to developing the careers of junior staff extends to its postgraduates as we regard them as equally important to the sustainability of the discipline. English (including Film) has in 2013 a headcount of 124 PhD students, an increase of 100% over the 2007 number of 62 recorded in RAE2008 and of 300% over the 2001 figure of 30. The increase in part-time doctoral students is evident in the fact that this headcount of 124 comprises 78fte. English has awarded PhDs to 87.2fte since 2008, whereas RAE2008 recorded awards to 43fte from 2001-7, again an increase of over 100%.

### **3.6 Research Students: Increased Investment and Support**

University investment in postgraduates that recognizes their contribution to research culture ranges from increasing individual studentships to the £2m refurbishment of the Old Library, now renamed the Research Commons, with increased study spaces, a new Special Collections Reading Room and enhanced storage of, and access to, Research Collections. From 2010, HUMS matched studentships were awarded in designated strategic areas of Digital Humanities, Environment and Sustainability and Medical Humanities, supporting areas of growth which have been identified under the University's HASS strategy. In 2012, for example, 19 studentships were awarded in English and Film: 10 discipline/themed AHRC studentships (e.g. English; Film; Digital Humanities etc.); 1 AHRC project studentship; 2 Exeter-REACT collaborative studentships; 4 Exeter-London Film School awards; 1 Exeter-Great Western Research collaborative studentship; and 1 International Student Doctoral Award. All of these awards consist of fees plus maintenance equivalent to AHRC awards or better. Additional studentships have been awarded by such bodies as the European Social Fund and the Wellcome Trust (1 each in 2010). Colleagues have been encouraged to apply for collaborative doctoral funding awards and their success in doing so has led to studentships funded in collaboration with Gloucestershire Archives (2008) and the National Trust (2011). English has won 3 of the 4 collaborative PhDs supported at Exeter by REACT, the AHRC knowledge exchange hub, since REACT was established in 2012: external partners in these studentships are Tate; Gloucestershire Archives; and the Royal Albert Memorial Museum and Art Gallery, Exeter.

### **3.7 Supporting PGRs to Completion and Career**

All research students are appointed first and second supervisors, and a mentor who has a pastoral role and who makes contact with the student at least once a term. All supervisors conduct an annual research training audit. In order to monitor students' progress and ensure timely completion, Graduate Progress Committee (GPC) meetings are held twice a year between the student and first and second supervisors; these meetings review work undertaken and establish goals for the next GPC. All GPC progress reports are reviewed by the Director of Postgraduate Research and the group of departmental research directors in HUMS, chaired by the Associate Dean for Research. Postgraduates belong to the large College Graduate School which runs a research, training and professionalization programme of fortnightly seminars for all first-year postgraduates, as well as an annual conference. College-based training is



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complemented by the University's Effective Researcher Development Programme which provides generic skills workshops for all PhD students; it covers skills for the successful completion of the research degree, and for career development for future academics, as well as those looking outside academia. PhD students, with the approval of their supervisors, are invited to participate in the Teaching Assistantship programme, which has been nationally acknowledged (by CCUE, the Council of Deans of Arts and Humanities, UKGrad and the English Subject Centre) as a model of graduate professionalisation. In their first year, TAs assist a seminar leader in a field related to their research; they also complete an accredited Learning and Teaching in Higher Education Course (Stage 1 is compulsory; Stage 2 is optional). In their second year, TAs teach their own seminars, with feedback and support from course convenors. PGRs are fully integrated into the Departmental research culture: they form part of the Research Centre management boards; they are appointed as Research Assistants on staff research projects or staff-led conferences; and there is a fortnightly lunchtime staff/PGR seminar series where PGRs present their work. Postgraduates receive £200 p.a. for research support and are given a photocopying and inter-library loan allowance.

**3.8** PGRs are encouraged to organize conferences as part of their professional development. Recent examples include 'Strange New Today: Victorians, Crisis and Response' (2011); 'Reweaving the Rainbow: Literature and Philosophy 1850-1910' (2010); 'Critical Theory: Violence and Reconciliation' (2010); 'The Boundaries of the Literary Archive' (2009); 'Studies Beyond the Screen' (2009); and the 'British Association for American Studies Postgraduate Conference' (2008). Conference grants have been awarded by, among others, the British Association of Victorian Studies, the AHRC Beyond Text Scheme and the *Screen* 50th Anniversary Postgraduate Scheme. Arts Council funding aided the 2007 foundation by two PhD students of *Riptide*, a bi-annual anthology of new short fiction which has published the work of students at all levels of study. Publishers who have awarded contracts to our Creative Writing PhDs students include Granta, Vintage, Harvill Secker and Bloomsbury. **Feaver**, our new appointment in Creative Writing, is one of these former PhD students. Apart from the three former PhD students employed by the Department as permanent E&R lecturers, a further two are permanent Education and Scholarship (E&S; teaching-only) lecturers and 6 are fixed-term E&S lecturers, one of whom, Jennifer Barnes, has secured a permanent post in English at Dundee University from Jan. 2014. Our PGRs regularly obtain research and teaching posts at other HE institutions.

## 4. Income, Infrastructure and Facilities

### 4.1 Research Awards

In keeping with the Department's strategic aims, there has been a 230% increase in research income, from the figure of £598k recorded in RAE2008 to £2.058m in the REF period. This income enables English to ensure the current and future dynamism of the department and of the discipline more widely. Prestigious grant successes have been achieved across the full disciplinary range, while also exemplifying our commitment to collaborative and interdisciplinary work. The major grants which ran and were awarded during the REF period listed below reflect the diversification of funding sources beyond the AHRC and Leverhulme; those awarded to **McRae, McRae** and **Schwyzler, Plunkett** and **Kember**, and **Schwyzler** also had or have post-docs and/or PhD studentships attached, supporting both the department and discipline by fostering these early career scholars.

- 'Moving and Projected-Image Exhibition in the South-West 1820-1914' (AHRC Grant, £207k), 2007-10 (PIs **Plunkett** and **Kember**)
- 'Mysticism, Myth and Celtic Nationalism' (AHRC Grant, £252k), 2008-11 (PI **Gibson**)
- 'The Global Circulation Project' (British Academy Research Development Award; 90k), 2009-10 (PI **Gagnier**)
- 'From Climate to Landscape' (European Social Fund Grant; £600k of which £200k to English), 2009-12 (CI Adeline Johns-Putra, at Exeter, 2001-12)
- 'Horizon' Digital Economy Hub (RCUK; £14.5m; £237k to Exeter); 2009-14 (**Giannachi**)
- 'Bridging the Gaps: Trading Ideas to Promote Multidisciplinary Collaboration' (EPSRC grant; £612k of which £50,000 to English) 2010-13 (CI **Gagnier**)

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- 'Community, Identity and Victorian Medievalism in the South West' (AHRC Early Career grant, £146k), 2011-14 (PI **Parker**; CI **Wagner**)
- 'Performing Documents' (AHRC Grant; £429k; £99k to Exeter) 2011-14 (CI **Kaye**)
- 'Speaking with the Dead: Histories of Memory in Sacred Space' (Leverhulme Trust Research Project Grant; £208,737), 2011-14 (PI **Schwzyer**)
- 'The Stuart Successions Project' (AHRC Grant; £452k), 2012-16 (PI **McRae**)
- Research and Enterprise in Arts and Creative Technologies (AHRC Knowledge Exchange Hub; £3.9m; £229k to Exeter), 2012-16 (CI **Kaye**)
- 'The Past in its Place: Histories of Memory in English and Welsh Locales' (ERC Starting Grant €1,261,625), 2012—16 (PI **Schwzyer**)
- 'The Poly-Olbion Project' (AHRC Grant; £387k), 2013-16 (PI **McRae**; CI **Schwzyer**)
- 'Collecting, Archiving and Sharing Performance' (AHRC Grant; £270k), 2014-16 (PI **Giannachi**)

Other notable awards which give a sense of the great diversity and range of activity in the Department include AHRC Network Grants to **Mukherjee** ('Early Modern Discourses of Environmental Change and Sustainability', 2010-11) and **Plock** ('Tailored Trades: Clothes Labour and Professional Communities' (1880-1939), 2013-14). AHRC Leave Awards/Research Fellowships amounting to a total of £200,000 were won by **Aebischer** (Renaissance), **Gill** (20th/21st-Century), **Lyons** (Film), **Power** (18th-century) and **Spencer** (18th-Century). **Giannachi** received a Digital R&D Fund award (AHRC, ACE and Nesta) in collaboration with computer scientists in Nottingham to research engagement with digital media at Imperial War Museum. The Leverhulme Trust awarded a Philip Leverhulme Prize to **McDowell** for his work on early modern literature (held 2008-11; £70k) and Research Fellowships worth a total of £205k to **Edwards** (Renaissance), **Hall** (Victorian), **E. Kendall** (Medieval), **Plunkett** (Victorian), **Schwzyer** (Renaissance) and **Spencer** (18th-Century). Leverhulme International Network grants were won by **Gill** ('Cultures of the Suburbs', 2011-14) and **Lim** ('Chinese Cinemas in the 21st Century', 2012-13). **Gagnier** was awarded a Leverhulme Visiting Professorship to bring Professor Laura Doyle of the University of Massachusetts Amherst to Exeter in 2010. **Richardson** held a Wellcome Trust Leave Award in 2012-13 for her work on Hardy and biology. **Brown** secured 30K from Arts Council England in 2009 to fund writers-in-residence. The British Academy awarded colleagues 8 Overseas Conference and Conference Grants and 9 Small Research Grants.

#### 4.2 Research Infrastructure; Open Access; Grant Application Support

The success of English in generating research income is underpinned by a strong scholarly, organizational and operational infrastructure. Since 2007 there has been University investment of £7.5m in the Main Library. The English Library Budget is £80K annually, divided between Research Groups. The University has also invested heavily in electronic resources: digital provision includes all major e-journal and digital archives. The University received significant funding to support Open Access funding from both RCUK (£500k) and the Wellcome Trust (£90k), and completed a successful £250k project funded by Jisc to embed a culture of Open Access across the institution. The University has developed an institutional repository (ORE: Open Research at Exeter). In English E&R staff have personal allowances of £1000 p.a. for research travel and expenses, and a further £20k Small Grants Fund, the only such fund in HUMS, is available to support attendance at international conferences, as well as impact work, on application. Each year, English appoints a number of PhD bursary holders (usually 6-8) as assistants to support staff projects. In return, the research assistants receive appropriate training and experience. All research grant applications are supported, in the first instance, by discussion with the Director of Research and an allocated mentor and subsequently, for larger bids, by a peer review meeting which draws on expertise from grant holders across English and HUMS. Operationally, HUMS has a dedicated administrative team who work with staff on costings and management, and a further senior administrator who advises on technical appendices and IT aspects of applications. Further university operational support comes from Research and Knowledge Transfer, Research Accounting, and the Web Team. Our strategy is to ensure organisational and operational support to direct the scholarly vision of staff to the most appropriate application.

## 5. Collaboration and Contribution to the Discipline or Research base

### 5.1 A Culture of Regional, National and International Collaboration

Significant growth in the volume of externally-funded projects has gone hand-in-hand with an increase in the number of national and international collaborations. These collaborations have been with colleagues in science as well as humanities disciplines; they involve partnerships with commercial and cultural organizations as well as HEIs. They have been key to impact activities as well as research outputs. In terms of broader support beyond the discipline to other HEIs in the South West, of particular note is **Kaye's** role as a Co-Director of REACT. Academic partners of REACT include Bristol, Exeter, UWE, Cardiff and Bath, alongside BBC, Tate, English Heritage, Hewlett Packard, National Trust and Welsh National Opera. **Giannachi** is PI for Exeter in the 'Horizon' Digital Economy Research Hub, led by the University of Nottingham with 36 academic, cultural and commercial partners; she is currently collaborating with Tate and the Met Office Hadley Centre. Internationally-focused research is exemplified by **Gagnier's** position as head of the 'Global Circulation Project' (see 2.10), which has 18 international section editors and participants from Asia, the Americas, India, and Australasia. Other examples include **Gill's** Leverhulme International Network, 'Cultures of the Suburbs', which is in partnership with Kingston (UK); Jain (India); Hofstra (US); Griffith (Australia), and NUI, Maynooth; and **Groom's** 'Atlantic Archipelagos Research Project', in association with the Moore Institute, NUI, Galway. An example of regional collaboration is the involvement of **T. Kendall** and **Gill** in 'Wordquest Devon', a project developed in association with regional creative agencies and Devon County Council to engage the public in explorations of Devon's literary heritage (see REF3a). This record of external collaboration stems from the organizational structures (particularly Centres) established in English and its strategic commitment to interdisciplinary work. Major grants listed in 4.1 involve collaboration with colleagues in other universities, including Bristol (**Kaye**), Chester (**Schwzyer**) and Oxford (**McRae**). Our research projects, exemplified by Schwzyer's 'The Past in its Place' (see 2.3), are increasingly founded in collaboration with colleagues in other Exeter departments.

### 5.2 Other Forms of Research Activity

International conferences and workshops are regularly organized by colleagues, often under the auspices of research centres and/or funded projects. They have increasingly become a means of facilitating collaboration and an interdisciplinary mode of enquiry. Staff were involved in organizing over 30 conferences or workshops in the REF period. Significant examples held at Exeter across research groupings include: the Exeter Medieval Mystic Symposium that runs tri-annually (**Jones**; 2008, 2011); 'Britain and the Muslim World: Historical Perspectives' (**Maclean**; 2009); 'Recasting the past: Early Modern to Postmodern Medievalisms' (**Wagner, Parker and Schwzyer**; 2011); 'Meter Matters: New Approaches to Prosody, 1780-1914' (**Hall**, 2008); the William Golding Centenary Conference (**T. Kendall**; 2011); and the British Association for American Studies Annual Conference (2013; **Gill, Moynihan and Williams**). Leading journals edited by staff include *Literature Compass* (**Gagnier**, editor-in-chief); *Literature and History* (**Plock**, co-editor) and *Shakespeare Bulletin* (**Aebischer**, general editor). Colleagues have sat on the editorial boards of over 40 journals in 2008-13; they have given over 200 readings, keynote and invited lectures around the world, and they have acted as external examiner of over 40 doctorates. They have also made important contributions to research councils and subject bodies. Rick Rylance departed in 2009 to become Chief Executive of the AHRC. Other notable roles have been held by **Kaye** (AHRC Strategic Review Group, 2011-13); **McRae** (AHRC Advisory Board, 2013-16); **Gagnier** (President, British Association for Victorian Studies, 2009-12); and **Richardson** (Executive Committee, Council for College and University English, 2010- ).

### 5.3 Conclusion

RAE5 in 2007 concluded that 'English at Exeter is in an exciting period' with 'unprecedented growth in staffing'. That growth has been sustained and continued at all levels to create a research culture of great diversity and energy. Exeter English looks to the future with confidence in its strong disciplinary base and structures of support for world-leading research, and with ambition in its interdisciplinary and collaborative vision.