

Annex I: Unit-level environment template (REF5b)

Institution: Durham University
Unit of assessment: 30, Philosophy
Section 1. Unit context and structure, research and impact strategy <p>Philosophy is one of seven departments in the Faculty of Arts and Humanities at Durham University. Research within the Department integrates scholarship in core areas of our subject - from metaphysics and philosophy of science to ethics and the history of philosophy - with a collaborative, interdisciplinary and impact-driven research agenda that is both public-facing and oriented towards the public good. This ranges from research of practical importance on climate change, child protection and efficient governance, to scholarship on neglected female thinkers that broadens our subject's horizons, to the publicisation for a non-specialist audience of philosophical research on topics as diverse as causation, panpsychism, travel, sport and space exploration.</p> <p>Our Department's unique combination of strengths and orientations is shared across our 27 Category A staff (24.9 FTE) and post-doctoral researchers and is facilitated by the existing research structures operative at both Departmental, Faculty and University-wide levels. Staff are members of at least one 'research cluster'; groupings that provide structure and unity to our research and a focus for research events, collaboration and grant applications. We engage with University research centres and external collaborators, and build strong connections with researchers from other disciplines from this foundation.</p> <p>Researchers within the History of Philosophy cluster are engaged in scholarly activities at the forefront of the development and reform of our subject. This includes the feminist project of widening and re-reading the canon (Dunham, Mac Cumhaill, Saunders, Thomas, Uckelman), the translation of key works (Dunham, Saunders), the organisation of major societies and journals (Dunham, Mac Cumhaill, Saunders, Thomas, Uckelman), and the promotion of the history of philosophy through international conferences and public engagement. Mac Cumhaill and Thomas have both received major grants from the AHRC for history of philosophy projects, both of which stress the role of women in early to mid-twentieth century philosophy. In 2020, Thomas won a Philip Leverhulme Prize for her work on the history of metaphysical thinking about time from the seventeenth to the twentieth century. Members also collaborate with colleagues in other departments through the Institute of Medieval and Early Modern Studies, and the Durham Centre for Ancient and Medieval Philosophy.</p> <p>Researchers within the Science, Medicine and Society (SMS) cluster illustrate how state-of-the-art work in the philosophy of science can impact positively on public and social policy, and on the practice and interpretation of science itself. The cluster has traditionally been a collaboration between historians and philosophers. Its senior members lead two interdisciplinary research centres within the University – the Centre for Humanities Engaging Science and Society (Cartwright, Parker, Reiss), and the Centre for the History of Medicine and Disease (Maehle). With the University's Institute of Advanced Study interdisciplinary projects have been developed with physicists and historians of science, as part of the 2013-16 Durham Emergence Project (Hendry) and the 2014-18 AHRC-Funded Contemporary Scientific</p>

Realism Project (Vickers). Recent appointments have expanded the cluster's focus to include collaboration with a wider array of human and social sciences (Goff, Miller, Zahle) and broader engagement with contemporary social issues such as epistemic injustice and implicit bias (Puddifoot).

The **Mind, Language and Metaphysics (MLM)** research cluster is a world-leading centre for research in metaphysics and the philosophies of mind and language. Cluster members share core interests in the metaphysics of powers and the metaphysics of science; their work in these areas sets the research agenda for philosophers worldwide. They collaborate through regular workshops, reading groups and through provision of feedback on draft papers and grant proposals. Researchers in the metaphysics of powers have been particularly successful in grant capture including Marmodoro's Leverhulme-funded project on the mereology of powers, Mumford's Leverhulme Major Research Fellowship on absences, nothings, lacks and limits, and Tugby's development of a Platonist powers ontology, supported by a Mind Association Fellowship. Many cluster members also share a common interest in the metaphysics of science including the metaphysics of space and time (Dunham, Mac Cumhaill, Marmodoro, Thomas), mental causation (Cartwright, Gibb, Heil, Mumford), natural laws and the unity of science (Cartwright, Hendry, Marmodoro, Mumford, Tugby) as well as the ontology of quantum mechanics (Vickers).

Researchers within the **Aesthetics, Ethics and Politics (AEP)** cluster work across the full breadth of the subject in terms of both content and methodology; from analytical metaethics to Buddhist philosophy, phenomenology, and contemporary applied ethics. Shared research interests centre on abstract issues in value theory (Cowie, Faraci, Hanson, James, Smith). This resulted in a 2018-19 seminar external-speaker series on 'normativity' funded by the fellowship awarded to a COFUND Junior Research Fellow (Hughes, mentored by Cowie). Public-facing projects have a clear interdisciplinary dimension including work on the aesthetics of improvisation in musical performance (Hamilton), the ethics of business and donation (Faraci), environmental policy (Cowie, James) and media ethics (Saunders). Members of the cluster have also worked closely with colleagues across the University through the Centre for the Ethics of Cultural Heritage, which was founded and directed by Scarre and Pantazatos.

Research management

The Board of Studies in Philosophy includes all teaching and research staff and is chaired by the Head of Department. It brings together work by sub-committees for discussion and debate within the Department. The Research Committee, of which all academic and research staff are members, is a sub-committee of the Board of Studies: it develops research and impact strategy, allocates research funds and plans Department-wide research events. The Director of Research, who liaises with a Senior Research Administrator in the Faculty, chairs the committee. The Director of Research provides leadership and encouragement on research and publication plans to all staff. They are supported by the Impact Officer, working with a Senior Impact and Engagement Manager at Faculty level, who provides guidance and support on all aspects of external engagement. The Ethics Officer offers advice and assistance to staff whose research needs ethical approval, which is overseen by the Research Committee. The Director of Postgraduate Research leads the admission, progress and career development of

research students. Each named officer is a member of a corresponding Faculty committee, encouraging sharing of best practice between departments.

Strategic Aims since REF 2014 and Beyond

For REF 2014 the Department identified three aims:

1. Deepen current areas of strength, forming concentrations of expertise;
2. Further develop our collaborations with researchers, policy makers and practitioners in other disciplines and beyond academia;
3. Use external funding, University centres and institutes to support innovative research.

The Department has met these aims in the following ways:

1. The Department has experienced significant staff changes and substantial growth in student numbers, with corresponding increase in staff numbers. We have responded by taking the opportunity to review and reconfigure our research clusters, with the help of a post-REF research review in 2015 and the University's annual planning process. Staff working in value theory have been brought together in the Aesthetics, Ethics and Politics research cluster, which has been augmented by four new appointments (Cowie, Faraci, Hanson, Saunders) in order to generate a critical mass of researchers in this area. The History of Philosophy cluster has grown significantly, with five new appointments (Dunham, Marmodoro, Saunders, Thomas, Uckelman) concentrating expertise and increasing our capacity for collaboration both internally and across the University. The Science, Medicine and Society research cluster has been created with a view to interdisciplinary and impact-oriented research. It has recently been supplemented by three new appointments in social epistemology and the philosophy of social science (Miller, Puddifoot, Zahle). The Metaphysics, Language and Mind cluster, a long-standing area of strength for the Department, has been further strengthened through recent appointments at both senior and junior levels (Goff, Heil, Marmodoro, Miller, Mumford, Thomas).
2. The Department has prioritised interdisciplinarity and impact plans in both Departmental organisation and staff recruitment since 2014. The result is a proliferation of new collaborative and impact-based activities across research clusters. The Knowledge for Use project, funded by a EUR2,092,125 grant, has brought engagement with policy makers in defence, governance, child protection, medicine and climate and environment, and generated impact across these areas. The Contemporary Scientific Realism Project brought together philosophers, historians and scientists; an OUP volume including works by academics from all three disciplines, edited by Vickers, is forthcoming in 2021. Recent appointments in ethics and the history of philosophy bring significant public-facing dimensions to their research and collaborate closely with colleagues in other fields through new and existing Faculty centres.
3. Our external funding has more than doubled while our staff numbers have increased by just over 32%. This represents significant growth in our external funding per staff member. Our engagement in interdisciplinary University research centres and institutes

has also increased. Members of the Department have been active either in leading or contributing to the Centre for Humanities Engaging Science and Society (Cartwright, Parker, Reiss), the Centre for the History of Medicine and Disease (Maehle), the Durham Centre for Ancient and Medieval Philosophy (Marmodoro, Uckelman) and the Institute of Advanced Study (Hendry). These are mutually supporting. Centres and institutes encourage collaborative, interdisciplinary research that facilitates successful external funding applications. These in turn enrich the research environments of the centres, the institutes and the Department itself.

The following table summarises key indicators of progress:

	REF 2014	REF 2021
Staff submitted (FTE)	18.85	24.9
External research funding	GBP1,640,000	GBP3,560,000
External research funding per FTE	GBP87,000	GBP143,000
Doctoral completions (FTE)	24.25	58

Looking beyond 2021, the Department will both support and develop our existing status as a leading international centre for the study of philosophy and the history and philosophy of science and medicine. By developing what is *distinctive* about our research we are committed to both state-of-the-art scholarship in core areas of our subject and a collaborative, interdisciplinary and impact-driven research-agenda that is both public-facing and oriented towards the public good.

Our strategic priorities will follow and contribute to the University's Strategic Aim in Research and Engagement for 2020-27; to produce and disseminate research that has a positive impact on global, national and regional challenges and which benefits culture, society, health, the economy and the physical environment. The Department has a particular focus on:

- Environmental philosophy
- Philosophy of health and medicine

These are natural areas for the Department to develop into given our existing research profiles in the philosophy of social science and medicine (Cartwright, Maehle, Puddifoot) and in environmental philosophy (Cowie, James).

How the unit has sought to facilitate impact and engagement

The Department has appointed fourteen permanent academic staff during the current REF cycle. Our search and appointment strategy aims to strengthen and develop areas of existing research expertise and sustain the Department's research culture and environment. In realising both of these aims the commitment to equality and diversity has been central in our thinking and planning.

Recruitment: Late in the last REF period Cartwright, Parker, Reiss and Wylie joined us specifically for the impact potential of their research, and to found the Centre for Humanities Engaging Science and Society, whose aims explicitly involve impact (improving the use of scientific knowledge in guiding policy). This is now coming to fruition as Cartwright and Reiss lead two of our three case studies for REF 2021. This emphasis on impact has continued: Dunham, Mumford, Puddifoot, Saunders and Thomas each joined the Department with detailed plans for impact activity.

Guidance and support: The Department created the new role of Impact Officer at the beginning of the current REF cycle. The office holder works within existing Faculty structures, receiving support and guidance from the Senior Impact and Engagement Manager for the Arts and Humanities. The Impact Officer raises awareness of impact among staff through workshops in the Department, Faculty and University. They advise academic staff on how to develop the impact potential of their research, including identifying pathways to impact; and help staff find internal and external funding for impact and engagement activities, and assist in applying for funding, and overseeing and coordinating the work of internally funded Impact Assistants (see below).

Financial support is available from both Faculty and University at every stage in the development of impact and engagement activity. The Department has benefited greatly from the support provided by the Impact Development Fund for the early stages of impact development. Department members have received recent awards for progressing impact-oriented research on the engagement between philosophy and sport, collaboration with the Irish Postal Service and other partners to celebrate the life and philosophy of Iris Murdoch, and philosophical work with NASA on the search for extra-terrestrial life. Financial enhancement has also been made at University level. Each of our current impact case studies has received funding, including the award to Cartwright of GBP15,000 by the Grant Seedcorn Fund for teaching buyout, research assistance and travel, developing her application to the ERC for Knowledge for Use, activity which is the subject of the case study she leads. More advanced impact and engagement activity is awarded through the Research Impact Fund. Within the Department it has supported Hamilton to develop his project on the aesthetics of improvisation (GBP6,000), Pantazatos to cover expenses connected with his award of a Parliamentary Fellowship to engage with the refurbishment of the Houses of Parliament (GBP2,400) and Reiss to support his project on the use of evidence in the Ministry of Defence (GBP12,000). Two of these projects have resulted in impact case studies. Further funding is available at Faculty level for 'Impact Assistants'. Four of these awards in the current cycle have helped to bring impact projects to fruition. The impact assistants have helped to form, maintain and develop impact partnerships; to organise events; and to collect, store and analyse evidence. These posts give PhD students experience and understanding of impact and engagement and build capacity and experience within the Department.

Interdisciplinarity

Interdisciplinarity is a key aspect of the Department's research culture, as it has been in previous REF cycles. The Department has fostered interdisciplinarity through existing research structures in the Department, Faculty and University, and through appointments, support and funding. In addition to the more formal collaborative efforts alluded to below, piecemeal

collaboration with other academics is common. For example, Miller regularly collaborates with linguists in his work on the metaphysics of language.

Existing Department research structures. The research clusters have been designed and structured with interdisciplinarity to the fore. The Science, Medicine and Society cluster is interdisciplinary in both its members – both philosophers and historians – and in the projects and centres within it. This is most clearly reflected in the Centre for Humanities Engaging Science and Society, which has interdisciplinary engagement – between philosophy, social and public policy, medicine, climate science and the social sciences — as its mission statement. Similarly, the strategic decision taken by the Department to re-orient and strengthen the History of Philosophy research cluster was taken with a view to facilitating collaboration with researchers working in the Departments of History, and Classics and Ancient History.

Engagement with University research structures. The University's research centres and institutes provide a focus for our engagement with other disciplines. The Department hosts and provides the leadership of four interdisciplinary centres: the Centre for the Ethics of Cultural Heritage, the Centre for Humanities Engaging Science and Society, the Centre for the History of Medicine and Disease, and the Durham Centre for Ancient and Medieval Philosophy. Parker is co-director of the Institute for Data Science, and Smith serves on the governing board of the Institute for Medical Humanities. The Department has extensive engagement with the Institute of Advanced Study (IAS) as a forum for interdisciplinary collaboration. Cartwright, Heil and Wylie first visited as IAS Fellows before joining the staff at Durham. Hendry has participated extensively in IAS activities, organising events that have brought together philosophers, scientists and historians of science. Under the themes of Emergence, Scale and Structure he hosted four visiting fellows and co-organised eight interdisciplinary workshops involving researchers from physics, chemistry and crystallography as well as philosophy.

Appointments. Capacity for interdisciplinary research has been a priority in the appointments of the fourteen permanent academic staff made during the current REF cycle. The Department has advertised for and appointed staff in areas particularly germane to interdisciplinary work, including business ethics and the philosophy of the social sciences. Appointments in more traditional areas of philosophical expertise have included staff with significant research interest in interdisciplinary areas including media ethics and welfare economics, social psychology, the psychology of perception and population studies and environmental geography.

Open research environment

The Department is committed to legal and ethical practice in both the development and dissemination of research. Members of staff applying for research grants or conducting other research for which ethics approval is required (e.g. involving the collection of personal data) submit their proposals to the Research Committee for review. The Department Ethics Officer provides guidance and support during this process. Any cases requiring in-depth review are brought to the attention of the Board of Studies, so that all members of staff have an opportunity to voice concerns and make recommendations. Research grants are also subject to ethical consideration at Faculty level.

With respect to dissemination, the University provides an open access repository (Durham Research Online): journal publications can be deposited at the time of acceptance and are made available in line with publisher-specific policies. The Department's policy is that copies of all publications should be deposited with Durham Research Online where publishers allow it, and open access compliance is a condition for them to be considered in progression and promotion. The Department seeks to go beyond REF compliance, however, since access to our research is the first step to its having impact. Staff applying for external funding are encouraged to budget for Gold open access; University funds are also available for this purpose. Staff frequently publish their research in open access journals and media. The Centre for Humanities Engaging Science and Society has established a series of working papers, including key outputs from the Knowledge for Use project, making them available via its website. Mac Cumhaill and Wiseman's blog highlighting their work on the 'Wartime Quartet' was part of the British Academy's 2019 Summer Showcase. Vickers has discussed his work on scientific realism and the history of science in the British Journal for the Philosophy of Science's blog 'Auxiliary Hypotheses', and most recently (January 2020) on the search for alien life with *The Conversation*.

Section 2. People

Recruitment Strategy

The Department has appointed fourteen permanent academic staff during the current REF cycle. Our search and appointment strategy has been informed by three main aims: to strengthen and develop research areas with a view to research strengths and interdisciplinarity, to plan for the Department's future, and with equality and diversity in mind.

Areas: Recruitment decisions have been taken with a view to developing concentrations of expertise in research clusters and fostering collaborative and interdisciplinary work with colleagues. The decision to concentrate expertise in research clusters followed from strategic decisions identified in our review of clusters early in the REF cycle. Informing our review was how plausible we judged it to be that we could make excellent appointments in a given area: is there a strong field of potential applicants that could allow us to develop the cluster as a world-leading centre for the area of research (e.g. metaphysics)? Potential for interdisciplinary engagement was also important. This informed the expansion of the History of Philosophy research cluster where our five new appointments, primarily of early-career researchers, were made in order to develop collaborations with the Departments of History and Classics and Ancient History. In the Aesthetics, Ethics and Politics cluster the appointments of four new early-career staff in 2017 and 2018, all of whom share research interests in metaethics, reinvigorated the cluster by giving rise to collaboration on research events and the award of a COFUND Junior Research Fellowship (Hughes). In other clusters, judged already to be strong, the emphasis was on maintaining areas of existing expertise. Thus seven new appointments were made at both junior and senior levels across the Mind, Language and Metaphysics cluster and the Science, Medicine and Society cluster.

Succession Planning: Our general policy is to hire at junior levels. Eleven of our fourteen newly appointed staff (Cowie, Dunham, Faraci, Goff, Hanson, Miller, Puddifoot, Saunders, Thomas, Uckelman, Zahle) were appointed at the Assistant Professor level. Where we have identified a

need for research leadership in a particular area, we have made senior appointments. With this in mind, three staff were recruited as full Professors (Heil, Marmodoro and Mumford).

Equality and Diversity: During this and the previous REF cycle we have sought to create a scholarly community that is open, representative and diverse. Our proportion of female staff was around 35% by head count at the beginning of the REF cycle and has inevitably fluctuated since. That figure is a lower limit for us: we have appointed 6 women and 8 men: at 43% this will further improve the gender ratio. This has been furthered by our recruitment process – outlined below – which has a focus on equality and diversity.

Recruitment Process

From 2017, the Department developed a new recruitment process in line with University policy (see REF5a §3.1.2 & 3.2) designed to help us make excellent appointments. Each new appointment is justified on its strategic merits a year ahead of the appointment. Teaching, research and impact strategy, and the likely fields of excellent candidates are considered together by the whole Department, after which the case is made at Faculty and University level. Once approval for a particular appointment is secured the Head of Department chairs a Search Committee who use internal and external expertise to identify likely candidates and advertise the post widely. A committee of area experts longlists applicants for each post, but the whole Department participates in the next two stages: shortlisting involves reading the work of longlisted candidates, and shortlisted candidates (around 4 per post) give research and teaching presentations. A gender-balanced interview panel makes the final selection from the shortlist. Equality, Diversity and Inclusion (EDI) is a consideration throughout the process, which is overseen by a Departmental EDI champion; longlisting committees include both junior and senior members with relevant expertise; longlists and shortlists require approval at University level, along with reports on the search process; training to counter implicit bias is required for interview panel members.

Staff Development

The University encourages academic and research staff, including those on fixed-term contracts, to take one term of research leave in seven. While we maintain a research-leave rota there is flexibility: leave can be saved up in the interests of pursuing larger research projects, and leave can be brought forward or additional leave granted due to research needs. Any member of staff on a contract of employment returning from a period of 26 weeks or more of maternity, adoption or shared parental leave will be eligible to apply for a term of University research leave. The Department is also flexible with respect to working hours for staff with caring responsibilities; requests for flexible working are fully accommodated, and a number of staff benefit from it. Workloads are reduced in circumstances such as bereavement or return to work after a period of illness. Staff members at all levels receive advice and support from the Head of Department and Director of Research.

Support is also geared towards promotion. We encourage professional development through annual reviews for all staff, mentoring by more experienced colleagues, a structured programme of teaching opportunities, publication guidance, grant application support, and a lively interdisciplinary environment with many opportunities for collaborative research. The

Department's Progression and Promotion Committee (DPPC) is gender balanced and includes the Head of Department, Director of Research and Director of Education. DPPC members and mentors work with prospective promotion applicants to ensure that applications are as strong as possible, and detailed feedback on all aspects of research and impact, teaching and citizenship is provided by the Head of Department.

Early-Career Staff

All academic, research and teaching staff have access to a named mentor: a member of the Department whose role is to assist the mentee in developing an understanding of the expectations placed upon them, provide a listening ear and informal guidance, and advise on career development and progression. Early-career staff in their probation year and during their second year in post meet with their mentor at least once a term.

Early-career staff complete a one-year probation agreement that includes clear targets and a timetable for their achievement. Progress is monitored through interim probationary reports, and additional support offered where needed. Lecturers and teaching fellows on probation are given a 25% reduction in teaching and administrative load, and complete the Durham University Learning and Teaching Award, which provides training and opportunities for reflection on teaching and learning: successful completion earns them Fellowship of the Higher Education Academy.

Extensive support is offered to staff on fixed-term contracts. They are assigned mentors, offered support for the development of funding applications, given access to research leave, offered the opportunity to take on administrative responsibilities for career development purposes, and generally encouraged to be involved in all parts of Department life. Teaching loads for fixed-term staff are assigned with the goal of providing sufficient time for research. The Department endeavours to retain fixed-term staff for as long as possible, but also supports them in their search for further career opportunities, for example, through mock interviews and job talks.

In addition to fixed-term academic and teaching posts, the Department provides opportunities for early-career researchers through research posts which may be institutionally funded (e.g. Addison-Wheeler, COFUND Junior Research Fellowships), externally-funded (e.g. Fraser's British Academy postdoctoral fellowship) or project-related (15 in the current REF period). The Department makes all these posts genuine career-development opportunities by providing appropriate mentoring, training, and a supportive research environment. Research plans are discussed with mentors, who also comment on CVs and job applications. The Department offers mock interviews, arranged by the Head of Department and Director of Research. We also involve new staff as co-investigators on grant applications and co-supervisors of PhD students, giving them valuable experience. University training courses are available on all aspects of an academic career, including developing and running research projects, supervising PhD students, and academic writing. Where it is unlikely that a staff member's contract can be renewed, this is made clear from the outset and career guidance is provided. Our general staffing policy therefore exceeds the more specific expectations of the Concordat to Support the Career Development of Researchers. Fourteen former research fellows have

secured further academic posts at a range of institutions including Durham, Kent, Liverpool, Nottingham and Helsinki.

Research Students

Our PhD recruitment is consistently high. We currently have 17 research students registered, and PhD completions have risen from 31 over the REF 2014 cycle to 58 over the current cycle. We are committed to maintaining this, and to funding our PhD students wherever possible. Our students are funded through the AHRC-Funded Northern Bridge Doctoral Training Partnership, University-funded Durham Doctoral Studentships, and studentships supported by research grants awarded by (for instance) the AHRC, the ERC, the John Templeton Foundation, the Wellcome Trust and the Wolfson Foundation. For example, the AHRC-funded 2014-18 Contemporary Scientific Realism Project funded one PhD student, who has completed and is currently employed as a post-doctoral researcher. The Department also offers two fees-only PhD awards: the Butler and Bretherton scholarships, each awarded every two years on average. We use our alumni fund to award annual scholarships of GBP1,000 (full-time) and GBP500 (part-time) to self-financing students entering their second and third years of PhD study (or part-time equivalent) who have demonstrated good progress.

Research students are fully integrated into our research culture, as fellow researchers, co-authors and collaborators on current and future grants. Like our staffing policy, our approach to PhD recruitment and supervision emphasises diversity, equality, mentorship and career development. Staff are encouraged to seek out promising prospective students for supervision, especially where such students would contribute to the Department's goals of increasing diversity. We are committed to giving all PhD students a comprehensive education that equips them with the skills needed for a successful academic or professional career. Students have two supervisors, one of whom may be from another discipline. The nature and distribution of supervision is tailored to individual students' needs (e.g. 75/25% or 50/50%). In some cases, a secondary supervisor provides general guidance on thesis writing and career development. In others, supervision is split more evenly between supervisors.

From Year 1, each student's training needs are analysed and addressed through a comprehensive University-level programme of seminars and workshops. Progress is monitored throughout by supervisors, and through the Department's annual research student panel review, for which students write a piece of work, are interviewed by a staff panel and receive detailed advice on professional development. PhD students are offered paid undergraduate tutorial teaching from Year 2, in areas linked to their research and where they seek to develop teaching expertise. For this, there is support and guidance from module leaders and peer review from other academic staff, and a University-wide training course organised and run by the Durham Centre for Academic Development (see REF5a §3.4). They are also encouraged to take the Durham University Learning and Teaching Award. In Year 3, the teaching portfolio is expanded to include other modules, plus some lectures and seminars. For administrative experience, they are offered occasional paid roles, as impact and research assistants, tutors and website designers. Upon completion and while seeking employment, former students are offered research associate status, continued access to the Department's facilities and membership of its research community, and hourly-paid teaching and other employment opportunities.

We provide financial, academic and administrative support for students to develop their own research initiatives. Students are members of one or more research clusters, all of which host a range of regular events involving students. At Department level, annual PhD workshops in October give students the opportunity to present their work and receive feedback from academic staff. In addition, we hold professional development events for postgraduates (e.g. on publishing, REF, impact), weekly meetings of EIDOS (our postgraduate philosophy society, which is attended by both staff and students), weekly Departmental research seminars, occasional lectures, several reading groups, and numerous events at University centres and institutes. PhD students are encouraged to give papers outside Durham and have a Departmental travel budget of GBP300 per annum for each student. They organise events in Durham too, for which they receive Departmental support of at least GBP600 per event. Recent examples include a graduate conference on metaphysics in May 2019; and 'Reviving Instrumentalism in the Philosophy of Science' in July 2019, supported by the Knowledge for Use project and the British Society for the Philosophy of Science as well as the Department. PhD students have access to extensive workspace in the Department and a Faculty Postgraduate Centre. We also provide opportunities to visit our partner institutions. For instance the Centre for Humanities Engaging Science and Society has a memorandum of understanding with the Reilly Centre at Notre Dame allowing for visits in both directions. We aim to establish postgraduate partnership agreements with European institutions with whom we have research links. One international institution will be partnered with each research cluster. This will enable research students affiliated to those clusters to avail themselves of the opportunities afforded by Erasmus and its successors, including 3-12 month visiting stipendiary studentships, while also facilitating staff mobility and collaborative research across those institutions.

Equality and diversity

The Department develops its commitment to equality and diversity through its Diversity and Inclusion Group (DIG), a working group of staff and students which, on behalf of the Board of Studies, monitors equality and diversity issues across the Department's teaching and research, including its research seminar programme and broader climate in teaching and research. DIG monitors gender balance across the Department's seminars, named lectures, workshops and conferences, conducts periodic climate monitoring, and campaigns on particular issues, such as improving the accessibility of the Department's buildings. DIG ensures, for example, that research seminars are organised and run in line with the British Philosophical Association's guidelines on diversity, with an additional focus to ensure that speakers are drawn from people at different stages of their careers, and from a range of different institutions (not just Russell Group). DIG is also the guardian of our commitment to the EDI values expressed in the agreement made in October 2015 when the Department joined the Good Practice Scheme sponsored by the British Philosophical Association and the Society for Women in Philosophy UK.

In November 2019 the Department submitted its application for an Athena SWAN Bronze Award. The application process was a collaborative, Department-wide effort involving all members of staff. We received our Bronze Award in May 2020.

Recruitment: The Department has been active in deploying recruitment strategies with the aim of increasing numbers of female and BAME applicants. In 2017-2018, five assistant professor positions were advertised in the Department as part of a University academic recruitment campaign. All advertisements specified that job-share options will be considered. Within the Department, each position was associated with a search panel comprising the interview panel and a dedicated EDI champion. All search committees met prior to initiating an active search and all interview panel members had undergone EDI training. EDI champions reported externally on the search to Human Resources. The Department has committed, as part of its Athena SWAN application, to continuing to recruit in this way. More generally the Department expresses its commitment through its pluralistic and open research culture, which engages with Western and non-Western philosophy, and through its support of relevant research, for instance on the neglected contributions of women philosophers, especially through the research interests (outlined below) of members of the history of philosophy research cluster.

Funding: Our success in grant capture is spread evenly among Department members. During the current REF cycle 18 of 28 principal investigators of funded projects were women. More generally, the Department has committed, as part of its successful Athena SWAN application, to continuing to provide support for acquiring research funding and accessing scholarly infrastructure that speaks to equality and diversity issues. This includes specific commitments to: increase inclusivity by making the Departmental Library wheelchair accessible, maintain gender balance in research cluster leadership, and ensure that all staff are aware of the Department's commitment to equality and diversity across every aspect of Department life. A Departmental Self-Assessment Team has been convened under the leadership of Uckelman to ensure that we meet these goals.

The Department is also committed to supporting the well-being of all of its members by recognising and working to accommodate individual circumstances, as well as the general need for an appropriate balance between professional and personal commitments. Administrative roles are typically accompanied by deputy positions, to provide members of staff with these important responsibilities default sources of support. The Department also maintains a strong policy of limiting work emails to working days and working hours.

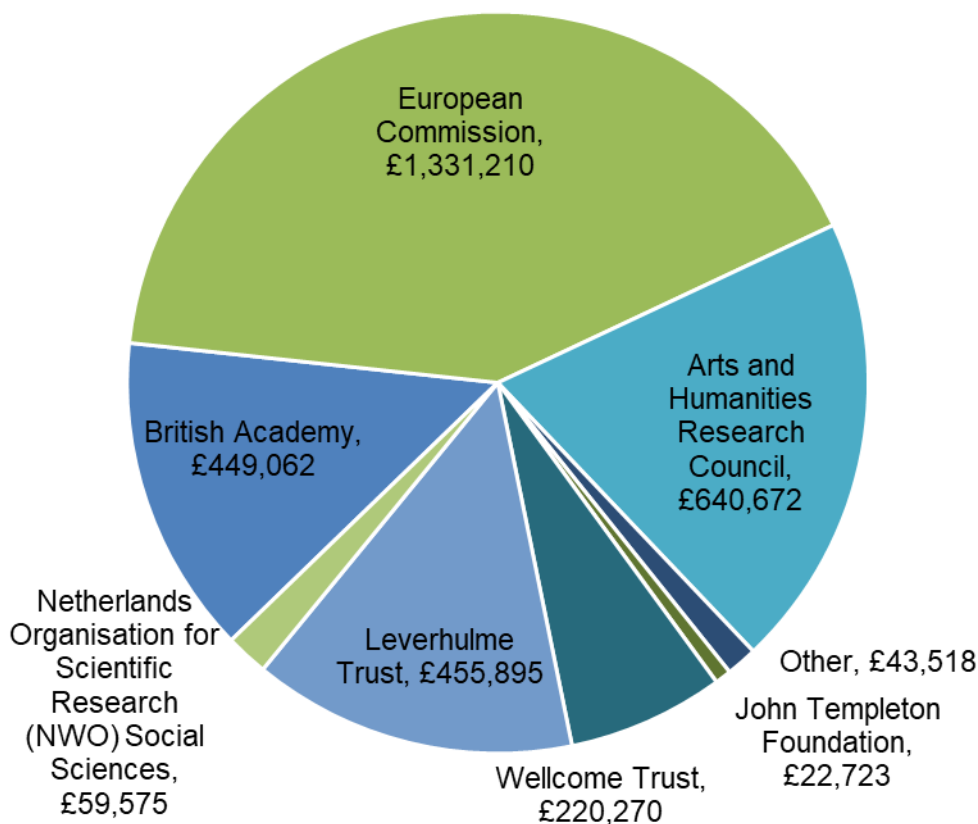
Section 3. Income, infrastructure and facilities

The Department has a strong culture of applying for external funding for research and impact and for supporting our researchers as they develop their projects and applications from small grants to larger projects.

Funding and Distribution

The success of the Department's funding acquisition strategies can be measured through the growth in its overall research income: GBP3,560,000 research grant expenditure for the current REF cycle against GBP1,640,000 for the REF2014 cycle, representing significant growth in research funding per academic FTE (at least GBP143,000 assuming 25FTE) compared to REF2014 (GBP87,000).

Department of Philosophy
External Research Grant Awards - 1 August 2013 - 31 July 2020



Both the 'Durham Emergence Project' and 'Knowledge for Use' were large-scale grant applications based on interdisciplinary work in a University-wide context. The Durham Emergence Project (PI Hendry, John Templeton Foundation, GBP1,600,000, 2013-16, with Cartwright and Gibb as participants) was an interdisciplinary project addressing research questions concerning strong emergence across philosophy of mind, philosophy of science and condensed matter physics. It funded three post-doctoral research associate (PDRA) positions and three PhD studentships. A GBP500,000 funding competition supported a further 13 projects involving fellowship positions, teaching buyout, research events and travel. Project events brought together philosophers and physicists in the context of a weekly reading group and work-in-progress seminar, two summer schools for PhD students and early-career researchers, and a final conference. An additional series of workshops examining the candidate examples of strong emergence were funded by an AHRC Research Network Grant (PI Gibb, GBP25,000, 2014-15), and integrated with the Institute of Advanced Study, which adopted the theme of 'Emergence' in 2014-15, and hosted Heil and Margaret Morrison as fellows for a term each.

'Knowledge for Use [K4U]: Making the Most of Social Science to Build Better Policies' (2015-2020, PI Cartwright, ERC Advanced Grant, EUR2,000,000) is a further example of an interdisciplinary and multi-institutional project weaving together six case studies and two research streams. It has funded PDRA positions, PhD studentships and impact and engagement activity across four key policy areas: international development, medicine, education and child protection. The K4U grant operated through the Centre for the Humanities

Engaging Science and Society, led by members of the Science, Medicine and Society research cluster in the Department.

Smaller interdisciplinary grants with impact-generating potential were awarded for work based in the Aesthetics, Ethics and Politics research cluster. James used a fellowship on 'Natural Environments and Cultural Services' (AHRC, GBP49,000, 2014) to critically examine attempts to evaluate natural environments in terms of the 'cultural services' they provide to human society. Conferences and workshops involved environmental scientists and representatives of local environmental organisations. 'The Ethics and Aesthetics of Archaeology' (PI Schellekens, AHRC, GBP27,000, 2013-15) brought together philosophers, archaeologists and museum and heritage practitioners to focus on the relation between ethics and aesthetics, and to explore how it shapes our understanding and practice of archaeological stewardship. Saunders is currently co-investigator of 'Defining Freedom of the Press,' a collaborative interdisciplinary project involving the Department of Journalism Studies at Sheffield University and the School of Media and Communication at the University of Leeds (AHRC, GBP400,000, 2018-22). The project examines how press ethics and regulation interact to affect the practice of journalists in a number of European countries. Language and Mental Health (PI Hinzen, AHRC, GBP919,000, 2014-2017) brought together philosophers, linguists, and clinical psychiatrists based in Durham, Newcastle and London to compare verbal and non-verbal behaviour in people with schizophrenia and people with aphasia.

Mac Cumhaill's joint work with Wiseman on the 'Wartime Quartet' aims to explore the philosophical works of Anscombe, Foot, Midgley and Murdoch across ethics, philosophy of mind and action and philosophy of science, to reanalyse their place in the history of twentieth-century philosophy, and to bring them to the attention of the wider public. It has been funded by a series of grants including two from the British Academy ('In Parenthesis', Small Research Grant of GBP9,200, 2016-18; 'Mapping the Quartet', Rising Star Engagement Award of GBP14,600, 2019-20) and one from the British Society for Aesthetics ('Notes from a Biscuit Tin', GBP5,000, 2019-20). To celebrate the quartet's centenary in 2019 Mac Cumhaill and Wiseman collaborated with the Royal Institute of Philosophy to organise a reading group and a commemorative lecture series in London. The latest project ('PAGE: Perception, Action and the Genesis of Everyday Ethics', Wiseman PI, Mac Cumhaill Co-I, 2019-21, GBP440,000) funds a post-doctoral position in Durham and will involve engagement with school teachers and students in the UK and Ireland.

Thomas came to Durham in 2016 halfway through a Veni Fellowship funded by the Netherlands Research Council (NWO), a project that culminated in her 2018 OUP book *Absolute Time: Rifts in Early Modern Metaphysics*. She was awarded a British Academy Rising Star Engagement Award (GBP9,000, 2017-18) to create a scholarly network connecting historians of philosophy with contemporary metaphysicians of time. This provided a springboard for her successful application to the AHRC Early Career Leadership Fellows scheme for a project on the development of metaphysical theories of time from 1878 to 1938 (GBP250,000, 2020-22). Most recently, she was awarded a 2020 Philip Leverhulme Prize (GBP100,000).

These early career activities are complemented by projects by senior researchers, including Vickers' 'Contemporary Scientific Realism Project' (AHRC, GBP214,000, 2014-18) and

Marmodoro's 'Part-whole relations within the fundamental potentialities in nature' (Leverhulme Trust, GBP298,000, 2018-21), which have supported research events, postgraduate funding and postdoctoral positions. Mumford's Leverhulme Major Research Fellowship, 'Absences, nothings, lacks and limits' (GBP159,000, 2016-19) will result in a major single-authored monograph (entitled *Nothing Really Matters*).

Support, Infrastructure and Facilities

Success in the Department's research funding has been enabled by generous support and rigorous review procedures in the Department, Faculty and University. Over the current REF cycle the Faculty has allocated just over GBP1,100,000 to support both individual research and strategic research initiatives. Financial and practical support from the University Research and Innovation Services (RIS), and the Grant Seedcorn Fund, has enabled funding for teaching buyout, and networking and travel expenses to aid project development.

Financial support: Vickers was awarded Seedcorn funding in 2011, 2013, and 2015, enabling him to win successive grants in 2012, 2014-18, and 2019-21, each time building directly upon the success of the previous work. Specifically, a GBP500 Seedcorn award in 2011 helped Vickers secure a GBP20,000 AHRC Science and Culture Exploratory Award in 2012 to hold interdisciplinary workshops in Durham and Indianapolis on scientific realism and the history of science. Thereafter GBP1,782 of Seedcorn funding allowed Vickers to travel back to Indianapolis in 2013 to work intensively with the prospective international Co-I, Timothy D. Lyons, on an application for a major AHRC follow-up project. The application was successful and a 42-month AHRC Research Grant of GBP214,000 started in August 2014, bringing together philosophers, historians and scientists, and funding a PhD studentship and a PDRA position, as well as producing a series of journal articles and an edited collection which will be published by OUP in 2021. Durham again awarded Vickers Seedcorn funding in 2015 amounting to GBP2,320, even while he was in the first half of his 2014-18 project. This was to travel to Oulu, Finland, with an eye on further grant capture in 2018-19. Although the planned grant application with Oulu didn't go ahead, Vickers was nevertheless able to build on his 2014-18 project to secure a GBP176,000 British Academy Mid-Career Fellowship running for 15 months from 2019-21. Once again, the application was especially competitive because of the way Vickers was able to build upon the previous work, this time to make the case for writing a monograph on the topic area he had thoroughly explored, in successive stages, since 2011. His most recent work, also funded by his British Academy Mid-Career Fellowship, has led to engagement with NASA, and examines how far the future prospects of scientific research can be projected on the basis of past performance.

Practical support: early drafts of proposals are circulated to colleagues within the Department with relevant experience and expertise for feedback. This ensures that the intellectual core of a research project is sound, current and well-matched to the prospective funder and the resources being requested, and that pathways to impact are appropriate and feasible. Peer review at Faculty level is also required for proposals over GBP30,000, ensuring that only high-quality applications are submitted to funders. The quality of grant applications is also supported by the technical and support staff within the Department – and the University more generally – including those working in estates, IT and particularly through the Durham University Library and Collections. The Library works closely with the Department to ensure that resources and

services support research themes. The main support for research in Philosophy is the purchase of books, journals and online databases at the request of subject experts in the Department. Annual library expenditure for books and journal subscriptions requested by Philosophy staff rose from GBP35,873 in 2015-2016 to GBP47,500 by 2019-2020. In 2019-20 this covered over 60 journal titles and databases including *British Philosophy 1600-1900*. However, this represents only a minimum estimate of the spending, as research in Philosophy is also assisted by access to journal subscriptions included in centrally-funded multidisciplinary journal collections (e.g. JSTOR, Sage and Taylor & Francis). The Faculty Librarian, who also provides research skills training, facilitates access to these resources.

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

Collaboration

Researchers within the Department are part of collaborative networks with colleagues both across the UK and internationally. Members of the SMS cluster are involved in a UK-wide network involving historians and philosophers of science from Durham, Cambridge, Exeter, Leeds and UCL that organises annual workshops (last held in Durham in 2015). An AHRC-funded network – organised by Gibb in collaboration with the Institute of Advance Study in 2014-15 – brought together philosophers and scientists on the theme of emergence, including workshops on the completeness of physics, mental causation, and emergence in physics and the biological and social sciences. Members of the Department participate in ChiPhi, a network between historians of philosophy from Durham, Leeds, Newcastle, Sheffield and York. International collaborations involving the Centre for Humanities Engaging Science and Society include the John J. Reilly Center at Notre Dame, the Rotman Institute of Philosophy at Western Ontario, the Center for History of Political Economy at Duke University and the Center for Values in Medicine, Science and Technology at the University of Texas at Dallas. Marmodoro is also a founding member of the UK Medieval Philosophy Network.

Contributions to Society

The Department is proud that much of our research is not only public-facing, but oriented toward the public good. This is perhaps most obviously true of the ongoing research projects within the Centre for the Humanities Engaging Science and Society (CHESS). The Knowledge for Use project hosted by CHESS has funded engagement with policy makers, government departments and practitioners across the fields of international development, medicine, education and child protection. Outside of CHESS Pantazatos, Scarre and Wylie have engaged with archaeologists and museums, including the British Museum, to develop ethical codes around stewardship and cultural heritage. They have also introduced discussions of ethics into the training of archaeologists and museum professionals. Pantazatos' work has focussed on public engagement with key heritage sites. This has led to his involvement in the management of Durham's World Heritage Site and the subsequent award of a Parliamentary Academic Fellowship as part of the refurbishment of the Houses of Parliament.

Beyond this, our early-career researchers have led the way in putting a public face on traditional philosophical research, making it relevant and accessible. Mac Cumhaill's British Academy Rising Star Engagement Award has funded the development of an interactive

website ('Mapping the Quartet') providing information about key locations associated with the work and lives of the neglected wartime quartet of female philosophers: Anscombe, Foot, Midgley and Murdoch. She has subsequently developed the 'Philosophy on a Postcard' programme: a public outreach programme involving collaboration with the Irish Postal Service, the Centre for Ethics and Public Life at University College Dublin, the Collegium Institute at the University of Pennsylvania, the Institute of Irish Studies at the University of Liverpool, and the Iris Murdoch Society. Thomas' work in both the history of philosophy and metaphysics has been similarly public-facing. Since 2017, she has discussed her research on national radio shows including Radio 4's *In Our Time* and *Start the Week*, authored magazine articles, produced two YouTube videos, and written a number of popular blog posts. Oxford University Press have organised a series of outreach activities around the publication of her book *The Meaning of Travel*, including appearances on radio shows and at literary festivals. A third early-career researcher, Goff, recently published a popular book, *Galileo's Error* which explains and defends his theory of panpsychism for a public audience (following his scholarly 2017 OUP monograph *Consciousness and Fundamental Reality*). Goff has accompanied the latest book with outreach activity, including an appearance at the *How the Light Gets In* festival, YouTube videos and a discussion with Philip Pullman on Radio 4's *Today* programme on the relationship between panpsychism and 'dust' (also replayed on YouTube). Vickers was interviewed by the UK Centre for Astrobiology on the relationship between astrobiology and the philosophy of science. Goff (in one case in collaboration with Faraci), Thomas and Vickers have also published magazine articles, for instance in *The Conversation* and the *New Statesman*. Collectively, their nine pieces in *The Conversation* have garnered over 1.5 million readers.

Looking beyond REF 2021, the Department will prioritise research that promises positive impact on global, national and regional challenges with a particular focus on health and the environment. This will build on existing research that has already begun to generate social benefit. Parker and James have both served on governmental and intergovernmental reviews on environmental issues: Parker is a contributing author for the 6th Assessment Report of the Intergovernmental Panel on Climate Change; and James contributed to *The Economics of Biodiversity*, an independent global review commissioned by the UK Government. Work with the mental health charity SANE begun by Ratcliffe and Smith prior to REF 2014 and since continued by Smith has led to collaborative work with two partners – Durham University's Counselling Service, and the Recovery College Collective (ReCoCo) a coalition of medical, charitable, and cultural organisations including Northumberland and Tyne and Wear NHS Trusts. Smith worked with these organisations to design seminars aimed at developing a better understanding of the experience of depression for clinicians and service users.

Contributions to the Research Base

The Department enjoys a reputation as a world-leading centre for philosophical research thanks in part to a history of productive, influential teachers and researchers – noteworthy amongst which is E.J. Lowe, whose work bolstered the Department's reputation in metaphysics, and whose memory the Department has celebrated since 2015 with a named annual lecture series, funded by an alumni appeal. The Department is proud to continue in this vein, as current members contribute to sustaining, renewing and leading the discipline through their research and contributions to the profession.

In July 2019 the Department hosted the annual conference of the British Society for the Philosophy of Science and the largest annual gathering of philosophers in the UK, the Joint Session of the Mind Association and the Aristotelian Society. The Department hosted the annual meeting of the British Society for the History of Philosophy in 2018 under the theme 'Habit in the History of Philosophy'. The 2020 conference was planned to take place in Durham too, under the theme 'Women in the History of Philosophy' (this was postponed due to the COVID-19 pandemic). We play our part more generally in the leadership of learned societies. Cartwright is a Fellow of the Academy of Social Sciences and the British Academy. Dunham is Treasurer and Membership Secretary of the British Society for the History of Philosophy. Saunders is Treasurer for the Hegel Society. Eddy has served on the executive councils of the British Society for the History of Science and the Society for the History of Alchemy and Chemistry. Heil has served on the American Philosophical Association's Committee on the Status and Future of the Profession. Parker has served on the Governing Board of the Philosophy of Science Association and the Committee of the British Society for the Philosophy of Science, and chaired the Program Committee of the Philosophy of Science Association's Biennial Meeting in 2016.

Maehle, Marmodoro and Parker are or have been members of the AHRC Peer Review College, while members of the Department have also reviewed grant proposals and research quality for the British Academy, the Economic and Social Research Council, the Royal Society, and funding bodies and government agencies across Europe and North America. Cartwright served on sub-panel 32 (Philosophy) for REF 2014. During the current REF cycle, fifteen members of staff have held editorial positions on thirty-six journals including: the Australasian Journal of Philosophy, the British Journal for the History of Philosophy, the British Society for the Philosophy of Science, the Journal of the American Philosophical Association (of which Heil is founding editor-in-chief), the Philosophical Quarterly, Philosophy of Science and Studies in History and Philosophy of Science.

Our contributions to the discipline have been recognised through awards and prizes. Cartwright was the recipient of the 2017 Martin R. Lebowitz Prize for Philosophical Achievement from the Phi Beta Kappa Society (alongside Elliott Sober), and the 2018 Carl Gustav Hempel Award from the Philosophy of Science Association for her lifetime achievement in the discipline. She also gave the Carus Lectures in 2017 and the Lullius Lectures in 2018 (both submitted under REF2). Fraser received the Ernest Nagel Early-Career Scholar Essay Award for his article 'Spontaneous Symmetry Breaking in Finite Systems'. Hanson's article 'Moral Realism, Aesthetic Realism, and the Asymmetry Claim' (submitted under REF2) was selected by the *Philosopher's Annual* as one of 'the ten best articles published in philosophy' in 2018. Heil was awarded a John Simon Guggenheim Fellowship in 2018-19 and an Australian-American Fulbright Commission Future Scholar Award for February-June 2020 by the J. William Fulbright Foundation. Tugby was awarded a Mind Fellowship in 2016. Mac Cumhaill and Thomas were awarded British Academy Rising Star Awards in 2017 and 2019 respectively, and Thomas a Philip Leverhulme Prize in 2020.