

Institution: University of East Anglia

Unit of Assessment: 30

1. Unit context and structure, research and impact strategy

Located in the School of Politics, Philosophy, Language and Communication Studies (PPL) in the Faculty of Arts and Humanities, Philosophy has grown from 6.3 FTE Category A research staff submitted in REF 2014 to 10.2 FTE. The unit includes two Professors, five Readers/SLs, and four Lecturers, and is demographically reasonably diverse (6 nationalities; age range 30s-60s; 9 male, 2 female colleagues). The unit's research is characterised by interdisciplinary engagement, by commitments to methodological pluralism and to societally relevant impact, and by the desire to fill important functions in the ecology of UK philosophy through distinctive research in and beyond mainstream analytic philosophy. The unit's mutually interacting strengths include:

- environmental and political philosophy;
- experimental philosophy and cognitive science;
- Wittgenstein and ordinary language philosophy.

In a strategic expansion reflective of its interdisciplinary engagement, the unit crosses organizational boundaries. At its core is PPL's Philosophy sector, with its own Head, Research Lead, and Course Director, and ten research-active staff (8.7 FTE). A Leverhulme Early Career Fellow (Janosch **Prinz**) belonged to the sector from 2017-19. Two political philosophers are based in PPL's Politics sector. One experimental philosopher (Paul **Engelhardt**) is located in the School of Psychology. One member of the Philosophy sector (Philip **Wilson**, 0.5 FTE) is submitted with UoA25, and one political philosopher (Alexander **Brown**) is submitted with UoA19 (for outputs) and UoA30 (for impact), reflecting the interdisciplinary nature of their research. In this REF period, these fourteen researchers published nine monographs, twelve edited collections and special issues, and five further books (editions, translations, etc.) The eleven colleagues submitted exclusively with UoA30 published five monographs (three OUP, two Routledge), nine edited collections/SIs, and over 100 articles and 70 chapters. The unit benefited from grants worth £749,251 and HESA-recorded research spend worth £396,457 (up from £62,056 reported in REF 2014). 18 PGR students were awarded a PhD (up from 12).

a) Research strategy

In REF 2014, UEA Philosophy's strategic aims were to grow interdisciplinarity through building up research strengths in two emerging areas, (1) environmental philosophy and (2) experimental philosophy. The unit intended to develop its strong research profile in Wittgensteinian philosophy, metaphilosophy, and ancient philosophy. A university-wide post-REF review helped the unit refine this strategy to maximise benefits from the integration, in 2014, of the School of Philosophy into the multi-disciplinary PPL School, and of interaction with the recently established School of Psychology. The unit sought to increase interdisciplinary and interinstitutional collaboration with a view to leveraging its resources towards these objectives:

- 1) build up a research strength in environmental and political philosophy that generates societally relevant impact;
- 2) build up a research strength in experimental philosophy and cognitive science that promotes methodological innovation;
- 3) maintain a research strength in Wittgensteinian and ordinary language philosophy;
- 4) strike a balance between focus and diversity in research by generating research which interacts with the unit's main research strengths, on a range of further topics.

To attain these objectives, the unit has sought to embed a vibrant, sustainable, and inclusive research culture that encourages long-term project planning, integrates ambitious research agendas with grant capture and impact plans, and promotes intra- and especially interdisciplinary collaboration, nationally and internationally, including with the global south (see Sections 3-4).

1. Environmental and political philosophy

Evidence of attaining objective (1) is provided by research highlights including four monographs with OUP and Routledge (**Brown** and Rupert **Read**), and an article in the *American Political Science Review* (the most prestigious politics journal worldwide) (Michael **Frazer**), by two REF

impact case studies (ICS), grant awards worth over £300k (Section 3a), and seven PGR students contributing to the area (Section 2b).

The unit's research has been at the forefront of moving environmental and political philosophy from pure value theory to empirically informed approaches that take into account specific political situations, individuals' lived experience, and public thinking about the target phenomena, and seek to inform political decision-making, legal, and academic practices. **Frazer** engaged in methodological reflection to understand and guide this transition, examining how academics' ethical and political responsibilities should influence their methodological choices. **Brown's** research extracted normative proposals for how to deal with (the frustration of) legitimate expectations and with hate speech, from analyses of relevant concepts, normative and empirical investigations of the relevant phenomena, and their legal, political, social, and cultural circumstances. **Prinz** employed qualitative empirical and philosophical methods to study the conceptual frameworks citizens use to evaluate political legitimacy and to extract normative consequences for democracy theory. Thomas **Greaves** deployed phenomenological approaches in environmental philosophy to investigate sources of ecological value. Through collaborative projects, **Read** refined normative principles to guide policy surrounding climate change and critically examined ongoing discourse of 'natural capital' with a view to influencing government policy on the economic valuation of nature. In a GCRF-funded project with a Brazilian psychologist, James **Andow** deployed concepts from environmental ethics to inform work in environmental psychology that studies environmental attitudes and values in different world regions with a view to developing strategies for behavioural change.

2. Experimental philosophy and cognitive science

Evidence of attaining objective (2) is provided by research outputs including an OUP monograph (John **Collins**), articles in high-impact journals including *Mind and Language* (7), *Synthese* (5), *Philosophical Transactions of the Royal Society*, and the *Journal of Semantics*, agenda-setting collections and conferences (Section 4c1-2), participation in a Marie Curie International Training Network ('LanPercept: Language and Perception'), grant income over £200k (Section 3a), a new, innovative MRes programme (Section 4c1), and seven PGR students contributing to this area.

The unit's research has been at the forefront of methodological innovation, expanding experimental philosophy in terms of both philosophical scope ('beyond intuitions') and empirical methods ('beyond the questionnaire'). This research has grown from an interdisciplinary collaboration between philosopher Eugen **Fischer** and psycholinguist **Engelhardt**, initiated in 2013. Building on LanPercept's development of new behavioural and neurophysiological techniques to study language, perception, and the interaction between the two, this collaboration pioneered the use of psycholinguistic methods including eye tracking in experimental philosophy. It adapted these methods for the study of natural language reasoning ('experimental argument analysis') and the development of experimental ordinary language philosophy. This research interacted with experimental (**Engelhardt**) and theoretical (**Collins**) work on central linguistic phenomena (word meaning, syntax, sentence-level meaning, and pragmatics), informed by psycholinguistics and theoretical linguistics, respectively. The hiring of **Andow** (2017) built up critical mass in experimental philosophy and expanded methodological repertoire and topical coverage. **Andow's** work is distinctive by adapting methods from social psychology to address issues in aesthetics, epistemology, and metaethics. Philosopher of science Maria **Serban** works on computational explanations in cognitive neuroscience. Her hiring (2020) extends the unit's range of interdisciplinary engagement from the behavioural sciences to the neurosciences.

3. Wittgenstein and ordinary language philosophy

Evidence of attaining objective (3) is provided by research highlights including two monographs (OUP and Routledge; Oskari **Kuusela** and **Read**), two agenda-setting collections (Routledge), articles in *Synthese*, 18 invited contributions to topical edited volumes, 13 Wittgenstein-related PhD projects, and a biweekly international Wittgenstein workshop that, in this REF period, attracted over 50 external speakers from 16 countries for discussion of ongoing work.

UEA philosophers have developed different understandings of Wittgenstein's methods and made Wittgensteinian ideas productive in diverse applications. **Kuusela** studied Wittgenstein's extension of logical methodologies in their historical context and has advanced the emerging research area of Wittgensteinian ethics. **Fischer** explored how psycholinguistics can provide empirical foundations for ordinary language philosophy. **Read** developed post-therapeutic

Unit-level environment template (REF5b)

interpretations of Wittgenstein and deployed Wittgensteinian ideas in environmental philosophy and the philosophy of film.

4. Balance between focus and topical diversity

Evidence of attaining objective (4) is provided by 35 research outputs by Catherine **Rowett**, Davide **Rizza**, **Serban**, and **Wilson** which include two monographs (OUP and Routledge; **Rowett** and **Wilson**), five edited collections (Routledge, Palgrave, and SIs), articles in leading journals in ancient philosophy (e.g., *Oxford Studies in Ancient Philosophy*), the philosophy of mathematics (e.g., *Philosophia Mathematica*) and philosophy of science (*Synthese*, *Philosophy of Science*, *BJPS*), and three translated/edited books.

This research interacts with the unit's main strengths. Research in ancient philosophy and in the philosophy of translation is cross-fertilised by Wittgensteinian ideas. Research in philosophy of mathematics includes a collaborative impact-related experimental philosophy project on mathematical intuitions. Research in the philosophy of science focuses on computational explanation utilized in cognitive science.

b) Impact strategy

Within a supportive institutional framework (see Section 3b), the unit develops extra-academic impact from research that reflects longstanding research interests or commitments of its members. With a long-term approach, the unit develops underpinning research and impact across REF cycles, by developing extant ICS in new directions, in response to changes in the relevant target (e.g., policy) areas. Where possible, impact projects are integrated or translated into grant bids.

Reflecting its commitment to extra-academic impact, the unit has developed three ICS. 'Reinterpreting the Precautionary Principle and elaborating its consequences for government, media and civil society' builds on the REF 2014 ICS 'Guardians for future generations' and addresses related concerns from a more pragmatic perspective, geared towards more direct implementation. The ICS reflects the longstanding contribution of lead **Read** to Green politics (Section 4b). Collaborations with other researchers and stakeholders were facilitated by an AHRC network (2016-18) and follow-on grant (2019-20). 'Combating hate speech' is anchored in an ambitious interdisciplinary research project **Brown** started to pursue in the previous REF period. 'Teaching Mathematics of Infinity' (in development for the next REF) arises from a research collaboration between **Rizza** and renowned mathematician Yaroslav Sergeyev (Calabria). All three impact projects benefited from annual funding across the REF cycle and from organizational support (Section 3b). Internal grants worth £49,702 funded research assistants to co-author policy papers and reports, teaching buy-out, research expenses (YouGov polls), travel to meetings with policy makers (including UK government ministers and audiences at Chatham House and the Davos World Economic Forum), stakeholders (including prosecutors, police, NGOs, internet companies, national school boards and educationalists), and dissemination of publications targeted at extra-academic stakeholders.

c) Future research strategy

Over the next cycle, the unit will reinforce its distinctive research strengths in environmental and political philosophy and experimental philosophy and cognitive science. It will do so through:

- strategic staff recruitment;
- extending and further intensifying interdisciplinary collaboration within the PPL School, with UEA's environmental and climate science units, and with the School of Psychology;
- benefiting from two new university-wide strategic initiatives, 'ClimateUEA' and 'CreativeUEA', to foster research in experimental environmental philosophy and the cognitive science of creative thought;
- continuing to facilitate bottom-up collaborative research initiatives with interdisciplinary and interinstitutional partners.

In addition, the unit will maintain its strength in Wittgensteinian philosophy, a mainstay of its PGR recruitment. All strategic areas will engage in interinstitutional collaborations, including with regional and international UEA partners in the Eastern Arc and Aurora universities networks.

The unit will build on both extant and fresh research and impact work to develop extra-academic impact in and beyond environmental and political philosophy. Research themes targeted for impact development include environmental values and valuation (**Andow**, **Read**), post-growth conceptions of wellbeing (**Read**, **Rowett**), and STEM education, where we plan to

develop an ambitious new collaborative impact project combining the ongoing ICS 'Teaching Mathematics of Infinity' (**Rizza**) with research on how cognitive neuroscience can inform our approach to science education (**Serban**). Building on extant and nascent collaborations with Brazil (**Andow**) and India (**Rizza**) (see Sections 2a3 and 4b), these impact projects will include substantive collaborations with the global south.

d) Research integrity and open research environment

The University has [implemented](#) the UUK Concordat to Support Research Integrity (see REF5a). The unit's empirical research involving human participants has been approved by the University's General Research Ethics Committee and (since 2019) the new Humanities Research Ethics Subcommittee. The School of Psychology Research Ethics Committee approves studies using resources from that School.

In this REF cycle, researchers have made data sets available upon request. For the next cycle, we aim to make data sets publicly available through PURE and OSF. We have begun to pre-register experiments and contributed to the most extensive effort to date to systematically investigate replicability in experimental philosophy (Cova et al. 2018).

Copyright permitting, research papers or pre-prints are made available through PURE, the PhilPapers repository, and online platforms including ResearchGate and academia.edu. Dissemination benefits from an Open Access agreement between UEA and major publishers including Springer, Taylor and Francis, and SAGE. UKRI Open Access Block Grant funds help purchase Open Access rights for key publications not covered by these agreements. Arts and Humanities Faculty (HUM) support is available where papers do not qualify for UKRI support.

2. People

a) Staffing strategy and staff development

1. Staffing and recruitment strategy

The unit relies on indefinite appointments to full-time positions, which contribute to or complement its distinctive research strengths. It focuses recruitment at the Lecturer level and subsequent career development. It is open to part-time work to meet evolving individual circumstances. Evidence of staff satisfaction is provided by an outstanding retention rate. In the census period, one colleague retired (Mark Rowe, SL, 0.3 FTE) and one colleague (Lecturer Yuri Cath, 1 FTE) moved to an equivalent position at La Trobe University, in his native Australia.

The unit's current complement is 10.2 FTE. This includes six philosophers who contributed to UEA's REF 2014 philosophy submission: **Collins** (Professor), **Fischer** (Reader), **Kuusela** (SL), **Read** (Reader), **Rizza** (SL), and **Rowett** (Professor). In 2020, Rowett took partial retirement (from 1.0 to 0.2 FTE, after leave of absence to serve as MEP, 2019-2020).

The unit's research power was increased by a transfer from a teaching to a research-and-teaching contract (**Greaves**, SL) and strategic investment in new indefinite appointments: Lecturers **Andow** (Jan 2018) and **Serban** (Feb 2020) increase the unit's strength in experimental philosophy and cognitive science as well as in its strategically targeted impact areas (Section 1). A planned third appointment could not proceed beyond post release, due to uncertainty associated with the COVID-19 pandemic. Plans are kept under review.

The unit's research power was further increased by integrating researchers based in other sectors: political philosopher **Frazer** (appointed Lecturer 2015 in Politics, coming from Harvard) and experimental philosopher **Engelhardt** (Lecturer, School of Psychology). In addition, the unit supported a Leverhulme ECF (**Prinz**, 2017-19). The unit has a well-balanced age and seniority structure and expects to see only 0.2 FTE (**Rowett**) take retirement in the coming REF cycle.

2. Staff development

The unit's mechanisms to support staff development at all career stages are guided by the UK Concordat to Support the Career Development of Researchers. An annual appraisal procedure works in tandem with an annual research plan review (see Section 3b1). These processes are pre-structured by detailed forms and serve to discuss objectives for research, teaching, and leadership, how the institution can better support these, perspectives for career progression, and training needs and opportunities. In 2015/16, UEA instituted an annual research output review, which allows researchers to calibrate their plans and ambitions. Mentoring arrangements are put in place for all incoming colleagues and are available for all colleagues upon request. Both HUM

Faculty and PPL School regularly offer workshops on writing funding applications. An annual competition for HUM Faculty training awards worth up to £1,000 supports development of new research skills at all career stages. The University's Centre for Staff and Educational Development offers training to enhance skills including IT, communication, teaching, project management, and people skills. A personal research allowance (£500-£1000 p.a., across this REF cycle) as well as several School- and Faculty-run schemes (see Table 1) support conference travel, workshop organisation, etc. A transfer scheme has supported the transfer of colleagues from teaching-focused contracts to research-and-teaching contracts. It reduced the teaching-and-administration workload for one year and provided mentoring and feedback on in-development outputs, membership of an Early Career Researchers' Forum, and external review of research outputs generated. Consistent with Athena Swan commitments, regular Faculty-level workshops explain promotion requirements and process. Evidence of effectiveness is provided by two successful transfers to research-and-teaching positions (**Greaves** and **Wilson**, who is submitted to UoA25) and several promotions (**Fischer** from SL to Reader, **Frazer** from Lecturer A to B to SL, **Greaves** from Lecturer to SL, **Rizza** from Lecturer A to B to SL, and **Engelhardt** from Lecturer to SL, two with effect from 1/8/2020).

3. Support for early career researchers (ECRs)

The unit supports early career researchers through workload management, dedicated funding schemes, regular participation in early career fellowship competitions, and by hosting external colleagues as academic visitors. ECRs receive a workload reduction equivalent to 0.1 FTE during five years from their first appointment and workload credit for the development of new courses. The Faculty runs an award scheme to support ECRs in developing innovative and distinctive research programs (£10,000 pa, grants up to £2,500), and an ECR Forum, which covers topics such as applying for fellowships, securing book contracts, and networking. The University runs the V-C's GCRF scheme to support ECRs from targeted countries. In 2020, it introduced a competitive Special Merit in Research award for researchers on fixed-term contracts. The unit received funding from ECR and GCRF schemes.

The unit participated each year in Leverhulme ECF and British Academy Post-Doctoral competitions. In the census period, it has hosted a Leverhulme Fellow (Prinz, 2017-19) and three international ECR academic visitors: Assistant Professor Hiroshi Ohtani, Musashino University, Tokyo, Japan, April 2014-March 2015, and Associate Professor Justin Sytsma, Victoria University of Wellington, NZ, March-April 2020, worked with **Fischer**. Associate Professor of Psychology Zenith Delabrida, Universidade Federal de Sergipe, Brazil, May-August 2019, worked with **Andow**. Delabrida was funded through a V-C GCRF Fellowship from UEA. Evidence of success is provided by high-profile publications and career progression (Prinz to a permanent position at Maastricht University, Ohtani to an Associate Professorship at TWCU Tokyo).

4. Policies for research support

The University's workload model protects research time, balancing it with other duties. It has been developed in close consultation with academic staff and local UCU representatives, and is used to develop annual allocations, which are individually agreed with staff. The model takes into account all areas of academic work and reserves 40% of Category A staff's working time for research activities. This includes six semesters of a combined workload where research counts for 30% of contracted hours, and the right to apply for a six-month research sabbatical for the seventh semester. Work on ICS is supported with a 10% workload allowance.

Study leave is geared towards high-quality outputs and may support grant applications and impact work. Applications detail research projects for the leave period and are accompanied by research plans covering a longer period. A report on the leave is requested within a month of completion. Research plans can be modified in consultation with the Faculty's Associate Dean for Research and School Research Director. The process is designed to help researchers make the most of the leave period. All eligible UEA philosophers have benefited from study leave in this REF cycle, 3 more than once.

The University rewards staff for carrying out research and impact by according achievements in this area a major role in deciding promotions, special increments, and discretionary awards. Research achievements are celebrated in regular Research Bulletins, at annual Faculty research showcase events, a University-wide Researcher Summit, and on social media.

b) Research students**1. Recruitment and studentships**

In this census period, the unit has recruited 21 PGR students (19.5FTE). 18 completed their PhD, up from 12 PhDs awards reported for the previous REF cycle. The unit focuses on recruiting PGRs with research interests that are closely aligned with its research strengths, to maximize productive interactions with different supervisors and within the peer group. Accordingly, 16 of 18 PhD projects completed in this cycle fall in the unit's three distinctive areas of strength.

The unit supports applications for scholarships by active mentoring including prospective supervisors' feedback on draft applications. 13 PhD students recruited during this REF cycle have been supported by scholarships. These include six AHRC scholarships, dispensed through the AHRC DTP Consortium for Humanities and the Arts South East England (CHASE; renewed 2018), and seven competitively awarded Faculty, School, or other scholarships. The resulting PhD community has been internationally diverse (with students from Austria, Denmark, France, Hong Kong, Italy, Pakistan, Romania, Syria, and the UK) and inclusive (including part-time and disabled students, >30% female). A *co-tutelle* arrangement with the University of Bordeaux (2012-17) illustrates the unit's commitment to internationalization.

2. Monitoring and support

The unit's PhD students benefit from effective supervisory, monitoring, and support mechanisms. Each student is assigned a primary and a secondary supervisor. Interdisciplinary research is supported by interdisciplinary supervisory teams. Skills training needs are assessed at the beginning of the course. Under a probationary system introduced in 2015/16, students devote the first 6-9 months to preparing a detailed statement of intent / research plan, and a first draft chapter. These materials and a record of completed training activities are reviewed at a meeting with the supervisory team and 1-2 further assessors (interdisciplinary, where appropriate). The panel confirms candidates on the PhD program or redirects them to the MPhil. Monthly meetings with the primary supervisor are complemented by termly progress meetings with the supervisory team, throughout the course. Progress meetings regularly consider ongoing and planned research, training needs, and career development. High standards of supervision are ensured through generous workload allocation (50 hours/year/student for primary supervisors) and supervisor training (refreshed every three years). Completion rates are excellent. The only PT student to start in this REF period passed her viva within seven years. All 19 full-time students due to complete (viz., starting in 2010/11 to 2015/16) received a research degree (18 PhDs, one MPhil).

3. Skills development and career development

PhD students have benefited from skills and career development support at the level of the unit, the Faculty, and the successfully renewed AHRC DTP Consortium CHASE. The unit's PG workshop combines discussion of PhD research with sessions on discipline-specific aspects of professional skills (conference submissions, summer school applications, etc.). The Humanities Graduate School PPD program uses the AHRC-approved Vitae framework to provide a wide range of more generic training on PhD processes, practical research skills, communication skills for securing intra- and extra-academic impact, teaching skills, and planning for academic and extra-academic careers. Further training events, workshops and masterclasses are available from other faculties and through CHASE, whose offerings are responsive to student initiatives. Initially restricted to DTP-funded scholars, CHASE events have become available to all PGR students at member institutions. The unit ensures all philosophy PhD students acquire teaching experience, once confirmed on the program. To ensure the program's responsiveness to student needs, student feedback is elicited through termly progress meetings (above), the Humanities Graduate School Student Forum, and the Postgraduate Student Experience Survey.

PGR research benefits from several grant schemes. CHASE supports placements and organization of academic conferences. The Faculty's Research Support Grants (up to £1,000 per student) support primary research activities. Conference grants (up to £1,000 per student) support conference contributions. Engagement, enterprise, and employability (EEE) grants (up to £3,000) support knowledge exchange with organizations and individuals in the non-academic, public, and private sectors, e.g., through seminars or conferences. Some of the unit's PGR students further benefited from CHASE placements, including a 2-month placement at the psycholinguistics lab at NTNU Trondheim, 2017, and funding for academic conferences (e.g., 'Uniting two perspectives

on mental illness: philosophy and linguistics', Sept. 13-14, 2018). PGR research is recognized through annual Faculty-level prize schemes for research articles, teaching, and public engagement (£200 each). Philosophy students have won research and teaching prizes.

Several measures integrate PhD students into the unit's research community: the PG workshop is a key instrument for cohort building and peer learning. Both staff and PhD students nominate speakers for the research seminar, and guest speakers are often asked to stay for a discussion with PhD students working in their area, beyond their talk. Six PhD students co-organized international conferences with staff, four co-edited volumes (Collins & Dobler, OUP 2018; Fischer & Curtis, Bloomsbury 2019; Kuusela, Ometita & Ucan, Routledge 2018).

Evidence of effectiveness is provided by completion rates, publications, and academic placement record. Within a year of completion in this REF cycle, students published in peer-reviewed journals including *Synthese*, *Philosophical Psychology*, *Philosophy of Science*, and *Philosophical Investigations*. Students completing their PhDs in this REF cycle went on to hold post docs, fellowships, and lectureships at the University of Pittsburgh, the LSE, Copenhagen University, University of Amsterdam, Amsterdam University College, TU Berlin, Bucharest (New Europe College and Humanities Research Institute), University College Dublin, University College South Denmark, and UEA (Medical School and Philosophy). To date, four have obtained permanent academic positions.

c) Equality and diversity

Measures taken at the University, Faculty, School, and unit levels complement each other to ensure equality and diversity. [Successful submissions](#) to the Race Equality Charter, Stonewall, and Athena Swan document the University's commitment to diversity across several dimensions (see REF5a). The Faculty has introduced dedicated funding schemes to support researchers with parenting or caring responsibilities. Faculty schemes ease return to work after extended (>6 months) parental leave or ill health (by facilitating short-term staff support or equipment purchase), cover childcare expenses during conference or research trips, and assist with COVID-related disruption. The School was one of the first non-STEM departments in the country to secure an Athena Swan Bronze award for its work on eliminating gender bias. It will shortly apply for the Silver award. In recruiting academic staff and PhD students, the School specifically encourages applications from groups currently under-represented at UEA. Difficulties in attracting strong female candidates prompted critical reflection on recruitment processes, which traced problems to post releases granted too late in annual recruitment cycles. Earlier interviews (November 2019) led to hiring of Maria **Serban**. Gender balance is achieved on interview panels, short-listing panels, and Promotions Committees at all levels. All panellists benefit from unconscious bias training. The unit modified the timing of research and research training events to make attendance easier for colleagues and students with childcare or caring responsibilities.

At PGR level, specific provision is made for part-time and distance students. A fifth of training programmes produced by the Humanities Graduate School has long been available online (pre-COVID). An annual weekend PPD event replicates key offerings from the full-time programme. Supervision arrangements are flexible and responsive to student needs. The Humanities Graduate School piloted the £300k 'Courage' project (2019-20), co-funded with the ESRC and Catalyst Fund, to improve institutional practices and well-being among PGRs.

To ensure staff wellbeing, the University has launched a new staff wellbeing strategy (2020) and has complemented existing counselling services with a dedicated Employee Assistance Programme (provided through Health Assured). The unit has supported colleagues during periods of adversity with flexible reassignment of duties and discrete personal support. In appraisals, unit members report high levels of satisfaction with the collegiality of the working environment.

3. Income, infrastructure and facilities

a) Research funding

In this REF period, the unit benefited from grants worth £749,251 and a HESA-recorded research spend worth £396,457. This constitutes a marked increase from the £62,056 external research income reported in REF 2014.

The unit's research in experimental philosophy and cognitive science benefited from an EU Marie Curie International Training Network grant worth EUR 4Mio. At UEA, 'LanPercept: Language and Perception' (£397,865, 2013-17, £210,411 this cycle, Co-I **Engelhardt**) produced

two PhD students who co-authored articles in high-impact journals including *Cognition* and *Frontiers in Psychology*, and proceeded to post-docs at the Universities of Hertfordshire (5-year) and East Anglia (2-year). It also facilitated the use of new methods in subsequent experimental philosophy research (Section 1b2).

The unit's research in political philosophy benefited from two notable grants: A Leverhulme Early Career Fellowship (£155,000, 2017-19) supported **Prinz's** project 'More Democratic, More Realistic: Toward a Diagnostic Approach to Legitimacy', which has so far produced seven journal articles. The Spencer Foundation grant (£38,012) for **Frazer's** project 'The Ethics of Political Activism in the Humanities and Social Sciences' (2019-20) will deliver outputs in the next REF cycle. The same project attracted a – declined – grant (US\$39,794) from the Wisconsin Center for Ethics and Education.

For its environmental philosophy research, the unit was awarded the NERC grant 'Why should Ecosystem Services be used for Poverty Alleviation? Establishing the ethical foundations of ESPA' (£48,473; 2015-17) and two AHRC grants: the research networking grant 'Debating Nature's Value' (£24,323; 2016-18) provided the foundation for the follow-on funding project 'Taking the Debate on Nature's Value to the Valuers' (£39,606; 2019-20). These grants were instrumental for developing the ICS 'Reinterpreting the Precautionary Principle and elaborating its consequences for government, media and civil society' (see ICS) and in forging lasting links to research users in areas including accountancy and politics. These environmental philosophy projects have so far produced eight research publications by PI **Read** and Co-Is.

The unit obtained a further £41,072 in smaller grants from the Analysis Trust, Aristotelian Society, British Logic Colloquium, British Society of Aesthetics, British Society for the History of Philosophy, British Society for the Philosophy of Science, Mind Association, Nuffield Foundation, Wellcome Trust, Society for Applied Philosophy, Swedish Research Council, Linguistic Association of Great Britain, and SWIP UK. Of these, £11,000 supported consultancy work. The remainder, complemented by over £4000 in internal funding, mainly supported twelve conferences and symposia at UEA, including six international conferences which attracted 50-100 participants each and led to outputs including special issues and edited volumes (see Sections 4c1-2). Strategies for research income generation are detailed below.

b) Organisational infrastructure

1. Research planning

To facilitate long-term planning that integrates ambitious research agendas with grant capture and impact plans, members of the unit participate in an annual research plan review. Colleagues discuss their achievement of objectives over the past year and evolving forward plans for the next two years with the School Research Director and the Philosophy Research Lead. The process encourages high-risk, high-gain research, and the translation of research into grant applications and impact projects at the appropriate points of each project cycle. To encourage high-risk research, the process is supportive of evolving research plans and tolerant of uneven pace of progress where ambitious, well-designed research plans do not lead to immediate success.

2. Research and impact support

Unit members' research is supported through a workload model, a study leave scheme, a research allowance, competitively awarded seed and impact funding, and the University's Research and Innovation Service.

- The *workload model* reserves 40% of Category A staff's working time for research, with further 10% reduction of teaching load for work on ICS (Section 2a4).
- All academic staff can apply for, and typically receive, 6 months of *study leave* after every six semesters of teaching (Section 2a4).
- *Financial research support* is available through an annual research allowance for each Category A research staff. In PPL, the allowance varied between £500 and £1000 in this REF period and was mainly used for conference travel. Since 2015/16, the School runs a seed fund scheme that supports research projects at their pre-fundable stage, by facilitating pilot studies or small workshops to initiate collaborations. An internship scheme allows the recruitment of paid student interns for assistance with research projects. The Faculty helps staff develop their research and research skills through five further schemes (Table 1).

Table 1 – Research funding schemes

Funding scheme	Maximum award per person, per year	Amount awarded per annum
School-level Seed Fund	£500	< £15,000
Faculty Small Awards scheme	£500	£10,000 - £15,000
Publications Fund	£1000	£10,000 - £15,000
Research Training Fund	£1000	< £10,000
Annual Adventures in Research (ECR only)	£2500	< £10,000
Childcare Conference Support	£500	< £5000

The unit benefited from 1 ECR and 5 Faculty small awards, jointly just under £4,000, and School seed fund awards jointly worth £5100.

- *Financial support for impact, engagement, and innovation* activities is made available through five further schemes.

Table 2 – Impact (IEI) funding schemes

Funding scheme	Maximum award per project, per year	Amount awarded per annum
Engagement Fund	£500	< £10,000
Faculty Innovation Fund	< £2000	< £30,000
University Proof of Concept Fund	< £20,000	< £100,000
University Development Fund	< £50,000	< £200,000
Pro-Vice Chancellor's Impact Fund	No set limit	£150,000

The unit's three completed and ongoing ICS received in total £49,702 from the Impact Fund (see Section 1c), which supports all aspects of work towards ICS for submission both in the current and in the next REF-cycle.

- *Further support for impact* is provided at School, Faculty, and University levels. In PPL, an experienced academic serving as 'Impact Champion' provides advice and organizes regular workshops for peer discussion of ongoing impact projects. UEA organizes annual reviews of draft ICS, where academics, impact officers from the University's Research and Innovation Service, and external experts provide constructive feedback.
- The University's *Research and Innovation Service (RIN)* supports grant applications and impact projects. It disseminates funding opportunities, assists with the preparation of research funding bids, facilitates grant-writing workshops for specific schemes, operates a Faculty-wide peer-review college that supports grant application through constructive criticism, manages relations with funding bodies, and hosts visits by their representatives. It offers project management, consultancy, contract, and enterprise support, and oversees training in good research practice. Relationship Managers support the development of ICS (and enterprise) through advice and facilitate contacts with potential delivery partners and stakeholders. The service also supports the systematic gathering of evidence of impact. A Project Officer and a Humanities Research Manager provide bespoke support.

3. Research fora and groups

Research is facilitated through lively research fora and research groups. The Philosophy Research Lead (**Fischer**) organises a biweekly research seminar with predominantly external speakers. To maximise its usefulness as networking tool, unit members nominate in turn guest speakers they would like to work with, who often stay on for discussion of possible collaborations, joint grant bids, etc., or of a supervisee's work). In this REF period, the seminar has attracted over 70 external speakers from countries including Australia, Canada, France, Germany, Israel, Italy, New Zealand, Poland, Spain, the UK, and the US. A biweekly Wittgenstein workshop, run by **Kuusela**, discusses pre-circulated work in progress by internal and external speakers. It attracted over 50

external speakers from 16 countries. The interdisciplinary Ethics Forum, founded in 2015 and co-directed by **Frazer**, brings together ethics researchers from philosophy, politics, international relations, law, business studies, medicine, language and communication studies to discuss work in progress from internal and external speakers. Environmental philosophers further participated in UEA's Ecology Group in which researchers from development studies, politics, communication studies, and philosophy develop work in progress and grant bids, as well as the HUM Faculty's Environment, Space, and Place Research Group, which catalyses interdisciplinary collaborations in the humanities. They received support from the University's ClimateUEA hub (with an Academic Director, Executive Officer, and Administrator) which fosters interdisciplinary collaborations addressing climate change.

c) Operational and scholarly infrastructure

Research is supported by a dedicated library budget for philosophy that complements subscriptions to multidisciplinary publication packages. The dedicated journal spend increased from £56k (2014) to £83k (2019), while the mean annual spend for discipline-specific books was just under £96k (2015-19). Subscriptions include the Cambridge Companions Online, Cambridge Journals Online, JISC Journal Archives, JSTOR, MUSE, Oxford Scholarly Editions Online, Philosopher's Index with Full Text, Philosophy Documentation Centre, Routledge Handbooks Online, SpringerLink Collection, SEP, Wiley Online Library, Primary Source collections including EEBO, ECCO, Early European Books, and JISC Historical Texts, ProQuest Dissertations and Theses, Academic Search Complete, Web of Science and Scopus. UEA's Library, recently refurbished, also has an excellent audiovisual collection.

Unit members have individual or larger shared offices. All have personal IT access. Doctoral students have workstations both within the HUM Faculty PGR suite and in library carrels. Quantitative researchers are provided with cutting-edge equipment. Experimental philosophers have access to state-of-the-art laboratory facilities at the School of Psychology, including an EyeLink 1000 eye tracking system (worth £35k) and a BrainAmp MR 64-channel electroencephalography (EEG) system (£80k).

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

a) Research collaborations and interdisciplinarity

Collaboration and interdisciplinarity are at the heart of UEA Philosophy's research strategy (Section 1b). Evidence of success is provided by interinstitutional collaborations, interdisciplinary and co-authored research outputs, collaborative impact projects, and participation in major interinstitutional or interdisciplinary grant bids.

Interinstitutional collaborations include the

- Marie Curie Training Network 'LanPercept: Language and Perception' (2013-17) with eight universities in six European countries and two business partners (lab equipment manufacturer Tobii and the Valencian Institute of Neurorehabilitation) (Co-I **Engelhardt**);
- BSA Connections project 'Aesthetics in Mathematics' (PI **Rizza** with Co-I Angela Breitenbach, Cambridge, 2014);
- AHRC Network project 'Debating Nature's Value' (PI **Read** with Co-I Aled Jones, Anglia Ruskin, 2016-18);
- AHRC FOF project 'Taking the Debate on Nature's Value to the Valuers' (**Read/Jones**, 2019-20), with the Institute of Chartered Accountants as collaboration partner;
- joint conference organisation and grant application with the German Research Council's (DFG) Priority Program in experimental pragmatics (XPrag) (PI **Fischer** with Markus Werning, Bochum, and Maria Spsychalska, Cologne, 2019)

Publications evidence strikingly high levels of interdisciplinary engagement: Nine (of eleven) unit members have published interdisciplinary research outputs and six have co-authored collaborative interdisciplinary outputs. This includes work at the intersection with Classics (**Rowett**), digital humanities (**Andow**, **Fischer**), film studies (**Read**), linguistics (**Collins**), mathematics and economics (**Rizza**), political science (**Frazer**), and psychology (**Andow**, **Engelhardt**, **Fischer**). Unit members contributed to 52 collaborative and (co-)

authored 53 interdisciplinary research publications, together representing about half the unit's outputs.

Exemplars of interdisciplinary collaboration include that between philosopher **Fischer** and psycholinguist **Engelhardt**, which originated a new research programme (experimental argument analysis). It involved the first use of advanced methods from psycholinguistics (pupillometry, eye tracking) and computational linguistics (distributional semantic analysis) in experimental philosophy and the first adversarial collaboration (with Justin Sytsma) in the area; it led to the discovery of a previously undocumented cognitive bias, that supported fresh reconstructions of influential philosophical arguments. This research has involved international collaborators from Italy, Germany, Japan, and New Zealand, and led to 12 publications. Further interdisciplinary – and interinstitutional – collaborations in experimental philosophy include **Andow's** research on epistemic normativity and environmental attitudes, with cognitive psychologist Kelly Schmidtke (MMU, UK) and environmental psychologist Zenith Delabrida (Brazil); and **Rizza's** research on understanding the mathematics of infinity, with science education researcher Paola Iannone (Loughborough). Interdisciplinary collaborations have also made key contributions to the three ICS the unit developed in this REF cycle (Section 4b). **Serban's** incipient impact project on science education and communication builds on a collaboration with science education researchers Hanne Anderson and Sara Green (Copenhagen). Unit members were involved as PI or Co-I in nine major interinstitutional or interdisciplinary grant bids (to AHRC, BA, ERC, ESRC, Leverhulme; 3 successful, 1 pending).

b) Engagement with research users, beneficiaries, and diverse communities

The unit's research responded to international and national policy priorities by contributing to efforts to mitigate climate change, manage diverse societies, and improve STEM education. For each of these priorities, the unit has supported work on an ICS to build up relations with a diverse range of research users and beneficiaries, and to maximize the societally relevant impact of its research.

The ICS 'Reinterpreting the Precautionary Principle and elaborating its consequences for governance and for media' (**Read**) develops and advocates tools to assess risk and environmental policy measures. It involved interdisciplinary collaboration with financial analyst Nassim Taleb and economist Molly Scott Cato, MEP. It has achieved impact through commissioned briefings to research users including UK government officials including the responsible Secretary of State, two All-Party Parliamentary Groups (Agroecology and Limits to Growth), opposition parties, the European Parliament, and presentations at a Bank of England seminar, Chatham House, and the Davos World Economic Forum. An AHRC FOF grant supported interaction with researchers and practitioners in philosophy, politics, sustainability science, ecology, and policy studies, and the Institute of Chartered Accountants.

'Combating hate speech' (**Brown**) achieved changes to policy recommendations by the Council of Europe, primary UK legislation, and policy positions and operating procedures of NGOs including Stop Hate UK. Brown achieved this impact through interactions at several levels: He had regular contact with key staff at the European Commission against Racism and Intolerance (ECRI), UK MPs, and representatives of UK Home Office and Ministry of Justice. He interacted with stakeholders (Home Office, Law Commission, and NGOs) at ECRI seminars and a policy summit he organized. He contributed to Law Commission events and provided training for managerial and helpline staff of Stop Hate UK.

'Teaching Mathematics of Infinity' will introduce a new applied computational paradigm into school teaching on an international scale. Philosopher of mathematics **Rizza** translated his interdisciplinary research – including collaboration with mathematician Yaroslav Sergeyev – on machine-implementable computations into dedicated teaching resources, in collaboration with UK education researchers and secondary schools. To promote wider uptake in teacher training and teaching, Rizza has begun to engage with researchers and practitioners in mathematics education further afield, through presentations at major international conferences in applied mathematics and for mathematics teachers (e.g. NUMTA2019, M3HPCST, IcM35 plenary session) and teacher training events including webinars sponsored by the Central Board of Secondary Education of India (CBSE). Current delivery partners include the CBSE and the UEA India Dialogue network. The CBSE

coordinates about 21,000 schools in India and 26 other countries. It is in discussion with Rizza about school trials in India, targeted as one of the fastest-growing countries worldwide to expand its numeracy base.

Beyond this impact work, the unit's commitment to realizing benefits to the wider society is evidenced by activities including **Rowett's** service as Member of the European Parliament (2019-20) and **Read's** work for a political think tank (Green House, throughout this REF cycle) and, as spokesperson, for an environmental movement (Extinction Rebellion, since 2019). The unit has further contributed to political debate through several interventions on national and regional radio and television programs (including **Frazer's** multiple appearances on regional radio and **Read's** appearances on Radio 4's *Today Program* and BBC's *Question Time* and *Politics Live*). It also contributed to the intellectual life of the local community through annual public lecture series funded by the Royal Institute of Philosophy, with panel discussions and talks by UEA researchers and external speakers.

The unit has supported an outreach program that delivers tertiary-level philosophy education to inmates of UK prisons. Initiated by UEA PhD Ben Walker in 2013, the CRITO project works with the unit's curriculum, including its research-led teaching, to improve the intellectual skills, moral outlook, and life opportunities for incarcerated students. Since 2019, this education is accredited by UEA.

c) Contributions to the research base

1. Promoting methodological innovation

The unit has taken a leading role in promoting methodological innovation in philosophy and, specifically, the uptake and adaptation of empirical methods for philosophical purposes in the UK (and Europe). Unit members have done so through conference organisation, editorial activity, and new research skills training offerings. With local co-organisers, **Andow** organised annual international conferences of the Experimental Philosophy Group UK he co-founded (Oxford 2014, Nottingham 2015, Reading 2016, UEA 2017, UCL 2018). This regular conference in experimental philosophy was the first of its kind outside the USA and catalysed the development of a cis-Atlantic research community in experimental philosophy. **Fischer** co-organised the UEA conference that was dedicated specifically to exploring new empirical methods ('beyond the questionnaire') in experimental philosophy, and a conference bringing together experimental philosophy and experimental pragmatics (Bochum, Germany, 2019). Two agenda-setting collections catalysed experimental work in applied philosophy (*Ratio* SI 2017, ed. **Andow**) and the use, in experimental philosophy, of sophisticated methods from the behavioural sciences and digital humanities (Bloomsbury 2019, eds. **Fischer** and Curtis). The unit helped set up a new 'Experimental Philosophy' pathway in UEA's MRes Social Science Research Methods course, in 2017. This interdisciplinary programme is the first in the UK specifically dedicated to providing philosophy graduates with quantitative and qualitative research skills in empirical research, for new applications, in philosophy.

2. Conference organisation

Unit members have promoted new research agendas by organising over twenty conferences, symposia, and workshops. These events cover all the unit's areas of strength and include twelve events at UEA. Six were international conference with 50-100 participants. At UEA, **Collins** organised an interdisciplinary conference with philosophers and linguists (2014) and **Kuusela** organised two international conferences (2015) and three symposia (2016, 2018, 2019) on Wittgensteinian themes, including two events on the emerging fields of Wittgensteinian perspectives on ethics and politics. **Prinz** organised three conferences (2018-19) exploring diagnostic approaches in political philosophy and realist and pragmatic approaches to democratic legitimacy which contest the empirical-normative divide. **Read** organised a symposium on 'post-truth' (2017). **Rizza** organised a BSA Connections Conference on aesthetics in mathematics (2014).

Fischer, Frazer, Rizza, and Serban served as section chair or programme committee members for major conferences, including the 8th AISB symposium on Computing and Philosophy (2015), European Consortium for Political Research (ECPR) Methods of Political Philosophy section (2016, 2018, 2019), 6th International Conference of the Scandinavian Association for Language and Cognition (SALC6, 2017), Nordic Network for Philosophy of

Science (2017), Society of Industrial and Applied Mathematics (NUMTA19, Philosophy of Mathematics stream, 2019), 1st European Experimental Philosophy Online Conference (2020).

3. Editorships

Unit members take on editorial responsibilities in all areas of research strength: **Collins** is associate editor of *Linguistics and Philosophy*, **Greaves** of *Environmental Values*, and **Kuusela** is an editor of the *Nordic Wittgenstein Review*. Unit members serve on the editorial boards of: *Brain Sciences* (**Engelhardt**), *British Journal for the History of Philosophy* (**Rowett**), and *Philosophical Investigations* (**Read** and **Rowett**). **Fischer** edits Routledge's book series *Wittgenstein's Thought and Legacy* and **Kuusela** serves on the editorial board of Springer's *Nordic Wittgenstein Studies* and Anthem Press's *Wittgenstein* book series. **Andow**, **Read**, and **Rizza** edited special issues of *Ratio*, *Nordic Wittgenstein Review*, and *Philosophia Mathematica*, respectively.

4. Service to research councils and learned societies

Rowett served as AHRC Strategic Reviewer (2010-16), on the Leverhulme Advisory Panel (2012-19) and on the European Science Foundation College of Experts (since 2019). **Collins** serves on the panel for the Leverhulme Prize (since 2015). **Fischer** (since 2017) and **Rowett** (until 2016) serve on the AHRC Peer Review College. **Rowett** is Member of Council for the Royal Institute of Philosophy (since 2008) and Secretary of the Southern Association for Ancient Philosophy. In addition, unit members performed reviews for national and international funding bodies including the European Science Foundation (**Fischer**), Croatian Science Foundation (**Fischer**), Czech Science Foundation (**Rowett**) ESRC (UK) (**Engelhardt**), Finnish Academy of Sciences (**Read**), FNRS Belgium (**Rowett**), Leverhulme Trust (**Frazer**), Medical Research Council (UK) (**Engelhardt**), Israel Science Foundation (**Engelhardt**), Netherlands Institute of Advanced Study (**Fischer**), Polish National Science Centre (**Andow**, **Engelhardt**, **Fischer**), Swiss National Science Foundation (**Fischer**).

5. Further refereeing

All unit members served as journal reviewers. Collectively, they reviewed submissions for well over one hundred philosophy, psychology, and interdisciplinary journals. These included three-quarters of the highest impact and most prestigious general philosophy journals (9 of top 12 in Google Scholar philosophy journal metrics and in the most recent Leiter list, respectively). Unit members also reviewed book manuscripts for publishers including OUP, CUP, MIT Press, Harvard UP, University of Chicago Press, Routledge, Palgrave, Rowman and Littlefield.

6. PGR training: Examination and collaboration

About half the members of the unit (**Collins**, **Fischer**, **Frazer**, **Kuusela**, **Rowett**) served as external doctoral examiners. Collectively, they examined 19 theses for thirteen universities: Aarhus, Bristol, Cambridge (3), Durham, Essex, Exeter, Harvard, Kent (2), KCL (2), Oxford (2), Regent's University London, Uppsala, and York (2). **Fischer** serves as external PhD supervisor for Victoria University, Wellington (NZ). The unit was involved in collaborative arrangements for PGR training including a *co-tutelle* arrangement with the University of Bordeaux (2012-17), the Marie Curie International Training Network 'LanPercept' (2013-17), and conferences of the CHASE DTP (2017-18).

7. Further measures of esteem

Fischer accepted a stipendiary Visiting Fellowship at the University of Pittsburgh's renowned Centre for Philosophy of Science (for Spring 2021; deferred due to COVID). **Rizza** held a Visiting Fellowship at the University of Calabria's Laboratory of Numerical Calculus (2018). **Kuusela** has taught master classes at the worldwide leading Wittgenstein summer school in Kirchberg, Austria (2016, invited for 2021).

All unit members delivered invited lectures or keynotes. Collectively, they delivered 140 invited lectures or keynotes, in 28 countries: Argentina, Austria, Belgium, Brazil, Canada, China, Czechia, Denmark, Finland, France, Germany, Greece, Hungary, India, Ireland, Italy, Japan, Montenegro, Netherlands, Norway, Romania, Russia, South Korea, Spain, Sweden, Switzerland, UK, US. This illustrates the global reach of the unit's research reputation.

