Institution: University of Sheffield
Unit of Assessment: D-30 Philosophy
1. Unit context and structure, research and impact strategy

1.1 Overview

The Department of Philosophy at the University of Sheffield produces philosophical research of the highest quality. Our vibrant research clusters are diverse. We cover traditionally central areas: ethics; epistemology; history of philosophy; logic and language; metaphysics; mind; philosophy of religion; political philosophy. We also cover less well-represented fields: cognitive science; environmental philosophy; feminism; the philosophies of education, law, and race. This pluralism continues our successful approach from REF2014, which we have taken further through our new strategy of fostering engaged philosophy, understood as using philosophy to tackle key social and political issues: e.g. by critically attending to the social realities of language and knowledge; to structures of inequality and discrimination; to the social responsibilities of philosophy; and more generally to the many ways that philosophy can address issues of important practical concern. This focus cuts across and enhances our clusters, and our ethos of excellence and engagement feeds into our PGR, PGT and UG communities, e.g. in the student-led outreach initiative Philosophy in the City.

The following highlights represent our achievements, which are discussed more fully below. We have published: 5 books with leading presses, including CUP, OUP, and Routledge; 149 journal articles in leading journals such as the *Australasian Journal of Philosophy*, *Mind*, *Noûs*, *Philosophical Studies, Philosophy and Phenomenological Research*; 93 chapters in edited collections; and 11 edited collections. We have given >750 professional talks at conferences and workshops in 31 countries, and there have been international workshops on our work, e.g. on Olson at the Collège de France (2018) and the University of Rijeka, Croatia (2014). Staff have been awarded prestigious fellowships and played leading roles within the profession: e.g. Saul was the 2019 President of the Mind Association, while Stern was elected a Fellow of the British Academy in 2019 and is Chair of the REF2021 Philosophy sub-panel. The Department has deepened connections with the non-academic community through knowledge exchange (KE) activities: e.g. Hobbs, the UK's only Professor of the Public Understanding of Philosophy, maintains a high-profile national and international media presence, e.g. addressing the 2016 Davos *World Economic Forum*; Saul's work on misleadingness with the UK Statistics Authority has yielded an invitation to address the UN Statistical Commission.

Our **research clusters are internationally recognised**. For example, our staff have re-conceived the relationships between cognitive and noncognitive mental capacities (Barlassina, Gregory, Holroyd, Laurence, Viera); developed Humean approaches to meta-ethics and practical reasoning (Hayward, Holroyd, Lenman, Shemmer); and re-interpreted key 'continental' and pragmatist thinkers (Forstenzer, Romdenh-Romluc, Stern). Our focus on engaged philosophy means that we have made **major contributions to various socially important areas**, including aspects of social epistemology (Faulkner, Fricker, Holroyd, Saul); feminism and political speech (Holroyd, Saul); philosophy of law and punishment (Bennett); the relation between religion and ethics (Stern, Byerly); justice and environmental philosophy (Blomfield); philosophy of education (Forstenzer, Hobbs, Byerly); and philosophy of race (Romdenh-Romluc, Forstenzer). Much of our work is interdisciplinary: e.g. with anthropologists and biologists (Laurence), criminologists (Bennett),

educationists (Forstenzer), political scientists (Blomfield, Forstenzer), psychologists (Barlassina, Byerly, Holroyd, Laurence), and theologians (Stern, Byerly).

Our research environment is enhanced by **three research centres**: the Hang Seng Centre for Cognitive Studies (HSC); the Centre for Engaged Philosophy (CEP); and the Centre for the History of Philosophy (CHiPHi). These generate collaborations and interdisciplinary work within and outside Sheffield. For example, the success of CEP has led our Faculty to adopt 'engaged humanities' as a research priority, while CHiPhi brings together scholars from York, Leeds and Durham; the HSC's work has always been richly interdisciplinary and international, e.g. yielding a high-profile 2016 *PNAS* paper with authors across five countries and six disciplines.

The UK philosophical community is facing unprecedented challenges. Our structures and strategies enable us to respond by generating world-leading research that shows the excitement of philosophy and its societal relevance, and leaves us ideally placed to flourish and evolve.

1.2 Unit structure

The Department's **research structure** contributes decisively to its success. Individual work is fully supported, while the Department's collegial environment promotes collaborative projects, with staff encouraged to work across research clusters. There is a thriving graduate programme, and early career researchers (ECRs) are enabled to develop and progress. Philosophy is located within the Faculty of Arts & Humanities, and has 16 permanent staff on full-time contracts: 8 professors, 4 senior lecturers, and 4 lecturers. We also have one professor on a part-time contract, a lecturer on a full-time temporary contract, and four support staff.

1.3 Progress towards REF2014 objectives

Our **plans from REF2014** have been largely accomplished and often exceeded. Five staff moved and four retired, meaning that not all staff contributed as envisaged; but new appointments have fulfilled our ambition to strengthen existing research clusters (e.g. Barlassina and Viera in philosophy of mind, Romdenh-Romluc in continental philosophy). We have developed our expertise in practically-relevant philosophy, refined into our current focus on engaged philosophy, by expanding into or strengthening capacity in areas such as philosophy of education (Forstenzer), philosophy of race (Holroyd, Forstenzer), climate change and environmental philosophy (Blomfield), religion and ethics (Byerly), and feminism (Holroyd; Romdenh-Romluc). Holroyd and Forstenzer were appointed as prestigious Vice-Chancellor's Fellows, furthering our aim of enhancing the discipline by fostering ECR talent.

1.4 Research, KE and PGR strategies

In the current assessment period, the Department's **key research aims** have been to produce research of the highest quality in a broad yet distinctive array of areas discussed above; lead the development of the discipline; and foster a strong KE ethos.

To achieve the first, we encourage both individual research and collaborative work, through our system of research clusters and centres. We develop and enhance departmental research strengths through new appointments, funding bids, exemplary staff support, and a vibrant research culture including our PGRs (§§2-3). To address our second aim, we place ambitious books and papers with leading publishers and journals, participate in the full array of professional academic forums, develop academic partnerships, and play major roles in academic organisations (§4). Our appointment strategies and comprehensive departmental mentoring systems for new staff nurture

ECR talent, and we have strong PGR recruitment (§3). To achieve our third aim, we support staff to cultivate a broad range of KE opportunities and interactions with KE partners (§1.3, §4).

The **strategy for KE** is central to our engaged philosophy approach. It has focused on three main areas: bringing philosophy to bear on public policy; philosophical input to professional practices, e.g. via training programmes; and public and community engagement. The first two are exemplified by the impact case studies on 'Implicit Bias' and 'Education Policy/Practice'; Bennett's work with the Howard League for Penal Reform is also important to the first. The last is exemplified by Hobbs's work in presenting philosophical ideas in diverse and often high-profile public contexts (§4).

We have built a **unified departmental foundation for our KE activities**. KE activity is distributed throughout the Department – all staff have given public-facing talks during the assessment period – and the CEP also provides a natural focus for KE events. Our approach has enabled us to take advantage of sources of funding and to diversify our funding partners: e.g. the 'Education Policy/Practice' case study was supported by internal University grants and by external awards, while the 'Implicit Bias' case study received external funding from new sources (see §3.2). We have developed a KE policy, designed by the Department's Research and Impact (R&I) Director, the Head of Department, with broader staff input; and we have facilitated KE activities by reducing other staff commitments.

The Department's **PGR strategy** is to ensure the PGR **community** forms an integral part of its research environment and plays a central role in ensuring the vitality of our research areas: §2.5 surveys PGR support and outcomes. Our success in PGR recruitment and attainment comes from: a distinctive portfolio of research areas led by highly-qualified staff; success with PGR funding programmes; and tailoring our MA provision to recruit and inspire students by providing three MA programmes (Philosophy, Cognitive Studies, and Political Theory). These programmes have increased from a total of 38 students per year in 2014 to 64 students in 2019/20, and have highly international cohorts.

1.5 Strategy for 2021-26

Our forward-looking strategies are designed to further our three primary research aims. We plan to maintain our current research strengths, while further developing key areas such as engaged philosophy, philosophy of psychology, and history of philosophy, as funded through growth in research-led UG recruitment, PG recruitment, and enhanced external funding. Our appointments strategy is also guided by our desire to support ECRs. The appointment of Udit Bhatia from September 2021 exemplifies these goals: he is an ECR in political philosophy whose work on 'epistocracy' chimes with our engaged agenda, and he will contribute to our vibrant Political Theory MA. Our keenness to encourage talented ECRs means that we will also seek to attract postdocs, by inviting applications to funding calls and providing extensive feedback to applicants on their submissions.

New collaborations are underpinned by research centres, which provide focal points for activities such as workshops and conferences: e.g. Barlassina and Viera have recently submitted significant funding bids for projects that are linked to the HSC; Faulkner is developing a large-scale interdisciplinary project on conversion whose activities would involve all three research centres. Our collaborative activities are enhanced by our popularity with visiting researchers (§4.1), who are fully integrated into research events, given workspace in the Department, and unrestricted library access. The research centres also add to our resilience by having a critical mass, thus avoiding

reliance on individual staff; and they provide a visible focus for PGR activity, boosting PGR recruitment.

Our KE plans are bolstered by the integration of external engagement matters within our departmental structure for research support (§2): we will consolidate our existing KE connections, while building new ones, with a particular emphasis upon developing our training contacts and our lines of influence on public policy. For example, Hobbs will develop her associations with the World Economic Forum, Aspen U.K. and the UN, exploring the ethical challenges and opportunities currently facing business and policy leaders; she will work with Human Rights Watch and Refugee Tales, seeking to shape policy with regards to the treatment of asylum seekers. Holroyd will further develop her programme of implicit bias training.

Staff will continue to seek research funding, as they have done even during the recent global pandemic: e.g. ECRs Blomfield and Hayward submitted bids for >£200K during mid-2020; Barlassina and Shemmer will enter funding bids in Spring 2021 whose potential value is >£1M. Other staff are developing major applications to the AHRC, Leverhulme, the Newton Trust, and the Wellcome Trust. We have strongly positioned ourselves to obtain future research funding by building our research clusters and centres, thus aligning ourselves with interdisciplinary and/or collaborative funding calls, and by embedding our engaged philosophical approach within our research culture, enabling us to access KE funding, including commercialisation funding streams. The integration of research funding support (§3.3) within our strong culture of individual scholarship will also encourage the submission of individual funding proposals.

1.6 Open access and research integrity

Our **open research environment** is founded upon transparency, collaboration and efficiency, in harmony with the *Concordat on Open Research Data* and the FAIR principles. To ensure maximum discoverability of our research, we aim to put all short-form outputs in White Rose Research Online, our shared repository with Leeds and York (green route). The 291 outputs deposited over this assessment period were downloaded over 38,000 times. This is our preferred route, ensuring equity in publishing opportunities regardless of available funding; we also publish outputs in fully OA journals, or hybrid where required for funder compliance. We support this through the provision of training and infrastructure.

Many of our KE activities are open to the wider public, through freely available media outlets and online sources (see §4). We will continue working with our dedicated librarian to maximise the open availability of our research, and to promote examples of best practice in research dissemination through the development of digitised, online resources. Annual individual staff research meetings (see §2) include consideration of OA issues. Departmental meetings also include regular assessment of our progress in furthering OA ideals.

Individual staff have contributed to the success of **open access initiatives**: Barlassina is on the editorial board of the leading interdisciplinary OA journal *Frontiers in Psychology*; Forstenzer is one of the official supporters of the OA journal *on_education*; and Hayward, as the editor of *Analysis Reviews*, was instrumental in persuading OUP to make all issues fully OA for three months after first publication.

We have a strong **culture of research integrity** founded on institutional policies and best practice. For ECRs, we have a mentoring system whereby more senior staff provide professional guidance e.g. on peer review practices. New staff are paired with department advisors and provided with comprehensive tailored induction materials. The Department has a team of trained ethics reviewers who advise on all research applications, and all PGRs take a compulsory module in

research ethics and integrity. While these aspects of our provision are particularly important in relation to those staff whose research has an empirical dimension, we also ensure that all staff are fully aware of potential issues of research integrity: e.g. annual research meetings include identification and discussion of potential ethical issues raised by individual research plans.

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2. People

2.1 Staffing recruitment strategy

The aims of our **recruitment strategy** are to preserve the Department's broad research and teaching base; enhance strategic research areas; and help to sustain the discipline by fostering ECR talent.

We have a rigorous and inclusive process for deciding where to make key appointments and at what level, developed by the Head of Department and the Department Executive Board, with particular input from the R&I Director and the Learning and Teaching (L&T) Director, in dialogue with the whole department; appointments are also given Faculty approval. We use stringent and transparent selection procedures, which include job talks, interviews, and extensive reading of work.

Our recruitment strategy and its implementation are strongly guided by a **concern with equality, diversity and inclusion (EDI)**. We employ wholly anonymised staffing application procedures until the shortlisting stage, to avoid implicit bias. Our job adverts encourage applications from women and BAME applicants, and commit us to exploring flexible working options. The Department's prominence in research areas in which underrepresented groups are statistically more present (e.g. feminism, philosophy of race) has encouraged applications from members of those groups; and the Department has fully adopted the BPA/SWIP Good Practice scheme (which Saul co-authored). We have six female academic staff, including three of the seven permanent appointments which were made during the assessment period, while Figure 1 illustrates how our proportion of BAME staff has trended steadily upwards:

Figure 1: Departmental BAME Staff Data
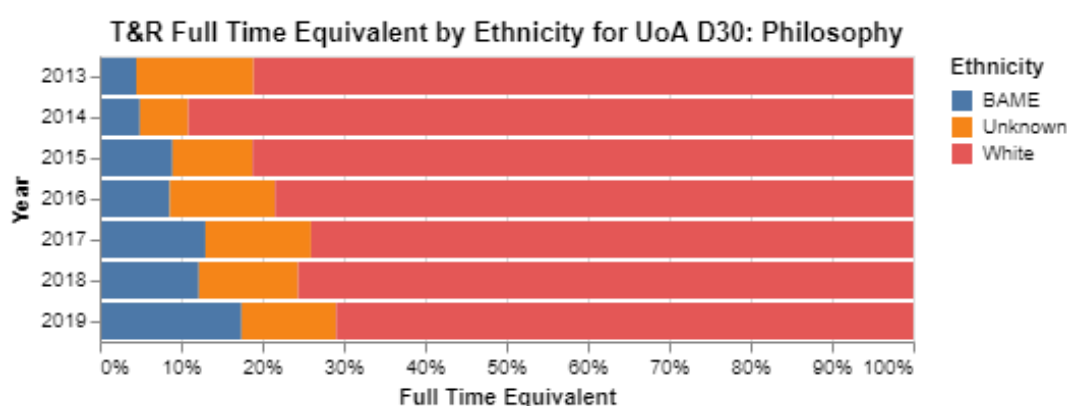
We foster promising research talent by **prioritising the appointment of ECRs,** e.g. by appointing multiple junior staff rather than a single senior hire. Two of our current permanent staff – Holroyd and Forstenzer – were recruited as Vice-Chancellor's Fellows: these prestigious appointments for ECRs provide three years of research leave before the Fellows become full-time departmental staff. Applications from potential postdoctoral researchers have also greatly increased; we have hosted five during the assessment period, each of whom has either continued to a further research position or been appointed to a permanent post.

2.2 Staff support and development

Our structures for **staff research support and development** provide individual research guidance. Information arising from support meetings allows the Department to shape its strategic research decisions, e.g. by identifying priority research areas and opportunities for collaboration.

All staff whose contracts include research have annual individual research meetings with the Head of Department and the R&I Director to support future publications and plans for research topics; potentials for KE; research funding plans; and individual research plans in relation to departmental research strategies. Annual Staff Review and Development Scheme (SRDS) meetings are also held with the Head or a member of the Department's SRDS board, to discuss individual research plans within the broader context of other duties.

All staff are asked to submit their CVs to the Department's annual promotions panel, to help identify potential promotion cases, and these are considered by the panel in tandem with SRDS reports. Staff who are put forward receive detailed advice on CVs and other materials from at least two colleagues, and they can provide feedback on the Head's accompanying statement of support. These procedures have resulted in a strong record of 10 promotions during the assessment period: 4 to senior lecturer, 3 to reader, 3 to professor.

Opportunities for collaborative research and funding are identified in SRDS meetings, within departmental meetings, and in the course of departmental away days. Collective research is further enabled through high levels of participation in collegiate and group research-based activities, such as the departmental seminar series (at least 16 per year, 2-4 given by departmental staff and the rest by visiting speakers from across the world); a diverse range of reading groups (e.g. an average of nine per semester from 2018-20); additional lectures by outside speakers (e.g. a 2018-19 special series on topics in cognitive studies); and a wide range conferences and workshops (see §4), including those organised in association with our research centres.

KE activity is considered within all our individual support and development processes (e.g. SRDS meetings) and within departmental processes that consider collective research (e.g. research-focused away days). These procedures allowed us to identify e.g. the research relationships underpinning the 'Education Policy/Practice' impact case study and the various thematically organised public-facing lecture series described in §4 below.

Staff may apply for one semester of research leave per six semesters not on leave. New staff on research contracts are initially given reduced teaching and administrative loads to foster research activity, e.g. this policy aided Blomfield's completion of her recent monograph. Female staff have received three Women Academic Returners Programme (WARP) awards, which provides financial support to mitigate the impact of parental leave on research activities.

Further measures and structures are in place for staff within specific categories. There is a three-year system of probation for new full-time and temporary staff, involving a clearly-defined series of agreed milestones and including the appointment of departmental mentors to discuss teaching, research, and administration. Mentors read research by their mentees and advise on research matters such as potential publications: all of our new appointments during the assessment period have successfully published work that has received feedback in this manner.

Departmental policy is to ensure that temporary teaching-specialist academic staff have some time for research in addition to their teaching and other responsibilities. They are allocated a mentor, and may choose to receive individual research support meetings. ECRs and PGRs also have access to the University's award-winning *Think Ahead* researcher development programme, which

offers resources tailored for ECRs, including mentoring and one-to-one career consultations, along with a comprehensive well-being programme.

2.3 EDI strategy

The Department has a **highly inclusive research culture**, and it has long been concerned to address the underrepresentation of protected groups within philosophy. Staff include figures prominent in attempts to diversify the discipline: e.g. Holroyd and Saul have done consultancy work on implicit bias within the workplace (see the 'Implicit Bias' case study), raising awareness of best practice and shaping the responses of the Department and Faculty to equality and diversity in recruitment, staff retention, and working conditions; Saul co-authored the BPA/SWIP guidelines on Women in Philosophy, which we have fully adopted. The University has commissioned Holroyd to provide implicit bias training across the institution, and she is working with a colleague from Physics in preparing a report on best practices in relation to parental leave; she is also leading institutional investigations into the EDI impact of COIVD-19 on staff.

Departmental EDI strategies are guided by our EDI committee which is attended by the Head, and by the Department's EDI officer and the L&T Director. We have formulated and adopted a gender identity policy, aimed at making the Department trans-inclusive, a model then taken up at Faculty level. The Department is committed to the equitable treatment of all staff; e.g. the EDI implications of relevant departmental policy decisions are reviewed by the EDI officer and the EDI Committee. As noted (§2.2) female staff have received three WARP awards. We are supportive of flexible and part-time working: staff can work at home when appropriate, and our departmental-level timetabling process recognises commuting and caring responsibilities. We also have two ground-breaking annual lecture series on *Minorities and Philosophy* (since 2015) and *Women in the History of Philosophy* (since 2009).

The Department's **REF2021 submission was shaped by its commitment to inclusiveness**. The process for supportive internal peer review of outputs and planning for impact case studies involved all academic colleagues (ECRs as well as senior staff), drawing on broad expertise and reaching a collective understanding of excellent research. Anonymity for review teams has empowered staff (including probationers) to feel comfortable rating colleagues' research. Research authors could not remain anonymous, but Department and Faculty REF leads together scrutinised the output selection and case study plans from EDI perspectives; they considered the proportion of submissions by gender and anticipated star ratings, and undertook extensive equality impact assessments.

2.4 PGR overview, support, and outcomes

The Department supports a **large, diverse** and **successful body of PGR students**. We have on average had 32 enrolled at any one time during the assessment period (81% studying full-time); an average of 4% of our PGRs have been BAME (self-declared), 13% disabled, 26% female (reliable data for non-binary students is unavailable), with 34% aged over 30. Our PGR cohort is highly international, with an average of 33% of our PGRs students non-EU, and 17% EU. According to the three Postgraduate Research Experience Surveys during this assessment period, 95% of our students agreed they were satisfied with their research degree programme. We awarded 65 PhDs and we have an **excellent completion rate**: 93% of our PhD students have submitted their theses on time.

2.4.1 PGR research environment

The Department's **vibrant research environment** brings together PGRs and staff. A staff member chairs the weekly Senior Postgraduate Seminar. All PhD students are expected to attend; a PhD student presents a paper followed by extensive discussion. PGRs join in a variety of reading groups; the weekly departmental seminar (which includes initiatives to encourage PG participation – e.g. a PG student is always given the chance to ask the opening question); and the annual residential reading weekend, as well as research centre activities.

Our undergraduates are also involved in the research life of the Department. For example, second-year students can apply to the Sheffield Undergraduate Research Experience (SURE) scheme. Successful applicants undertake a supervised piece of funded research in the summer. The Department has supported 13 SURE students since 2014: two eventually joined our PG programme. Undergraduates have established their own Undergraduate Philosophy Conference and an undergraduate journal (*PhilonoUS*), with worldwide submissions, and one of our undergraduates was overall winner in the *Philosophy* category of the Global Undergraduate Awards in 2020, then progressing onto an MA in the Department.

2.4.2 Support and training

The Graduate Studies Director oversees PGR matters and runs the PG Affairs Committee, attended by PGR representatives. This forum provides feedback from PGRs and allows consultation with them on departmental policy.

PhD students have a primary supervisor, whom they meet at least monthly, and a secondary supervisor whom they meet at least semesterly. Registration is confirmed within a 12-month period, after a successful confirmation review with both supervisors plus at least one other reader of their work. PGRs must submit a detailed PhD proposal, a thesis chapter, a data management plan, and a report on research training based on their ongoing training needs analysis; they are also required to present a paper at the Senior Postgraduate Seminar. Progress is reviewed at semesterly meetings attended by both supervisors, with reports forwarded to the Graduate Studies Director. Completing PGRs are offered practice vivas.

Our PGRs have access to a suite of **PGR support** sessions, as part of the University's Doctoral Development Programme, providing training and advice in research ethics and methods, KE, and career opportunities. The Department provides training sessions on research matters, including strategies for publication, the development of research presentations, and CV advice. Our PGRs may also apply to design and teach a third-year module based around their research; this scheme provides successful applicants with valuable teaching experience.

In addition to the University's PGR careers provision, the Department provides **regular targeted research-training sessions** for students entering the academic and non-academic job markets. We provide further support for PGRs seeking employment, including sharing of sample application materials and general preliminary advice. Draft CVs and other components of applications are checked, and there are opportunities for practice interviews and job talks.

Since 2015, we have appointed 31 former PhD students either to 6-month affiliate researcher status or to honorary fellowships (up to 3 years). The former provides access to IT and library services, and the latter also provides more substantial career support, giving access to research resources, mentoring and institutional support via the University's Professional Development Programme and *Think Ahead* framework. The resultant publication and dissemination of research, participation in alumni activities, collaborative research projects etc. provide significant mutual research benefits to the department, e.g. Barlassina, Saul, Shemmer, and Stern have all recently

published research co-authored with former PGR students. It also helps students bridge the gap to academic employment (see §2.4.4).

We have a **diversely international profile** of PGR students, and our International Students' Society is very active. It provides student mentors, organises sessions in English for academic purposes, and hosts regular social events.

2.4.3 EDI

The Department is very attentive to **EDI matters in relation to its PGRs**. Our EDI Committee is chaired by a PGR student, ensuring PGR input into departmental EDI policies. The Committee considers any issues that are relevant to students with protected characteristics, and recommends suitable action, e.g. extensive building work has recently improved access for people with limited mobility. We have a chapter of *Minorities and Philosophy* within the Department, and our students are participants in *Women in Philosophy* societies within the UK and elsewhere. The Department has instituted a series of guidelines in relation to LGBTQ+ students at all levels. In accordance with the Department's EDI commitments, we support students who are unable to live in Sheffield or cannot commit to full-time research: we currently have six part-time PhD students.

2.4.4 Outcomes

Our PGRs have been **strikingly successful in winning funding**: Twenty-seven of our PGRs during the assessment period have been funded by the AHRC, with an average of three new awards per year over that time. Our PGRs have also been awarded other external funding, including for interdisciplinary projects. For example, a current PGR is fully-funded by the Leverhulme Centre for Climate Change Mitigation, and another by the Grantham Centre for Sustainable Futures; recent students have received funding from the Austrian, Canadian, Icelandic, Mexican, and Libyan governments; a current student is on a Commonwealth scholarship. Other students have won internal funding from additional University sources, e.g. five of our PGRs have won the highly competitive University Prize Scholarships; another current PGR receives a China Scholarship Council/University scholarship.

The strength of the Department's PGR research support is illustrated by its **impressive PGR publication record**: they have published over 110 research outputs during the assessment period, and their work has appeared in many prestigious journals, including *Analysis*, *Australasian Journal of Philosophy*, *British Journal of Aesthetics, British Journal of the History of Philosophy*, *Cognition*, *Episteme*, *European Journal of Philosophy*, *Hypatia*, *Inquiry*, *Journal of Aesthetics and Art Criticism*, *Journal of Applied Philosophy*, *Philosopher's Imprint*, *Philosophy Compass*, and *Philosophia*.

Our PGRs are prolific in presenting at conferences and workshops, and play **leading roles in organising successful research events**, e.g. running the annual series of conferences (founded 2011) on *Understanding Value*; founding the *iCog* network for PG students and ECRs working on philosophical issues relating to the mind; instituting the *Northern Imagination Forum*. They have also organized one-off events, e.g. a major Royal Institute of Philosophy conference in 2017, on *Harms and Wrongs in Epistemic Practice*. And they have played leading roles in relation to philosophical journals: e.g. one of our PGRs co-edited the British Society of Aesthetics's *Postgraduate Journal of Aesthetics*.

We have a consistently strong **PGR placement record**, with academic appointments across 12 countries in Europe, North America and South America, including 9 postdocs outside the UK. Of the 58 PGRs who graduated since 2014, 18 (31%) secured permanent academic posts and a

further 22 (38%) have had temporary academic posts. Of the remaining 31%, many have taken up non-academic or academic-related jobs including the civil service, journalism, research administration and school teaching.

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3. Income, infrastructure and facilities

3.1 Funding strategy

We see **research funding** as a vital tool for enabling staff to develop their research projects and for maximising the exposure of their work. It also enables staff to build strong relationships with academic and non-academic partners, and strengthens the discipline by means of the provision of associated opportunities for ECRs and PGRs. Funding awards have produced significant research events and publications: e.g. Stern published the first English-language study of Løgstrup, disseminating his research in Australia and the US; Forstenzer organised events in Italy and Thailand on education and philosophy; Byerly, Fricker, and others have published papers in leading international journals. In addition, a Templeton-funded Academic Cross-training Fellowship enabled Byerly to undertake a distinctively interdisciplinary research project by acquiring training in psychology.

We have sought to diversify our potential funders, by identifying and building capacity in promising areas of research strength, such as engaged philosophy and the philosophy of religion, which have opened new funding sources (§3.2): e.g. engaged philosophy connects us to challenge-led and KE funding streams, and the philosophy of religion has linked our work to the Templeton Foundation. We have also continued to apply to more traditional funding partners, such as the AHRC and Leverhulme Trust. Internal funding sources have been used in initiating new projects, leading to external funding applications (§3.2).

Our **strategies in relation to PGR funding** have been broadly similar: to enhance our existing successes with traditional funding partners, while developing new funding opportunities to the fullest extent. Our PGRs have been funded by funding bodies across four continents in addition to the AHRC and other UK sources (§2.4.4). Where possible, we also integrate PGR funding opportunities within larger funding bids in order to maximise their PGR research benefits.

3.2 Funding overview

The Department's total externally-sourced **research income** during the assessment period was £789k from a total of 71 applications. The wide range of topics funded include 'Land Rights in a Changing Climate' (Blomfield), 'Sacrificing the Self for Others' (Byerly), 'Philosophical Enquiry as a Pedagogy for Teaching Critical Thinking and Democratic Citizenship' (Forstenzer), 'Blame and Forgiveness' (Fricker), 'Bias and Blame' (Holroyd), and 'The Radical Demand in Løgstrup's Ethics' (Stern). Our strategic focus on engaged philosophy has paid dividends, as many of these grants focus on engaged philosophical themes.

UK sources of funding included the AHRC, the Leverhulme Trust, the British Academy, WRoCAH, and the Cabinet Office; international sources included the European Commission, the Templeton Foundation, and the University of Notre Dame. (The last four had not previously provided departmental funding.) Awards have included an AHRC Fellowship (Stern), a British Academy Newton Advanced Fellowship (Forstenzer), a De Velling Willis fellowship (Gheaus), Leverhulme Early Career Fellowship (Dunham), a Leverhulme Major Research Fellowship (Fricker), and multiple awards from the Templeton Foundation (Byerly). ECRs are strongly supported in

developing their projects: e.g. in addition to his Academic Cross-training Fellowship from the Templeton Foundation, Byerly secured a further Templeton award with a psychologist as co-investigator, and a fellowship award from VU Amsterdam.

Our strategy for increasing research income in the future will involve building on the interaction between research funding and our streams of KE activity, which has great potential for further **diversifying our research income**, as does our interdisciplinary work. For example, some staff research overlaps with theology, which has generated striking funding successes – e.g. Stern's work on the ethical implications of Løgstrup's and Luther's ideas, and Byerly's research on virtue ethics in relation to Christianity. The Department also contains a growing number of staff and PGRs working on the philosophy of psychology and the philosophy of mind. This cluster, along with the HSC, has created an active research culture, producing numerous research funding applications (e.g. 9 during 2018-20). It has also attracted strong PGRs, many of whom have been awarded internal and external funding for their studies.

We have made full use of **internal research funding opportunities**. For example, since 2016-17 eight staff have received internal funding from the Faculty Research Application Fellowship (FRAF) scheme, which provides money to enable the development of funding bids e.g. by providing teaching relief. External funding bids resulted from each of the FRAF awards, and Byerly's award facilitated two of his successful applications to the Templeton Foundation. At the departmental level, staff and PGRs frequently apply to the Learned Societies Fund, for up to £350 to attend UK conferences, and up to £700 for international meetings.

3.3 Administrative research infrastructure

Our research and funding strategy is overseen by the R&I Director, in close co-operation with the Head, and in consultation with the Executive. Strategic plans are developed in consultation with the Department more widely, through regular departmental meetings and away days. The R&I Director's participation in Faculty-level panels, such as the Faculty's Research Strategy Group and the Faculty's Research and Innovation Committee, enables us to shape Faculty support and strategy. For example, this enabled the adoption of engaged humanities at faculty-level. Aspects of research strategy that are of particular relevance to PGRs are discussed with PGR representatives in the PG Affairs Committee.

Faculty research support received substantial investment from 2019 when the Faculty Research Services team (1.8 FTE) was expanded to a Faculty Research Hub (2.9 FTE; 3.4 FTE from 2020), and Faculty Research Growth Team (1.8 FTE). Academic and Faculty support for KE, impact, and public engagement was also expanded from 1 FTE to 6 FTE. The teams work closely together to provide a co-ordinated service. The Faculty provides regular workshops on national and international funding priorities, and on themes proposed at departmental level; it also provides follow-up on support or training needs flagged by staff at individual research meetings. All of our successful funding applications have benefited from extensive internal Faculty review processes, which incorporates peer feedback provision from staff in other departments. Beyond the Faculty, the University has dedicated research support officers who advise on e.g. budgetary matters, cross-Faculty research initiatives, inter-University research opportunities, and the detailed preparation of funding bids.

The growth in the Department's KE and impact activities has been aided by the Faculty's enhanced provision of research support: its KE team shares knowledge of funding opportunities and schemes; helps to nurture academic collaborations; identifies and develops potential networks

of external partners; and provides advisory workshops, training, and facilities, for staff and students.

Our structures for staff research support were described in §2.2, and funding applications – amounts received, plans in progress etc. – form a standing item for discussion at departmental meetings. Potential alignments in research interests that may lead to joint funding are identified at departmental meetings and away days, at which we also receive input from University and Faculty research support staff, who advise on opportunities and trends.

3.4 Material research infrastructure

The Department's cohesiveness is aided by its physical situation within a dedicated building in the central campus area, near the main University library and additional University PGR study facilities. We have 25 offices, along with a large open-plan administrative office, two meeting/seminar rooms, and a reception area. There is a postgraduate kitchen and social space, along with four postgraduate computer rooms with study spaces. The building's self-contained nature and its shared spaces increase interactions among staff and PGRs. Disability access to the building was substantially improved in 2019.

Departmentally-organised research events often use the Humanities Research Institute, for example the 2017 meeting of the British Society for the History of Philosophy and the 2018 meeting of the British Society for Ethical Theory. The HumLab is a specialist £212K facility founded in 2017, comprising computer laboratory, sound booth and eye-tracking room, for University members whose research interests involve cognitive science. This has benefited philosophy staff who engage in empirical research, such as Cochrane's work on music and the emotions; Barlassina is among its staff.

The University library structure includes dedicated departmental and Faculty contacts. The library has extensive holdings in philosophy. It subscribes to online philosophical resources including *Past Masters* (recently expanded to include the complete works of Luther and Schelling, in support of a departmental research grant), *Routledge Encyclopedia of Philosophy Online*, the *Cambridge Companions to Philosophy*, *Religion and Culture*, and the *Philosopher's Index*; it subscribes to 252 philosophy-related academic journals; and it holds c.28,000 philosophy books.

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

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4.1 Collaborative research: ethos and infrastructure

As outlined above (§§1.4, 1.5, 2.2), collaborative work is central to our research strategy and receives extensive support. Our **collaborative research activities** have occurred at international, national, and local levels. Together they maximise exposure of our research and help us strengthen the discipline by creating research links within the profession and to groups within larger society. They have also yielded high-quality research outputs and formed the basis for research funding bids.

We have cultivated **research collaborations with partners beyond the UK**, due to the international reach of our research and our leadership of relevant fields:

- Research collaborations with partners from Australia, Canada, Denmark, France, Germany, Hungary, Norway, Spain, Sweden, Switzerland, Thailand, and the USA. Funding sources included: the BA/Leverhulme Trust (Blomfield), the Templeton Foundation (Byerly), the

University of Konstanz (Gregory and Lenman), the Spanish government (Keefe), the Thailand Research Fund (Forstenzer); the University of Oslo (Saul). Barlassina, Byerly, Hayward, Holroyd, Laurence, Olson, Saul, Stern produced related research publications from these international collaborations.

- We have hosted 41 visiting scholars since 2014, from Canada, China, Denmark, France, Germany, Iran, Italy, Japan, New Zealand, Sweden, Thailand, Turkey, and the USA. These have included Fulbright Scholars and researchers with Chinese government funding. Outcomes include co-authored published work (e.g. Olson with Karsten Witt, Stern with Bjørn Rabjerg).

Interdisciplinary or philosophical research collaborations within the UK have increased the influence of staff nationally:

- Bennett, Holroyd, Saul, Shemmer, and Stern: 12 co-authored published papers and 1 co-edited published collection, working alongside academics in our own Department (Holroyd, Saul, Shemmer, Stern) and also in criminology (Bennett), law (Bennett, also Holroyd), psychology (Holroyd), and with the Cabinet Office's Principal Research Officer (Saul).

- Staff organised numerous research events, including conferences and workshops, alongside colleagues working nationally in other disciplines, e.g. Education (Forstenzer, Hobbs), Politics (Blomfield), and Theology (Byerly, Stern). Funding came from e.g. Oxford's Ian Ramsey Centre (Byerly), the Royal Institute of Philosophy (Forstenzer), the Society of Applied Philosophy (Blomfield), and the WRUC (Byerly).

Our **interdisciplinary work with other University departments** has created productive partnerships and strengthened our profile within the institution:

- Blomfield: member of the management committee of Sheffield's Leverhulme Centre for Climate Change Mitigation.

- Byerly with Meredith Warren (English): organised a workshop on 'Religious Experience' (2017). Funded by Templeton.

- Forstenzer with Ansgar Allen (Education): organised a seminar series on 'Philosophy of Education' (2018-20). Funded by the Philosophy of Education Society of Great Britain.

- Holroyd with Tom Stafford and Robin Scaife (both Psychology): organised a conference and workshop on 'Bias in Context' (2017). Funded by Leverhulme.

- Stern with colleagues from English, History, and Philosophy: organised two workshops and a conference on 'Luther as Philosopher' (2018). Funded by the White Rose University Consortium.

Our work also aligns with **broader national and international societal strategic aims** including the realisation of the 17 UN Sustainable Development Goals, including 'quality education', 'gender equality', 'climate action', 'life on land', and 'peace, justice and strong institutions'. These contributions also align with the aims of the UK's Global Challenges Research Fund. Work that is relevant here includes e.g. Bennett on penal reform; Blomfield on climate change and land rights; Forstenzer and Hobbs on education; and Holroyd, Romdenh-Romluc and Saul on gender.

Our collaborative research ethos also influences our PGR programme, e.g. via special PGR supervisory arrangements, and it shapes the collaborative research activities undertaken by our PGRs themselves:

- Four recent PGRs were co-supervised with colleagues from Leeds.

- Two recent PGRs were co-supervised with international partners from Antwerp and Virginia.

- Recent WRoCAH-funded PGRs did their 'Research Employability Projects' at LSE, MIT, Munich, UConn, and Virginia.

- Recent PGRs have done experimental work with an anthropologist from Belfast; a psychologist in Cambridge; a psychologist at the University of Illinois Urbana-Champaign.

- Our PGRs have organised many research events (see §2.5).

4.2 KE activities

Our strategy of engaged philosophy has resulted in staff undertaking activities with potential for influence in society, e.g. by feeding into public policy. Some key examples are:

- Bennett: review of a *Howard League of Penal Reform* report on electronic monitoring of offenders.

- Fricker: Moral Philosopher on the government's Spoliation Advisory Panel.

- Forstenzer: secondment as 'Philosopher-in-Residence' in Brussels for Magid Magid MEP, advising during 2019 on legislative matters and on the philosophical underpinnings of European integration projects.

- Hobbs: met *Grosvenor of London* PLC to discuss social housing; met [text redacted for publication] to discuss philosophy in schools, which she also discussed with the UK Department of Education.

- Hobbs: advised the All-Party Humanist Group and the Home Office on protecting rights to asylum.

- Hobbs: ongoing work with the World Economic Forum and the 2018-19 WEF Global Future Council for Values, Ethics and Innovation has provided input to professional practices, particularly in terms of ethical issues arising from new technology see e.g. the 2020 ethical starter-kit for CEOs of tech SMEs which Hobbs co-authored.

- Romdenh-Romluc: collaborated with the Sheffield Teaching and Derbyshire Healthcare NHS Foundation Trusts in a project on habits.

- Saul: worked with the UK Statistics Authority in producing the free public-facing pamphlet *Misleadingness: A Short Thinkpiece*, yielding an invitation to address the UN Statistical Authority.

Public engagement is crucial to the realisation of our KE objectives, as a vehicle for promoting the importance of philosophy, and creating future societal effects. Some examples:

Talks, lectures, and exhibitions:

- Staff gave over 160 public lectures during the assessment period. Events have been local, national and international: e.g. Hobbs spoke at Sheffield's *Off the Shelf* festival; the Liberal Democrat Party Conference; the Hay-on-Wye literary festival and the Hay-on-Wye *How the*

Light Gets In Philosophy festival; at the *Athens Democracy Forum*; at the Davos *World Economic Forum*; Stern spoke on Luther in St Margaret's Church, Westminster.

- Romdenh-Romluc collaborated with Kelham Island Museum and the artist Laura Page, and also with Page and the National Railway Museum, in a Faculty-funded project, yielding publications, talks, and an exhibition; also collaborated with Page in an Arts Council-funded project on 'small acts of rebellion', speaking at the premiere of a film by Page.

- Lenman, Olson, Bennett, Saul, Holroyd: gave talks on films in a long-running series *Philosophy at the Showroom*, partnering with Sheffield's *Showroom* cinema.

- Stern, Shemmer, Lenman, Byerly spoke in the lecture series (organised by Byerly and Stern) *God and the Good* (funded by the University's Prokhorov Centre) in partnership with Sheffield Cathedral. Stern and Byerly also gave talks during their six months as 'Philosopher's in Residence' at the Cathedral.

Local, national, and international media appearances:

- Staff made at least 145 appearances during the assessment period.

- Hobbs alone has appeared on very many leading national and international radio and television programmes which have reached some 254 million people around the world, including *In Our Time*, the *Moral Maze, Newsnight*, *PM, Desert Island Discs*, the *Today* programme, *The Verb, The Forum* (World Service), *Genius of the Western World: Socrates* and *Marx* (Channel 4), *The Legend of Atlantis* (Smithsonian and Channel 5).

- They have produced many research-led and public-facing articles for online and print publications: e.g. Bennett co-authored a pamphlet on public attitudes to justice, published in 2016 by the Howard League for Penal Reform; Forstenzer and Stern have written on the Covid crisis for *Guoming Daily*; Hayward wrote for the *New Statesman*, in praise of idleness, and for politics.co.uk, on Cummings and public trust in politicians; Holroyd and Saul have written on implicit bias for the *Guardian* and the *Huffington Post*.

- They have been interviewed on prominent media outlets: e.g. Forstenzer and Saul have done numerous interviews about their research in relation to current events on BBC Radio Sheffield; Holroyd has been interviewed on implicit bias on the Radio 4 programmes *Analysis* and *Start the Week;* Stern was interviewed on Australian radio station ABC about his work on Løgstrup.

4.3 Research influence, and contributions to the research base

The **influence of the Department on philosophy nationally and internationally** is founded on wide recognition of our research excellence and the value we place upon undertaking the service which strengthen the discipline as a whole. As well as e.g. external examining work (undergraduate philosophy courses at 10 UK universities; PGRs at 21 universities in e.g. Africa, Australia, Europe, and Scandinavia), our activities have included **leading roles within major professional bodies**:

- *Analysis*: Saul, Chair; Saul, Keefe *Analysis Trust* trustees and Committee members; Holroyd, Committee member.

- Aristotelian Society: Saul, Chair; Romdenh-Romluc, Committee member; Stern, President-Elect for 2021.

- British Academy: Stern, Fellow (2019 onwards).

- British Philosophy Association: Hobbs, Executive Committee member; Stern, President (2012-18).

- *Mind* Association: Saul, Vice-President (2018) and President (2019).

- REF2021: Stern, Chair of the Philosophy subpanel.

Staff are active in **editorial work**:

- Bennett: Editor of the *Journal of Applied Philosophy* (2013-2018).

- Byerly: Reviews Editor of the *European Journal of the Philosophy of Religion*.

- Fricker: Associate Editor of the *Journal of the American Philosophical Association*.

- Hayward: Editor of *Analysis Reviews*, Associate Editor *Journal of Moral Philosophy.*

- Holroyd: Co-editor of a special issue of the *Journal of Applied Philosophy*; associate editor for the *International Encyclopedia of Ethics*.

- Romdenh-Romluc: Editor of the book series *Routledge Research in Phenomenology*.

- Stern: Series Co-Editor for selected works of Løgstrup, OUP.

- Staff have served on the editorial boards of some 26 journals, including: *Analysis, European Journal of Analytic Philosophy, European Journal of Philosophy, Hypatia, International Journal of Philosophical Studies, Journal of Applied Philosophy, Philosophy Compass, Religious Studies, Res Publica, Thought, Utilitas*.

They have assessed **grants and fellowships**:

- Assessing grants and research fellowships for Oxbridge colleges, for 10 national Research Councils, and for private funding bodies such as the Leverhulme Trust.

- Hiring and promoting staff in 37 universities around the world, including Cambridge, Cornell, Hong Kong, Johns Hopkins, Oxford, UConn.

- Undertaking institutional reviews: e.g. Keefe: the University of Cambridge's Faculty of Philosophy; Stern: the Institute of Philosophy at the University of London.

They have been awarded **fellowships**:

- Blomfield: appointed as visiting scholar at the Universities of Toronto (but unable to take up, due to global pandemic) and California San Diego.

- Forstenzer: Democracy Visiting Fellow at the Harvard Kennedy School (2017-18); Visiting Fellow at Tufts University (2016).

- Gregory, Lenman: visiting 'mentors' to postdoctoral researchers in Konstanz.

- Hayward: Visiting Fellowships at the Institute of Philosophy in London, and the Vienna Circle Institute.

- Saul: St Louis University as the Collins Visiting Professor; University of Waterloo 2016 Rudrick Visiting Scholar.

- Stern: Fellow of the British Academy, visiting positions at Aarhus, Sydney, and Tsinghua.

They have contributed as **referees**:

- For journals including *Analysis, the Australasian Journal of Philosophy, Erkenntnis, Ethics,* the *Journal of Philosophy, Mind, Noûs, Philosophers Imprint, Philosophical Quarterly, Philosophical Studies, Philosophy and Phenomenological Research,* the *Philosophical Review, Synthese, Thought.*

- For publishers including Bloomsbury; Cambridge University Press; Oxford University Press; Routledge; Yale University Press.

They also maintain a **high-profile international presence at conferences, workshops and seminars**, having given >750 academic talks during the assessment period, including prestigious international lectures and workshops:

- Fricker: workshops at Tilburg, Germany (2014) and the University of Massachusetts (2015); the Frederick Henry Sykes Memorial Lecture at Connecticut College (2016).

- Hobbs: Royal Irish Academy Public Lecture in Dublin (2015); Annual Lecture at the Hellenic Research Foundation in Athens (2018).

- Olson: workshops on his work at the University of Rijeka, Croatia (2014) and the Collège de France (2018).

- Saul: President of the Mind Association Address (2019); Mesthene Lecture at Rutgers University USA (2020).

- Stern: Max Charlesworth Lecture at Deakin University, Australia (2019); Løgstrup Lecture at the University of Aarhus, Denmark (2019).