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| <b>Institution: The Open University</b>   |
| <b>Unit of Assessment: D30 Philosophy</b>   |
| <p><b>1. Unit context and structure, research and impact strategy</b></p> <p><i>1.1 Introduction</i></p> <p>Philosophy at the OU is conducted by 9 members of staff: 2 Professors, 4 senior lecturers, 2 lecturers, and 1 temporary lecturer. It sits within the School of Social Science and Global Studies, in the Faculty of Arts and Social Sciences. Drawing on the unique features of the OU, our goal is to shape philosophy discourse nationally and internationally through a combination of research projects with impact of reach and significance, a strong presence in international networks at all roles and levels, and an international cohort of graduate students.</p> <p>There is a thriving and inclusive research culture which has achieved excellent results in this REF period. This is evident in that the five targets set in the REF2014 Environment Template have all been surpassed, sometimes significantly so.</p> <p><i>'First, departmental members' time will be managed to enable them to produce books and articles. We aim to increase significantly the number of books produced by the department in the next REF period.'</i> In this REF period, the number of outputs has increased in each category: 104 academic articles, 7 edited collections, and 6 single-authored books. This corpus has had a significant impact: it has enriched some fields, changed the course of others, and initiated new areas of research.</p> <p><i>'Secondly, the department aims to increase its income from external sources.'</i> This has seen a greater than twelve-fold increase from £42K in the previous REF period to £518,151 in this, through a combination of large, medium, and smaller awards.</p> <p><i>'Thirdly, we will increase our presence in international research networks.'</i> The narrative below provides evidence of our success in achieving this, including recruiting an international body of Postgraduate Research Students (PGRS). Here, it will suffice to indicate that the department is currently home to four major international research projects and is involved in editing two major international journals.</p> <p><i>'Fourthly, we will continue our commitment to interdisciplinary research'</i>. This has been continued and improved with significant interdisciplinary research projects and an increase in the number of jointly supervised PGRS (see this section and section 2).</p> <p><i>'Fifthly, we will aim to increase both the quantity and quality of our graduate students.'</i> In this REF period, 11 PGRS have graduated with PhDs (5 based overseas) and we currently have 11 PGRS in a growing and successful graduate community, 3 of whom have full AHRC funding. In the previous REF period, 2 PGRS graduated with PhDs, and 1 with an MPhil.</p> <p><i>1.2 Research strategy over this REF period</i></p> <p>A key strategic aim over this REF period was to build an international reputation for research into reasons for valuing. We achieved this by increasing the vitality of the department by attracting new researchers; building an exciting and sustainable PGR community; raising our international profile; and pursuing new and interesting research projects which delivered impact of reach and significance. Two significant changes were made. The first was to combine the two research groups, 'Philosophy of Value' and 'Meaning, Mind, and Rationality' into a single research group, 'Values and Reasons' (V&amp;R). The second was to enact a grant-capture strategy with more effective institutional and peer support for the development of individual bids. This resulted in a large increase in the number of bids: 21 bids were made of which 13 were successful. The shift in focus towards externally funded research formed an integral part of the strategy for building international and interdisciplinary research networks, as well as bringing new ideas into the department through staff appointments.</p> |

V&R operates at departmental level. It organises a seminar series of 8-10 outside speakers per year, open to all, and an annual two-day research conference at which members of the group present 'work in progress'. It has organised a 'research-production team' (modelled on the successful OU 'module-production team') in which drafts of articles are read and commented upon specifically with the aim of improving quality and increasing the chances of publication in good quality journals and edited collections. It was recognised by the Faculty as a 'research cluster' in 2017 – a status that facilitates cross-Faculty collaboration and opens the opportunity for internal funding. Finding reasons for value and ways in which those reasons can be improved provided the rationale for projects which had international reach and significance, interdisciplinarity, and the wherewithal to bring new voices into the department. It also underpinned the departmental approach to impact.

### *1.3 Impact developments and strategy*

The impact of projects was developed by a combination of (a) peer review from staff with a successful track record of impact and (b) additional resource. Both Impact Case Studies (ICSs) we are submitting benefitted from this. The first was an instance of (a); the impact section of **Matravers's** AHRC bid was thoroughly peer-reviewed, and the impact sections of this bid were given the highest possible score by all three AHRC reviewers. The second was an instance of (b); **Pike** was bought out from his managerial work in order to develop his impact case.

The first ICS is the result of research conducted into the weight of reasons for valuing heritage in war zones. This AHRC-funded project, Heritage in War (**HWP**), is run by **Matravers** (PI) and Helen Frowe (Stockholm University) (Co-I). This researches whether it is just to sacrifice other goods to preserve heritage in war zones. This has a direct impact on the thinking of military and heritage professionals who are legally obliged to consider such calculations. It also has international reach and significance; **HWP** is a collaboration between philosophers, lawyers, the military, museum professionals and archaeologists, and partners including West Point Military Academy (US), the Norwegian Council for Ethics in the Defence Sector, the American University in Beirut, and a City-based legal expert on UN Conventions. It has held two conferences (in Cambridge in 2019 and New Orleans in 2020 – the latter was postponed at a late stage because of COVID) as well as 15 workshops and seminars in the UK, Sweden, Norway, Lebanon, and the US. Finally, it bought Thomas into the department as a Postdoctoral Researcher.

The second ICS is Ethics in Sport (**ES**) run by **Pike**. This brings **Pike's** research on the nature of sport to bear on controversial current issues in the regulation of sport. It examines several debates which require a balance between fairness of competition and some other good. The first concerns 'therapeutic use exemptions'; the second concerns whether there should be constraints on transgender women's participation in women's sports; the third concerns the use of transcranial direct current stimulation devices to enhance athletic performance. **Pike's** research has led to changes of policy by the World Anti-Doping Agency (WADA), UK Anti-Doping (UKAD), and World Rugby (WR). This project bought Hobbs, an AHRC-funded collaborative doctoral project with UKAD, into the department. Furthermore, **Pike** has been awarded 17K USD by the International Olympic Committee (IOC) to fund a postdoctoral research assistant for 14 months later this year. Yorke, a former PGRS in the department, has been appointed.

Additional projects (several of them externally funded) further demonstrate the range and success of our research and impact strategy:

The BA-funded project on 'Sympathy and Its Reflections in History' (**SRH**) was run by **Matravers** (PI) and Anik Waldow (Sydney University) (Co-I) (2014-2016). This brought together an interdisciplinary team of philosophers, classicists, anthropologists, psychoanalysts from the UK, Australia, and the USA to investigate historical and conceptual formulations of empathy. It held several online workshops, three face-to-face workshops (two in Oxford and one in Cambridge) and two face-to-face conferences in Bloomington (Indiana) and Sydney. This resulted in a book by **Matravers** ([Empathy](#), Polity, 2017), a collection co-edited by **Matravers** and Waldow

([Philosophical Perspectives on Empathy: Theoretical Approaches and Emerging Challenges](#) (Routledge, 2019), and several further papers and spin-off projects. Once the decision was taken to focus departmental research on values and reasons, **Matravers** switched his attention to **HWP**.

The AHRC-funded project on Role Ethics (**RE**) run by **Barber** (PI) and **Cordell** (Co-I) researches reasons behind the ethics of roles. **RE** combines two related strands. First, the 'Role Ethics Network': a network of philosophers from Continental Europe, the US, Canada, Australia, and Asia. This has held three workshops (in London, Manchester, and Edinburgh) leading to a volume under contract with OUP. Second, the 'Codes of Ethics Project', which applies the results of this research to provide a more robust intellectual ground for non-academic professionals (including those working with law, journalism, social work, the clergy, engineering, and so on) in formulating codes of ethics. Philosophers and non-academic professionals have got together in two workshops and a conference.

**Chappell** has pursued two major projects in this REF period. The first, for which she was awarded a Leverhulme Major Research Fellowship (2017-2021) considers how 'epiphanies' generate reasons and motivations for our valuing activities. Money from this bought, successively, three temporary lecturers into the department: **Majeed**, **Pinder**, **Cavedon-Taylor**. The second has continued her work on transgender. She has used her expertise to advise the British Association for Counselling and Psychotherapy on the development of its ethical framework and policies, particularly with respect to transgender. She served first as a Governor (2013-2018) and then as an advisor to their Ethics and Standards Committee (2018-2019).

#### *1.4 Attitude to openness*

The Department is an enthusiastic participant in the OU's historic mission to be 'open to people, places, methods, and ideas' and pursues a variety of ways in which to make our research available to those inside and outside academia. As discussed in the REF5(a), the OU is pursuing a policy of open access, supported by 'Open Research Online' (ORO) and CORE. Philosophy PGRS also conform to this policy. **Matravers** is on the OU's group for discussing, and eventually implementing, 'Plan-S' (the Europe-wide plan for open access). At departmental level, the 'media co-ordinator' (**Cavedon-Taylor**) implements the strategy we have for 'showcasing' our research on social media. This has four strands, corresponding to the four media platforms available to us (see REF5(a)): the OU/BBC partnership; the OU's signature online free-learning platform, OpenLearn; the UK MOOC Platform, 'FutureLearn'; and the usual social media channels such as Blogs, Facebook, and Twitter. Details of this engagement can be found in section 4.

#### *1.5 Research integrity*

Because research is focussed on reasons for value, and members of department work collaboratively with groups such as the military and those responsible for the regulation of drug-taking in sport, members of department are constantly vigilant concerning research integrity. All research is conducted in an open and transparent manner. If it is thought that any issues with ethical approval might arise, advice is taken from the Research Office as to whether to involve the Human Research Ethics Committee (HREC). This was the case with **HWP** and **ES**; as neither involved direct empirical research with human participants, it was held the research did not fall within the remit of HREC. All PhD applications are scrutinised for potential issues with ethics and research integrity; none were declined for these reasons in the REF period. The department brings its expertise on values and reasons to contribute to research ethics and integrity at University level; **Matravers** has been Chair of the Animal Welfare and Ethical Review Board (see REF5(a)) over the entire REF period.

#### *1.6 Strategy for 2021-2028*

In line with the OU's ambition to 'inform, inspire, and influence', over the next REF cycle the department will:

- Continue to produce world-leading research in ‘values and reasons’ and to use that to achieve impact of international reach and significance and impact on the local community
- Increase such impact through new substantial international and interdisciplinary research projects
- Increase our thriving international and interdisciplinary PGRS community.

We will achieve this by continuing with those structures that have served us well in the past: research plans that are kept current by being part of the annual appraisal system; a ‘mini-sabbatical’ system which enables members of department to concentrate their annual research leave into two-months blocks (see section 2); and the established systems of peer-review. Members of department will be encouraged to set up, or participate in, international research networks. Activities that enrich the research culture (such as conference organisation and editing journals) will be supported with time and resource. We will continue to seek ways to expand our staff base.

Our aims align with the key university priorities of pursuing ‘engaged research’ to influence the world beyond academia and increasing the proportion of research expenditure funded from external sources (see REF5(a)). With respect to bidding for external research income, targets will be set for external grant income, with expectations as to the extent to which individuals should bid for grants. Those expectations will be set by matching the nature of bid with the stage in research career. In addition to being interdisciplinary, a significant proportion of the bids will include collaboration with institutions outside academia in the pursuit of impact with reach and significance. Current plans include further development of the **ES** and **RE** projects, and initiating a project working on the reasons for the value of heritage.

The strategy for dissemination follows the successful strategy for the last REF period. The provision of Open Educational Resources is an important part of this strategy, and members of the department will continue with the media strategy outlined above (there are already three OpenLearn courses planned for the next REF period, including one linked to **RE**) and to participate in schemes to give research talks in schools and colleges, arts festivals, philosophy clubs, art galleries, and secure environments. Over the next REF period we plan to focus more on the local (that is, Milton Keynes) community. The Open University Branch of The Royal Institute of Philosophy receives £1.5k p.a. of recurrent funding, which will be targeted at activities in the local community. Links have been made with ‘MK Gallery’ (the Milton Keynes Art Gallery) and The Stables (which organises the Milton Keynes International Festival) to explore opportunities to embed local concerns in the programme we set for V&R.

## 2. People

### 2.1 Staff

Philosophy currently has 8 permanent full-time members of staff and 1 temporary full-time member of staff. Our staffing strategy has two aims. The first, which concerns existing staff, is to develop their skills thus enabling them to take on a variety of roles and strengthen their prospects for promotion. The second aim has been to increase the vitality of the department by attracting people early in their careers to develop their research with us in order to prepare them to take the next steps in academia.

Since 2014, two long-serving full-time permanent members of staff have retired (**Belshaw** and **Price**) which enabled us to give a permanent contract to an Early Career Researcher (**Pinder**) previously on a fixed term contract. Hence, we have a good mix of senior and junior staff: 2 Professors, 4 senior lecturers, 2 lecturers, and 1 temporary lecturer. **Pinder**’s appointment brought fresh expertise on conceptual ethics to our research cluster and resulted in a collaboration with **Matravers** on ‘Conceptual Engineering and Aesthetics’ which won the 2020 British Society of Aesthetics ‘Connections Conference’ award (£12k).

As cover for **Chappell** who is on a Leverhulme Fellowship, we were joined first by Majeed (who was with us for a year before moving to a full-time permanent position in Philosophy at

Auckland), **Pinder** (who was subsequently given a full-time permanent contract at the OU), and then **Cavedon-Taylor** (currently on a 16-month contract). Thomas is funded by **Matravers's** AHRC grant for two years (2018-2020). All temporary members of staff are entitled to a research allowance, the full complement of research leave, and research support throughout their contract. They are also allocated a 'research mentor' and are given priority in opportunities to have work read and commented upon by their peers (in the 'research team' and the departmental research seminars and conferences).

At the individual level, annual 'research plans' are produced, covering outputs, bids for external funding (with detailed plans for impact), and PGRS supervision. The individual plans are discussed with the research lead (**Matravers**) and with the Head of Department (**Dries**) as part of the annual Career Development and Staff Appraisal (CDSA) review (for details, see REF5(a)).

As described in REF5(a), the OU makes generous provision for research leave. This is usually taken as a combination of one day per week and 44 days remission from other duties. The unique structure of the OU allows for opportunities for research not available at other universities. As the year is not divided into terms or semesters, research leave need not be taken at specified times of the year (during the summer, for example) but can, by arrangement, be 'booked' as a continual block of two months (that is, 44 'work' days) for any time of year (the 'mini-sabbatical' system). A further advantage of this is that those away require 'shadows', enabling junior staff to occupy roles (such as being Research Lead) normally occupied by senior staff, which facilitates succession-planning.

In addition to full-time academics and PGRS, the department has a broader research community in its 32 Associate Lecturers (ALs) who are responsible for providing tutorials and assessment feedback to the undergraduates. Although ALs do not have contractual research responsibilities with the OU, and hence are not included in this submission, many of them are active researchers. To enrich the department's research culture and provide further opportunities for discussion, a research conference attended by ALs and staff is held biennially. Furthermore, ALs are welcome to apply for the status of 'Research Associate'; a status awarded on merit. Research Associates (three are currently ALs with records of peer-reviewed research) are invited to give papers and participate in departmental research events.

Impact and engagement are a priority for the department. Resource is available both as specified time in the workload plan (developing impact and engagement is expected as part of research leave) and money from the Faculty 'Strategic Research and Investment Fund' (see section 3) as 'seed-corn funding' for larger projects. Impact, and bidding for external grant money, are both essential criteria for promotion to Senior Lecturer and beyond on research and research and teaching career tracks.

### *2.2 Postgraduate Research Students*

PGRS benefit from the OU's ethos of combining an excellent academic environment with tailored pastoral care. The OU exceeds the sector average for student satisfaction in the most recent Postgraduate Research Experience Survey – 87% compared to 81%, placed 5<sup>th</sup> nationally (2019). The department has worked hard to build a successful PGRS programme, attending both to recruitment and successful completion. We have had 11 PhDs awarded in this REF period (5 based overseas). Of the current 11 students registered, four are full-time and seven are part-time (four more – all part-time – have been accepted for October 2020 start). Four are jointly supervised with other departments: Classical Studies, English, Music, and Psychology. **Pike** is supervising a PGRS in partnership with UK Anti-Doping (UKAD) on the role of intentions in anti-doping regulation. This is linked to **ES** and is part of that ICS.

One advantage for PGRS at the OU is that we can offer the opportunity for graduate study to students whatever their location. The department capitalises on this to extend its international reach and operates as the niche provider of opportunities for part-time philosophy doctoral work for students throughout the world. In this REF period, in addition to our UK-based students, we have had successful PGRS from Italy, Sweden, Switzerland, and two from Canada (all PGRS of

the department, not of an Affiliated Research Centre (see REF5(a)). An implication of this is **only a proportion of our successful graduate students show up on the HESA data**. In addition, two PGRS have visited the department from other universities. A PGRS from the University of Granada was funded by the Spanish government to visit for four months to work with **Matravers** on the Philosophy of Music (work which, when subsequently published, won the American Society for Aesthetics John Fisher Prize). A student from UNEM in Spain is currently visiting to work on Political Philosophy.

The availability of videoconferencing, at which we have long been expert, allows us to provide excellent ongoing supervision. COVID permitting, PGRS are required to be physically present for (a) induction sessions; (b) their probation viva; and (c) their examination. In addition, they are required to attend at least one of the PGRS conferences in person. During the current pandemic, these activities have successfully been delivered online.

A second advantage is the OU's participation in the Doctoral Training Programmes. These not only make funding available but bring opportunities for collaborative work and training with Cambridge and Oxford Universities (see section 3). The increasing recognition of the department as somewhere that 'punches above its weight' in research is reflected in the fact that in this, the first year of the scheme, three applicants won full funding to pursue their postgraduate research.

PGRS are allocated two supervisors, a primary and secondary. Both supervisors participate in all aspects of teaching, with the primary taking the lead in mentoring and interacting with university systems. PGRS also have a 'third party monitor' (TPM). The TPM plays no role in teaching or assessment but is available should the student have concerns which they would rather not take up with their supervisors. The department appoints TPMs from outside Philosophy to reduce the possibility of conflicts of interest. In addition to supervisions, there are regular online seminars and an annual day-workshop (face-to-face, COVID permitting) at which PGRS present and discuss their work. Of those who graduated, two have turned their dissertations into academic monographs: Jon Phelan, *Literature and Understanding*, (Routledge 2020) and Brandon Robshaw, *Should a Liberal State Ban the Burqa?* (Bloomsbury, 2020). Another (Christopher Yorke) has twice won the essay prize of the International Association for the Philosophy of Sport with work from his thesis and has been employed as a Postdoctoral Research Assistant on **Pike's ES** project from September 2020.

### *2.3 Equality, diversity and inclusion*

The commitment to equality and improving diversity and inclusion is integrated into all aspects of the research environment of the department. Assessment of research, both for inclusion in the REF and for career progression, respects DORA (see REF5(a)).

#### *2.3.1 Early Career Researchers (ECR)*

Care is taken to ensure that ECRs have sufficient time for research; they are given a comparatively light load of teaching and administration. This enabled **Pinder** (our sole ECR) to complete several writing projects, make and win grant applications, and thus make a significant contribution to this REF submission.

#### *2.3.2 Staff tutors*

The OU has two categories of full-time permanent academic staff: Central Academics and Staff Tutors (STs). STs' contracts permit, but do not require, research as 60% of their workload is allocated to academic management, including line-managing ALs. The department has two STs, **Cordell** and **Pike**. Departmental policy has always been to support STs as part of our ethos of equality in research: they are full members of the research culture and have the same privileges and opportunities as central colleagues in this respect. They are invariably given the maximum research leave that can be awarded on the ST contract (42 days) which has enabled both to make a full contribution to this REF submission: **Cordell** is Co-I on **RE**, and **Pike** has led on **ES** and has submitted one of the ICSs.

### *2.3.3 Temporary staff*

As stated above, directly employed temporary staff receive the same research privileges as academics on permanent contracts. The support and encouragement they have received from the department enabled both of those whose status has changed during this REF period to move to full-time permanent posts (Majeed to Auckland, and **Pinder** at the OU).

### *2.3.4 PGRS*

The University and the discipline provide an exceptional level of support and pastoral care to support a diverse range of PGRS. Supervisors in Philosophy are particularly experienced at developing the skills of students who enter research degrees with less preparation than might be typical at other institutions. As previously indicated, we encourage applications to our PGRS programme regardless of age and geographical location. We are proud of the fact that our PGRS population stretches from those who have progressed straight from MA study to those who returning to HE after a break.

### *2.3.5 Recruitment*

In common with OU employment practice in general, Philosophy scrupulously applies fair selection, equality and diversity processes at all stages of the job application and interview process. Members of interview panels undergo training in how to address unconscious bias and ensure equality of opportunity for all applicants.

### *2.3.6 In the workplace*

As described in REF5(a), the university has a policy of flexible working that is interpreted generously to accommodate different personal circumstances. The OU works in each of the four nations, thus the dispersed nature of the staff and graduate student community places unique demands on day-to-day working patterns. Even in non-COVID times, measures to facilitate remote working ensure that meetings can be attended remotely, enabling those with child-care or other caring responsibilities, as well as those with short-term workload pressures, to participate fully in all decision-making forums.

### *2.3.7 Conferences and workshops*

All such events are organised according to the Good Practice Scheme provided by the Society of Women in Philosophy and endorsed by the British Philosophical Association which aims to increase the representation of women in philosophical events and encourage parity of treatment. All such events have met or surpassed the benchmarks described in that scheme.

## *2.4 REF 2021 Preparations*

The OU's Philosophy submission has been prepared by a panel of three whose appointments were ratified by both the Faculty and the University. The panel consists of the UOA lead, the Head of Department, and the ECR. The three women in the department were invited to join but declined: one for workload reasons (she was completing a monograph that forms part of our submission), one because she intended to retire, and one because she was on a Leverhulme Fellowship. All members of the panel have received the Equality and Diversity training required by the OU's REF 2021 Code of Practice. All members of the UOA were invited to submit outputs they would like considered, and these were assessed in two stages: in January-April 2019 and then in February-May 2020. Combining the two rounds, 47 outputs were assessed, with all outputs assessed by two members of the panel. Outputs where the internal panel were uncertain were read by an external consultant (16 outputs (34%)). Weight was given to the external consultant's view, but in no case did it override a decided view of the panel. The final selection process was concluded in October 2020. According to the processes set out in the OU Code of Practice, all members of the UOA were invited to submit individual circumstances to the University to determine any reduction in the overall output submission pool. The panel was informed of the University's decisions. All decision-making meetings of the panel had minutes taken by a member of the Faculty's administrative staff which were retained in the Faculty.

### 3. Income, infrastructure and facilities

#### 3.1 Income

Bidding is now part of the culture of the department, the successful outcomes of which have contributed greatly to our vitality and will continue to contribute to our sustainability. As described in section 1, ideas for bids originate within V&R and support for bids is available from the Faculty Research Office and extensive opportunities for expert peer review (see below). The quality of this support is shown in our success rate; over the REF period, 21 bids were made of which 13 were successful (a success rate of 62%). The total out-turn from this REF period is £518,151. There were four particularly prestigious grant awards made on a competitive basis: **Matravers's** AHRC HWP grant of £409,093; **Chappell's** Leverhulme Fellowship of £145,243; **Barber and Cordell's** AHRC RE grant of £35,703. Significant outputs from these projects (including two monographs, two edited collections, and further impact) will carry over to the next REF cycle. **Belshaw**, who retired in 2015, won a grant from the Templeton Foundation for a project, 'Immortality, Memory, and Imagination' (2014-2015; £33,492). This bought him out of his administration role enabling him to complete two papers. In addition, members of the discipline won smaller competitive grants: an Advanced Olympic Research Grant (2020, £11,979, **Pike**); the British Society of Aesthetics 'Connections Conference' grant (2020, £11,422, **Matravers** and **Pinder**); and a BA Small Grant for **SRH** (2014, £9,995, **Matravers**). The discipline won several smaller grants for conferences, workshops, and collaborative work.

In addition, the department has been successful in winning £71,297 in competitive internal funding; this has, in the main, supported the development of larger projects. In addition to this money, and the £6k for 'Values and Reasons' described below, the department gets additional funding from learned societies. It hosts a Branch of the Royal Institute of Philosophy (£1.5k p.a.) and a significant proportion of **Matravers's** research travel (c. £4k p.a.) has been funded by The British Society of Aesthetics, in his role as editor of the *British Journal of Aesthetics*.

#### 3.2 Infrastructure

Philosophy is housed in the Faculty of Arts and Social Sciences (FASS) which was established in August 2016 by the merger of the former Faculty of Arts and Faculty of Social Sciences, creating a rich multidisciplinary combination of Arts and Social Science subjects. The Faculty comprises three Schools: Arts and Humanities, Psychology and Counselling, and – the School in which Philosophy is located – Social Sciences and Global Studies (SSGS). Other departments in the School are Development, Economics, Politics, Religious Studies, Social Policy and Criminology, and Sociology. The OU has a presence across the UK (REF5(a)). Philosophy research events have been held in England and Scotland, and participants have been drawn from all four nations.

A robust research support infrastructure in both the former and now merged Faculty has been important for Philosophy's research success. FASS is led by an Executive Dean supported in research-related matters by the Associate Dean (Research Enterprise and Scholarship) (ADR). The ADR chairs the FASS Research Board which takes a strategic overview of research activity (including PGRS) within FASS, liaising with the University Research Committee to inform institutional research culture and represent FASS on key issues. The infrastructure for research support extends further by the appointment of Directors of Research within FASS's three schools (**Matravers** was SSGS Director of Research from 2017-2019) and Research Leads within departments (all these appointments come with an appropriate workload allocation). The Faculty Research Office supports Philosophy's research activities; committees and groups providing advice and high-quality administration. This office links Philosophy, via FASS, to the University's Research and Enterprise Office and Graduate School, enabling members to influence and implement University level research strategy and policy (**Pinder**, for example, sits on the University REF 2021 Institutional Review Team). The office has a team of 20 including two Senior Managers. The team supports Philosophy with tailored support in research bid development, knowledge exchange, impact activity, HEIF funding support, the management of external funding awards, research student administration, strategic internal funding for research, coordination of the REF submission, research groups, and visiting academics. Members of



department receive one-to-one support at each stage of the bidding process and grant maintenance from an assigned Research Manager to help write and manage project budgets and ensure that grant applications comply with financial and legal regulations. An Awards Management System database tracks all research and enterprise income, enabling reliable maintenance of bids, projects, and impact evidence. Bid quality is reinforced by robust academic peer review. Philosophy also benefits from training workshops, research induction sessions, and a network across the university to facilitate cross-faculty initiatives.

Impact is supported in scholarly and operational structures at Faculty and University level. FASS has recently appointed a full-time Impact, Enterprise and Knowledge Exchange Manager, complementing the Business Development Manager within the Research Office. Philosophy works within these structures to maximise the impact of research and partnerships, particularly those aligned with teaching, scholarship and the University's social mission. It has established groups to plan and co-ordinate this activity in preparation for the KEF.

FASS supports several inter-disciplinary research groups including V&R which receives £1.5k p.a. to fund the activities as described in section 1. FASS also provides funding for the development of individual and collaborative research, enterprise, impact and knowledge exchange projects. Members of department are supported in achieving their research potential in financial and pastoral terms, having a personal research allowance of £500 per year and access to larger sums by application from budgets devolved to Schools and to the Faculty Strategic Research Investment Fund (see above for internal grant income). FASS has strategies in place to support academics at every career stage, with particular support for ECRs and first-time bidders.

FASS has, as of 2020, 151 PGRS of whom 47 are full time and 104 are part-time. The PhD programme is led by the Director of Research Degrees who chairs regular meetings which are attended by **Cavedon-Taylor** (the departmental PG Officer). Philosophy PGRS applicants are encouraged to apply to the Open Oxford Cambridge (OOC) partnership (this succeeded the Consortium for the Humanities and the Arts South-East England (CHASE) which ran from 2014 to 2018). As discussed in section 2, the quality of Philosophy research environment has been recognised, with three applicants being awarded full OOC scholarships in the first (and so far, only) round.

### 3.3 Facilities

Library support at the OU is tailored to scholars who work remotely from the University's headquarters at Milton Keynes (see REF5(a)). Staff and research students are provided with online access to a world-class collection of over 275,000 subscribed academic journals, 540 online databases, 590,000 e-books and a vast selection of online newspapers, images, video and sound, with 24-hour helpdesk support and a range of face-to-face and online training facilities. An efficient inter-library loan system geared to providing online and print access to research materials (via pdfs of documents, articles, loan copies, and so on) complements the library's resources. Researchers in Philosophy benefit from databases such as the *Philosopher's Index* and the *Routledge Encyclopaedia of Philosophy*, as well to others which provide access to primary texts in the history of philosophy such as *Early English Books Online* and *Eighteenth-Century Collections Online*. The multi-million-pound investments in online services include the University's repository Open Research Online (ORO), with over 40,000 OU publications and over 70,000 full-text downloads a month from all over the world (see REF5(a)). All publications by researchers in Philosophy are included in ORO, and where possible, the full-text content of these publications is available freely online.

#### 3.3.1 Communication

**Cavedon-Taylor**, the departmental Media Co-ordinator, works with two FASS-appointed 'Open Media Fellows'; a role which comes with a 0.2% FTE workload allocation. Through the Media Fellows, **Cavedon-Taylor** links members of department with the BBC Broadcast Partnership, OpenLearn, FutureLearn, and the FASS and University Communications and Media teams. This enables departmental research expertise to inform TV, radio and online learning provision for

wider societal benefits and impacts as well as supporting curriculum (as described in section 4). **Cavedon-Taylor** also works with the FASS Communications Team to support research websites and other social media platforms. This facilitates exposure for research and supports the design of online engagement to capture impact of reach and significance. Together they maximise opportunities to raise the profile of research and engage with a range of publics and other stakeholders.

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

##### 4.1 International research collaborations and recognition

The 'mini-sabbatical' system described in section 1, together with the structures described in section 3, together give members of department the time and the resource to put in place effective international research collaborations, networks and partnerships. Those which are part of **HWP**, **ES**, **RS**, and **SRH**, their impact, and their positive effect on the departmental research environment, have been described in section 1. In addition, **Chappell's** work has been the subject of workshops in Flinders (Australia, 2014), Aberdeen (2015), and Zurich (2018). **Dries's** work on 19<sup>th</sup> Century German philosophy has benefitted from his being a 2-months Visiting Researcher at Shanghai's Tongji University in 2017, where his research on Nietzsche was discussed in English and in Chinese translation. He was then invited back to teach a masterclass based on his research (2019). In 2015, there was an international conference in Uppsala devoted solely to discussion of **Matravers's** book, [Fiction and Narrative](#). Speakers were drawn from the leaders in the field from the US, Canada, the UK, and Scandinavia.

##### 4.2 Wider activities, impact, and engagement with diverse communities

The discipline engages fully with online platforms that bring research to diverse communities and publics. Its 'social media strategy' (see section 1) engages the four platforms open to it. The first is via the OU/BBC partnership. **Dries's** expertise on Nietzsche was recognised by his being appointed academic consultant (and interviewee) on the BBC's *Genius of the Modern World: Nietzsche*. This attracted over 500k viewers during its first screening, is rated 8.2 on IMDB, and has been broadcast seven times since then. He also advised on two 'vodcasts' in the 'BBC Ideas' series: 'Plato on Referendums' (38.8k views on 05/08/20) and 'Humiliation' (140k views on 05/08/2020). **Matravers** used his work on comparing value to produce the BBC Guide to Effective Altruism (this was independent of the OU hence we do not have data on the number of views).

The second is via the OU's signature online free-learning platform, OpenLearn. This has had 80 million visitors since its launch in 2006. In 2018/19 there were 8.9 million visitors, 5.6 million of whom viewed one of the many free courses. In this REF period two full free 'badged open courses' have emerged directly from **Matravers's** research on the repair or reconstruction of cultural heritage, together with a number of brief lectures and essays.

*Exploring [Philosophy: Faking Nature](#)*. This course was written by **Matravers**. It is a three-week, 9-hour course. This has had 1209 enrolled learners from 124 countries and issued 267 statements of participation.

*[The Ethics of Cultural Heritage in Peace and Conflict](#)*: This course was written by Thomas, disseminating the research from the **HWP**. To date, this has had 242 enrolments from 96 different countries and issued 44 statements of participation.

Short video lectures supported essays are occasionally posted on topical subjects. Recent examples are:

*Heritage in War*. This brief (3'16) lecture and essay conveys some of the findings of the **HWP**. It had 566 unique visitors from Jan 18 to Jan 20.

*Is Democracy a Good Thing?* This is a brief (5'17) lecture and essay by **Matravers**. It has had 6562 unique visitors.

The third is the platform 'FutureLearn', the UK MOOC portal, which was founded by, and still partly owned by, the OU. Content for this is commissioned via the School and Faculty through

the usual channels. Departmental expertise which arose directly from discussions within V&R was employed to pioneer the school presence on this platform:

*Global Ethics: An Introduction*. This course draws on **Cordell** and **Pike**'s work in Political Philosophy, and **Dries**'s work on the Philosophy of Value. It is a four-week, 12-hour course. It has attracted well over 3k learners and has a positive feedback figure of 92.2%.

The fourth platform is the usual social media channels such as Blogs, Facebook, and Twitter. Departmental members contribute to departmental and other OU Blogs. In addition, **HWP** ran a series of blogs publicising the research; so far, there are 13 posts with over 2500 views. The **ES** Twitter account currently has over 2K followers, including sports philosophers, developmental biologists, sports scientists and coaches, athletes and para-athletes such as Tanni Grey-Thompson.

Members of the department are active in looking for opportunities to present their research to groups of people outside academia. In this REF period, they have regularly given talks in schools and colleges, arts festivals, philosophy clubs, art galleries, and secure environments. In particular, **Chappell** regularly appears at the How the Light Gets In Festival, and has written for *Aeon*, *3am*, *The Philosophers' Magazine*, been a guest on BBC Radio 4, and interviewed for *The Guardian*. She has also contributed to *The American Philosophical Association Blog* and *Crooked Timber*. Her writing on transgender, including the blog post, 'Trans Women/Men and Adoptive Parents: An Analogy' has appeared on several platforms, and been extensively commented on including response pieces on prominent platforms such as *Aeon* and *Medium* as well as prompting interviews published in *The Philosophers' Magazine* and *The Guardian*. **Matravers** has also written for *The Philosophers' Magazine* on his empathy research and been interviewed about **HWP** on *BBC Three Counties Radio*. **Pike** has written on the Philosophy of Sport for *The Guardian Online* and *The Philosophers' Magazine* and has given a televised interview for *Sky Sports News*. **Pinder** has published on his 'Experimental Philosophy' research in the popular magazine, *Philosophy Now*.

#### 4.3 Contribution to the sustainability of the discipline

Members of department have contributed to the sustainability of the discipline through work on committees, organising research events, and QA. (Information on workshops and conferences associated with **HWP**, **RE**, and **SRH**, mentioned in section 1, is here repeated for ease of reference).

**Chimisso** served on the British Philosophical Association Executive Committee (2014-2019). **Chappell**, **Dries**, and **Price** jointly organised *Owning our Emotions: Emotion, Authenticity, and the Self* (London, 2016). **Cavedon-Taylor** organised *Perception and Mental Imagery in Philosophy and Psychology* (Southampton, 2018) and *Absence Perception* (Antwerp, 2015). **Chappell** organised *30 Years of Ethics and The Limits of Philosophy*, (Oxford, 2015). **Dries** and Peter Kail (Oxford) organised a conference on *Nietzsche on Value and Self-Constitution*, (Oxford, 2014); and with Joseph Schear, Joerg Schaub, and Fabian Freyenhagen (Oxford and Essex), *The Right to Freedom: A Symposium on Critical Theory*, (London, 2014). As PI and Co-I on **RE**, **Barber** and **Cordell** organised five international workshops (in London, Manchester, and Edinburgh) and a conference (London, 2017). As PI on **SRH**, **Matravers** oversaw several online workshops, three face-to-face workshops (two in Oxford and one in Cambridge) and two face-to-face conferences in Bloomington (Indiana) and Sydney. As PI on the **HWP**, he has been responsible for two major conferences (Cambridge in 2019 and New Orleans in 2020 – the latter was postponed at a late stage because of COVID) as well as 15 workshops and seminars in the UK, Sweden, Norway, Lebanon, and the US. In 2017, with Chris Bartel (Appalachian State University), he ran an externally-funded international conference 'Video Games and Virtual Ethics' (London). In 2014, he organised and ran a British Academy funded day on 'Interdisciplinarity', attended by 20 ECRs from across the UK, with talks from representatives of the AHRC, publishing, research administrators, and the Head of CRASSH (the Cambridge University home for externally-funded projects). **Pike** organised the annual conference of the British Philosophy of Sport Association (Oxford, 2019). Since 2018, he has convened a virtual

international reading group on the Philosophy of Sport. This involves the PGRS and postdoctoral researchers (Morrison and Hobbs, soon to be joined by Yorke) together with colleagues in the Sport discipline at the OU. **Pinder** organised a workshop on Conceptual Engineering while at Ruhr-Universität Bochum (2019).

In addition, discipline members have been External Examiners (excluding research degrees) at the following institutions: The University of Cambridge, The University of Durham, Oxford Brookes University, The University of Warwick. **Matravers** has been the External Assessor on QA visits to the Philosophy Department at Birkbeck College, University of London and the IDEA Centre, University of Leeds and **Pike** was External Assessor for the Philosophy Department at Liverpool University.

#### 4.4 Indicators of wider influence, contributions to and recognition by the research base

As stated in section 1, a key strategic aim over this REF period was to build an international reputation for research into reasons for valuing, in part, by building international and interdisciplinary research networks. This is manifest in departmental contributions to the research base, which has not only enabled us to shape philosophical discourse both home and abroad but has bought acquired expertise back into the department thus enriching our research culture.

Editing duties: **Chappell** has been an Associate Editor of *The Philosophical Quarterly* throughout this REF period. Since 2019, **Matravers** has been Editor, with Paloma Atencia-Linares, of the *British Journal of Aesthetics*. He is also Academic Editor of the Bloomsbury series in Analytic Aesthetics and has commissioned five 2<sup>nd</sup> editions of existing volumes and six new titles in this REF period. From 2017 to 2020 **Price** was, with Eric Walle, Editor of *Emotion Researcher*.

Participation on grants committees: **Cavedon-Taylor** has been the Treasurer of The British Society of Aesthetics (since 2012; re-elected in 2015 and 2018); he chairs the committee with distributes the money for Fellowships and grants (£90k p.a.). **Chappell** is a member of the Mind Association Executive. In this capacity she oversees the conference-grant scheme (£60k p.a.), the Fellowship Scheme (£50k p.a.), and the Studentship Scheme (£40k p.a.). She is also a member of the REF2021 Panel.

Fellowships: **Chappell** held a Visiting Fellowship at the University of St Andrews (2017-20) and the Erskine Fellowship at the University of Canterbury (New Zealand) (2019-2020). **Chimisso's** work on twentieth century French Philosophy of Science has benefitted from a Visiting Fellowship in Italy (the University of Milan). **Matravers** held the Hugh le May Fellowship at Rhodes University, South Africa and the Peter Kraus Fellowship at the University of Auckland (both in 2018). **Pike** was a Visiting Fellow at the Uehiro Centre in Oxford (2018). **Pinder** was a Visiting Fellow at Ruhr-Universität Bochum (2019) and a 'Santander Mobility Scholar' at The University of St Andrews (2019).

Prizes: **HWP** won the AHRC staff prize for 'Best Research Project' (2018) and was runner-up in the OU-wide 'Most Significant Research Project' (2019).

Membership of Research Councils and other committees: **Chimisso** served as an elected member of the History of Philosophy of Science Society Steering Committee (2016-2019); and as a member the management committee of the British Society for the History of Philosophy (2012-2020). She has assessed proposals for the French Research Agency (Agence Nationale de la Recherche). **Dries** has assessed proposals for Italian National Agency for the Evaluation of the University and Research Systems and the German DFG. **Matravers** has served on the AHRC Peer Review College (2017-2020) and assessed proposals for The Irish Research Council Laureate Awards Scheme, the German DFG, and the National Science Centre, Poland. He has served on the Royal Music Association Music and Philosophy Study Group (2014-2020). **Pike** is Chair of the British Philosophy of Sport Association (since 2019).

Invited keynotes and Conference Chair Roles: Members of the discipline are frequently invited to deliver keynote talks at conferences. Amongst the most significant in this REF period are presentations by **Chimisso** of her work in Leuven and Paris, and significant keynote addresses at the History of the Philosophy of Science Conference (Ghent, 2014) and the British Society for the History of Philosophy (London, 2019). She also chaired the Annual Conference Committee of the British Society for the History of Philosophy (2015). **Matravers** gave the annual Wollheim Lecture at the American Society of Aesthetics (2018) and the Robert Solomon Lecture at the University of Auckland (2019). He was Chair of the Conference Committee of The American Society for Aesthetics (2014). Pike was Chair of the Conference Committee of the British Society for the Philosophy of Sport Association (2019).

Refereeing: **Matravers** was a judge on the British Society of Aesthetics Essay Prize (2020); and Sole Assessor for the *International Journal of Philosophical Studies* Essay Competition (2019). **Pike** was a judge (2018) and then chair of the judges (2019) for the British Philosophy of Sport Essay Prize. Members of department are frequent reviewers of submissions for a range of philosophical journals. In this REF period such reviews have been conducted for 42 different journals, for several multiple times. Members of department have also reviewed manuscripts for the major philosophy publishers, for some on several occasions.