

Institution: University of Southampton						
Unit of Assessment: 30 Philosophy						
1. Unit context and structure, research and impact strategy						
1.1 Context and Structure						
<p>The Department of Philosophy, part of the School of Humanities within the Faculty of Arts and Humanities, offers a dynamic, ambitious, and supportive environment for research. With 18FTE staff, an increase of 38% since REF2014, we are larger than ever. Since all appointments during the assessment period were early career researchers (ECRs), this reflects a significant investment in the future (see §2.1). Corresponding to the growth in staff is an increase in average annual research income of ~260% (§3.1) and an increase in the average number of research degrees awarded annually of ~160% (§2.2).</p> <p>We pride ourselves on the breadth of our interests and enjoy expertise across the core areas of philosophy while recognising the following research clusters:</p> <ul style="list-style-type: none"> • Aesthetics. • Epistemology. • Ethics. • History of Philosophy. • Language, Logic, and Metaphysics. <p>Numerous activities – including workshops, conferences, and reading groups – fall within their foci. Much of the most exciting activity happens at their intersection (see <i>Figure 1</i>). The department has a vibrant culture of interaction among all researchers and considers areas of overlapping expertise to facilitate cross-fertilisation. To foster this collaborative environment, we hold tri-yearly in-house research days devoted to sharing work-in-progress, which bring together staff from across the department, in addition to regular seminars and reading groups open to all researchers. Such collegiality reflects a commitment to ensuring that every member of our research community has the opportunity to contribute to our activities and to flourish as a researcher (§2).</p>						
	Clusters	Aesthetics	Epistemology	Ethics	History of Philosophy	Language, Logic, and Metaphysics
Projects						
	<i>Agency and Autonomy: Kant and the Normative Foundations of Republican Self-Government</i> BA Newton Fellowship (Mudd)			✓	✓	
	<i>Art and Ethics</i> Marie Słodowska-Curie Fellowship (Stear)	✓		✓		
	<i>Better Understanding the Metaphysics of Pregnancy</i> ERC Starter Grant (Kingma)			✓		✓

Clusters	Aesthetics	Epistemology	Ethics	History of Philosophy	Language, Logic, and Metaphysics
Projects					
<i>Heidegger's Way to Being and Time: The Centenary Project</i> BA/Leverhulme Small Research Grant (McManus)			✓	✓	✓
<i>Higher-Order Evidence in Epistemology, Ethics, and Aesthetics,</i> AHRC International Network Grant (Whiting)	✓	✓	✓		
<i>Loving, Wondering and Knowing: Our Mental Life and All its Aspects</i> BA/Leverhulme Small Research Grant (Felappi)		✓			✓
<i>Metaphysical Explanation</i> Riksbankens Jubileumsfond (Thompson)		✓			✓
<i>Mother Knows Best: The Philosophy of Transformative Experience</i> Templeton Foundation (Woollard)		✓	✓		
<i>Metaphysics of Repeatable Artworks</i> BA Mid-Career Fellowship (Walters)	✓				✓
<i>Normativity: Epistemic and Practical</i> AHRC Research Grant (Whiting)		✓	✓		

Figure 1 Externally-funded projects and research clusters

1.2 Research strategy

The overarching aim throughout the assessment period was that of progressive expansion – achieving growth through appointments that both overlap with and go beyond existing research expertise. This allowed us to increase significantly in range while remaining a cohesive unit.

This approach was in accordance with the principal aims stated in REF2014 to maintain the range of interests while building on our strengths in (1) the history of philosophy, especially Kant and post-Kantian philosophy, (2) aesthetics, and (3) the philosophy of normativity. We have exceeded our expectations across the board. Highlights include:

- (1) **Stephenson's** appointment; **McManus's** BA/Leverhulme grant for a workshop series marking the centenary of Heidegger's *Being and Time*; and Mudd's BA Advanced Newton Fellowship on *Agency and Autonomy*.
- (2) **Walters'** BA Fellowship on the metaphysics of art; Stear's Marie Skłodowska-Curie Fellowship on *Art and Ethics* supervised by **Ridley**; and **Whiting's** *Higher-Order Evidence in Epistemology, Ethics, and Aesthetics* AHRC-funded network.
- (3) **Sylvan's** and **McElwee's** appointments; **McHugh, Way,** and **Whiting's** AHRC-funded project, *Normativity: Epistemic and Practical*; the aforementioned higher-order evidence project; and the foundation of the European Normativity Network (see §4.1).

The aim to maintain breadth was likewise surpassed. In addition to the increase in staff (§1.1), two developments are of particular note. The first, which draws on expertise within several clusters, is the formation of a group leading an emerging field: the philosophy of pregnancy, birth, and early motherhood. At the centre of this is **Kingma's** *Better Understanding the Metaphysics of Pregnancy* (BUMP) ERC-funded project. Other achievements include **Woollard's** *Mother Knows Best* project, supported by a Templeton Fellowship in association with the Universities of Notre Dame and North Carolina. The importance of our ground-breaking work in this new area was recognised by a commendation in the "Research Project of the Year: Arts, Humanities & Social Sciences" category at the 2018 Times Higher Education Awards.

The second is the appointment of **Felappi, Thompson,** and **Stephenson**. Building on existing interests, this led to the concentration in Language, Logic, and Metaphysics. In addition to BUMP and **Walters'** fellowship, successes on this front include **Felappi's** Leverhulme/BA-funded *Loving, Wondering and Knowing* project and **Thompson's** role as co-investigator on *Metaphysical Explanation*, a 3-year project supported by the Riksbankens Jubileumsfond based at the University of Gothenburg.

Another stated aim for the assessment period was to develop our profile in normative ethics. This has been furthered by the appointment of **McElwee**. As an expert on the ethics of global poverty, **McElwee's** arrival also led to the expansion of our interests in applied ethics, as did the appointment of **McNeill**, who explores ethical issues raised by new technologies. The activity on pregnancy and early motherhood reflects this interest, as does **Gregory's** research on disability and wellbeing.

In addition to maintaining existing areas of overlapping expertise, our primary objectives for the next five years are to: (A) promote further research excellence within the Language, Logic, and Metaphysics cluster, with a focus on supporting ECRs in developing externally-funded projects; (B) develop further our world-leading work in the philosophy of pregnancy, birth, and early motherhood through staff recruitment; and (C) expand the breadth of our expertise to include more non-Western philosophy. Existing staff have developing interests in (C): **Felappi** organised a workshop on cross-cultural differences in theorising with colleagues at Zhejiang University; a stated objective of **Whiting's** network is to bring traditional Chinese philosophy to bear on debates in epistemology; **Stephenson** is to co-edit a special issue of the *British Journal of the History of Philosophy* on Islamic philosophy; and **Janaway** and **Sylvan** have presented research on classical Indian philosophy. Pursuing these objectives will serve also to promote a more diverse and inclusive research environment.

1.3 Impact strategy

To ensure our research benefits, informs, and engages those beyond academia, we have transformed our culture regarding impact since REF2014. While continuing to participate in and value public engagement – understood as a matter of stimulating public debate and contributing to cultural enrichment – our strategy is to explore and facilitate even richer forms of impact and, in doing so, involve a more diverse range of interest groups.

To support this, we introduced the role of Impact Lead, held by a member of academic staff, whose responsibilities include coordinating impact across the unit, identifying opportunities and associated funding, advising colleagues, and promoting the impact of our research internally and externally. Impact is a standing item on the Philosophy Board agenda, and, with other members, the Lead determines our policies in this area. Another strategic decision was to award colleagues engaged in more involved impact activities tariff points in the departmental workload model to ensure that – additional to the standard allocation of time for research – they have time to give their work on this front the attention it requires. Contributions to impact are recognised in probation and appraisal meetings, and figure prominently in cases for promotions (§2.1).

The case studies that form part of the present submission – “Ethics, Law and Professional Guidance for Birth Choices Outside the Guidelines” and “Infant Feeding: Guilt and Shame” – evidence the effectiveness of this strategy (see REF3). The approach in each case is to target key stakeholders that stand to benefit from the research and that might not otherwise engage with academic philosophy, including charities, health professionals, policy-makers, and parents. Strategic use of the workload model enables this without sacrificing the quality of the underpinning research. Other examples of this approach to facilitating impact include: **Gregory** advising NHS clinical commissioning groups on their ethical framework and funding priorities; **McNeill** exploring the implications of autonomous systems with professionals in maritime engineering, transportation, and intensive care; **Stephenson** collaborating with a research scientist at Google DeepMind developing machine-learning programmes based on Kantian principles. Much of this activity is supported by external funding or competitive internal awards (§3.1).

While our impact-related activities go well beyond public engagement, we continue to recognise its importance and undertake it in an energetic fashion. Southampton is a funded regional centre of the Royal Institute of Philosophy (RIP), which has supported a visiting speaker series widely advertised and open to all, in addition to large-scale events, such as a debate on veganism between Monk (Emeritus) and Patrick Holden (Director of the Sustainable Food Trust). With the Southampton Ethics Centre (§1.4), the RIP supports the Ethical Challenges series of annual public lectures, now in its eighth year, whose distinguished speakers include Clare Chambers (Cambridge), Helen Frowe (Stockholm), Jeff McMahan (Oxford), Onora O’Neill (Cambridge), and Jennifer Saul (Sheffield). This routinely attracts audiences of 80 and above. In addition, we have a long-standing relationship with Southampton City Gallery and each year deliver a series of informal talks on themes inspired by its exhibitions. Talks are free to attend and attract audiences of 30-40. These events, together with numerous public lectures, study days, media appearances, and publications aimed at a general audience offer the public stimulating opportunities to engage with our research (§4.2).

For the future, our principal aims are to: (i) build on the well-established activities that are the focus of the case studies and deepen their impact; (ii) support other colleagues in realising the impact potential of their research to increase the range of benefits and beneficiaries – for example, industry (**McNeill**) or people with disabilities (**Gregory**); and (iii) establish a mentoring system through which those with a track-record of success support ECRs in boosting the impact of their research.

1.4 Interdisciplinarity

Our commitment to interaction and collaboration across areas of expertise accompanies a commitment to interdisciplinarity. A key mechanism for encouraging and facilitating this is the Southampton Ethics Centre (SEC), established in 2013 by, and directed from, Philosophy (**McManus** until 2018, **McElwee** since 2018). The SEC coordinates and promotes research in ethics across the University, with more than 60 members representing every Faculty. In addition to hosting the Ethical Challenges Lectures (§1.3), the SEC organises a dedicated seminar, bringing together researchers in different disciplines at Southampton and elsewhere to discuss

ethical issues raised by their research. It also allocates ~£600 annually in support of interdisciplinary conferences and workshops in areas such as Education, English, Engineering, Health Sciences, Law, and Politics, alongside Philosophy.

Our interdisciplinary activities are not limited to those supported by the SEC. For example, workshops on such topics as the nature of pregnancy (2015), perception and mental imagery (2018), social ontology (2018), and artistic value (2019) involved colleagues in subject areas from Art, English, Film, Music, Modern Languages and Linguistics, Medicine, and Psychology at Southampton and other institutions in Europe, Asia, and North America.

In addition to leading the SEC, colleagues in Philosophy are members of numerous interdisciplinary groups. **McNeill** sits on the Advisory Board for the EPSRC-funded network on “Artificial Intelligence and Augmented Intelligence for Automated Investigations for Scientific Discovery”, led from Chemistry. Other inter-Faculty initiatives to which staff belong include: Clinical Ethics and Law; Health Ethics and Law; the Institute for Life-Sciences; and the Web Science Institute (REF5a §2.6). Intra-Faculty initiatives to which staff belong include: the Centre for Eighteenth Century Studies; the Centre for Nineteenth Century Research; and the Centre for Linguistics, Language Education and Acquisition Research. By presenting and participating in these groups’ events, and by collaborating on members’ funding applications, our research is informed by and informs research across the University.

We also support interdisciplinarity through co-supervision of postgraduate researchers based in units such as English, Medicine, and Electronics and Computer Science.

A further mechanism for encouraging interdisciplinary research is the Faculty Early Career Network (§2.1), to which all ECRs in Philosophy belong. Through formal and informal events, the network provides opportunities for researchers to communicate their interests to colleagues in other subjects. Several of the above events came about as a result of the network. The Faculty also hosts an Advanced Seminar Series, to which Philosophy has contributed, that brings together colleagues in different disciplines to present research on topics of mutual interest.

Just as our commitment to interdisciplinary is part and parcel of our commitment to permeable research clusters, so it is part and parcel of our commitment to impact. Efforts to ensure that our research benefits those outside academia typically involve colleagues in other fields. **Woollard’s** interventions on infant-feeding, for example, are developed in collaboration with a colleague in Psychology. Similarly, **Stephenson** works with a colleague in Computing at Imperial College London on AI programming. This helps to generate additional benefits and translate theoretical results into real-world applications. So, the plans and strategies to enable impact (§1.3) serve also to encourage interdisciplinarity.

1.5 Open Research

We are enthusiastic in promoting a culture of Open Access (OA) at Southampton and more widely. All researchers take advantage of University-wide resources, including *ePrints*, its online repository, and *Pure*, its research information system (REF5a §2.3). They benefit from OA deals with publishers and, for those whose research is UKRI-funded, access to grants to cover article processing charges.

In addition, several local initiatives are in place. A portion of the Philosophy budget is dedicated to facilitating OA publishing, for example, by paying the costs of submission fees to OA journals or of licences that maximise reuse. We proactively support and utilise *PhilPapers*, which includes *PhilArchive*, the largest and most widely-used archive of papers in digital format in the field. Southampton is an institutional subscriber to the resource. Our policy is that researchers enter details of and, when permissible, upload pre-prints of articles to *PhilPapers* within three months of acceptance to expedite availability and improve searchability. Several colleagues are area editors adding and cataloguing entries. These measures help to make our research

accessible to non-academic audiences – thereby encouraging impact – and also to disadvantaged groups with limited access to the resources available to institutions like Southampton - thereby promoting inclusivity.

Staff belong to editorial teams for OA journals and, as members of subject associations and learned societies, play leading roles in consultations about the future of dominant publishing models and alternatives to them, as well as in the development of policies for supporting OA (§4.1).

1.6 Research integrity

We are active in maintaining and advancing a culture of research integrity (RI) in accordance with the Concordat to Support Research Integrity (REF5a §2.8). We introduced a dedicated role of RI Lead, held by a member of academic staff, and RI is a standing item on the Philosophy Board agenda. The Faculty provides regular training to ensure staff understand the principles of RI and the process of applying for ethical approval for research. Training in RI is mandatory for postgraduate researchers.

Importantly, we encourage RI beyond the unit. Throughout the assessment period, colleagues in Philosophy chaired the Faculty Ethics Committee (**Janaway, McManus, Woollard**) and were thereby members of the University Research Ethics Committee (REF5a §2.8). In addition to ensuring that research across the University accords with its ethics policies, we drive the development of those policies, most recently, concerning cultural heritage. The chair also serves as the Faculty's RI Champion, overseeing the writing and implementation of its RI Action Plan.

Staff have contributed to RI beyond Southampton. **Gregory**, for example, served on the Hampshire Health Research Authority Ethics Committee (2016-2017). In this role, he helped to ensure research in health satisfied ethical guidelines.

2. People

2.1 Staffing strategy and staff development

Philosophy at Southampton prides itself on providing a collegial, harmonious, and supportive environment for staff and students. We have achieved a period of significant growth. Since REF2014, the number of submitted staff has risen from 13FTE to 18FTE. All staff are on balanced (education and research) or research-led career pathways (REF5a §3.1). The departmental profile is an international one, with 26% of submitted staff from outside the UK.

Recruitment is informed by our research objectives (§1.1), as evidenced by the arrival of specialists in the history of philosophy and the philosophy of normativity. We made 20 fixed-term and permanent appointments during the assessment period. All were ECRs, a strategic decision to secure the long-term sustainability of the unit.

When hiring, we follow the British Philosophical Association and Society for Women in Philosophy (UK) Good Practice Scheme, including but not limited to ensuring gender representation on selection committees and raising awareness of unconscious bias. Advertisements explicitly encourage applications from members of underrepresented groups. These steps supplement numerous University EDI initiatives concerning staff recruitment (REF5a §3.8). From 2013/14 to 2019/20, 40% of appointments to research positions in the unit were to women, and the overall proportion of women in research positions increased by 7%, suggesting that the measures are effective.

Each new staff member is assigned a senior colleague as mentor, who serves as a source of guidance and support through a 2-year probation period. (Pro rata arrangements are in place for those in part-time or fixed-term posts.) As part of this, colleagues attain a Postgraduate Certificate of Academic Practice or, for those with suitable prior experience, Professional Recognition of Educator Practice, both of which lead to Fellowship of the Higher Education

Academy. Following probation, colleagues move to a system of annual appraisal (REF5a §3.1). Philosophy treats probation and appraisal meetings as constructive occasions for receiving advice, reflecting on objectives and priorities, and identifying opportunities for career development.

The University is a signatory to the Concordat to Support the Career Development of Researchers, which it implements via the Centre for Higher Education Practice. The Centre gives particular support to ECRs, offering training and networking activities across the University (REF5a §3.6). In addition, local arrangements are in place to provide dedicated support for ECRs, their integration, and the development of their research:

- ECRs are members of a Faculty-wide ECR network, which affords opportunities to meet colleagues in other subjects, explore prospects for collaboration, and seek advice.
- The network is led by a senior colleague who acts as ECR Champion – a post held from 2014 to 2017 by a member of Philosophy – with whom ECRs can meet individually to raise concerns or make suggestions regarding Faculty practices and policies.
- The Faculty organises bespoke professional development activities for ECRs.
- ECRs receive an annual research allowance, additional to funds available from the departmental budget.
- Philosophy ensures that ECRs present their work in a departmental seminar during their probation period and have priority at research “Awaydays” (§1.1).
- For ECRs in permanent lectureships, we offer a lighter teaching and administrative workload. In Year 1, they have 50% of a standard load, rising to 70% and 90% in Years 2 and 3, respectively. This does not affect their entitlement to research leave.

This support extends to ECRs holding postdoctoral fellowships to ensure that the project in which they are employed and the unit more generally benefit from their presence and that postdocs are well placed to secure future academic posts. Postdocs are encouraged to participate in the full range of research activities, including those that do not fall within the purview of their projects. A postdoc attends the Philosophy Board to represent their interests. We assign new postdocs a senior colleague from outside their project as an independent advisor.

These measures, bolstered by the collegial ethos of the department, are proving successful. Evidence of this, in addition to the outputs and activities of ECRs, includes the fact that 14 of the 15 colleagues whose fixed-term lectureships or fellowships ended during the assessment period accepted permanent posts at Southampton or obtained academic employment at another institution. The remaining colleague secured a research position in the charity sector.

An important mechanism for supporting the research of permanent staff is the provision of sabbatical leave. University policy is that staff may apply for 1 semester of leave in 8 (REF5a §3.2). To promote an energetic research environment, we allow staff to apply for 1 semester of leave in 7. We count semesters during which ECRs have a reduced load as “in service”, as noted above, as well as maternity/paternity/parental, compassionate, and sickness leave to offset the impact these circumstances can have on a colleague’s career. Depending on the level of award and time-commitment involved, externally-funded leave typically supplements, rather than replaces, departmental provision. Following a period of leave, staff report on their activities and their results. This provides the basis for discussion in probation/appraisal meetings and thereby an opportunity to acknowledge successes, determine new objectives, and identify ways of supporting future projects.

Additional policies to support research include ensuring that staff have (at least) one day per week during term free from teaching commitments and awarding tariff points in the workload

model for impact, giving staff time for impact activities additional to that allocated for producing the underpinning research (§1.3)

Staff achievements are recognised through nominations for internal and external prizes. During the assessment period, 5 colleagues were finalists in the University-wide Vice-Chancellor's Awards, 4 of whom won, in categories such as "Mentoring", "Early Career", and "Balanced Academic". As mentioned in §1.2, our work in the philosophy of pregnancy, birth, and early motherhood was Highly Commended in the 2018 THE Awards.

The primary way in which research (including impact) success is acknowledged and rewarded is via promotion. During the assessment period, there were 7 promotions from Level 4 to Level 5, 5 from Level 5 to Level 6 (Associate Professor), and 3 from Level 6 to Level 7 (Professor). To put this in context, all but one member of permanent staff not already at Level 7 was promoted during the assessment period, in some cases more than once. These successes demonstrate the effectiveness of our measures for enabling staff development, especially for ECRs.

2.2 Postgraduate researchers

We are proud of our flourishing community of postgraduate researchers (PGRs), which has grown substantially. The average number of PhDs awarded annually in Philosophy rose from 1.2 in REF2014 to 3.14 in the present assessment period. The latter figure does not include co-supervised PGRs registered with another unit at Southampton (§1.4) or another institution belonging to the AHRC South, West and Wales Doctoral Training Partnership (SWW-DTP).

The SWW-DTP is a consortium of 10 universities awarding AHRC-funded studentships across the Arts and Humanities. Recipients benefit from a collaborative supervisory team drawn in most cases from two or more institutions, allowing PGRs to take advantage of its breadth of expertise. In the present assessment period, the consortium made 10 awards to PGRs registered with the unit, and a further 7 to PGRs registered at a partner institution co-supervised by a member of the unit. The SWW-DTP runs a comprehensive training programme to support the development of discipline-specific and cross-disciplinary skills, as well as career development, and offers funds to meet individual training needs.

While the SWW-DTP is a significant source of postgraduate research funding, we are not exclusively reliant on it. ERC grants, Chinese Scholarship Council awards, Vice-Chancellor/Presidential Scholarships, Jacobsen Studentships, Royal Institute of Philosophy Bursaries, and donor-sponsored studentships have given further financial support to PGRs.

PGRs belong to the Faculty Graduate School (FGS) directed by **Janaway** from 2018-2020. PGR Representatives sit on its committee. The FGS provides funds for conference attendance and offers training to PGRs – concerning the viva, for example, or publishing – additional to mandatory University-level training in areas such as research integrity and EDI. The FGS coordinates annual 'milestones' at which independent assessors together with the supervisory team review the progress of PGRs. While the outcome determines whether the candidate continues on the programme, these occasions are also opportunities to advise PGRs on their projects, give feedback on their research, and identify training needs. The FGS actively supports GradNet, a PGR-led group which encourages networking, organises a seminar series and annual conference, and publishes a peer-reviewed multi-disciplinary journal. PGRs have access to the University's Enabling Services, which support students with disabilities, mental health problems, or specific learning difficulties, and provide resources, host workshops, and offer advice promoting wellbeing. The FGS enjoys support from the University's Doctoral College (REF5a §3.7), which has overall responsibility for the PGR community and the training and development of its members.

Supplementing the above, and led by its Doctoral Programme Director, Philosophy supports its PGRs in numerous ways to further their projects and advance their skills as researchers, while

ensuring that they are well placed to pursue a future career within or outside academia.

Provision includes:

- A weekly seminar at which PGRs present work-in-progress, followed by a peer response that provides the basis for general discussion. Presenter and respondent receive written feedback from staff chairing the seminar.
- Career development sessions twice each semester. Recent topics include: the TEF; impact; publishing; academic and non-academic careers; and conference organisation. On occasion, visiting researchers are invited to share their experiences of and route to a career in Philosophy to provide a diverse range of perspectives.
- A staff-led Graduate Class introducing PGRs to issues at the cutting-edge of contemporary scholarship. This broadens PGRs' knowledge by exposing them to live debates within philosophy, increases their fluency in engaging with philosophers working in fields other than their own, and helps them acquire new areas of competence.
- PGRs have the opportunity to lead seminars and give lectures, which provides invaluable experience for those pursuing academic jobs or teaching posts outside higher education. PGRs who take up this opportunity are assigned a teaching mentor and complete a training course delivered by the Doctoral College, alongside unit-led training. PGRs are regularly observed by staff, who produce reports offering feedback that serve as the basis for teaching references.
- The PGR community organises (at least) one conference or workshop each year. Staff provide oversight and advice, but the choice of topic, speakers, and format is the PGRs'. In addition to furthering their research, this offers opportunities for networking and experience of preparing grant applications. PGRs were successful in securing funds from subject associations such as the Aristotelian Society, Society for Applied Philosophy, Mind Association, and British Society for the History of Philosophy.
- For those pursuing academic careers, the Doctoral Programme Director serves as placement director. They ensure that PGRs receive feedback on CVs, cover letters, research proposals and other elements of applications, coordinate mock interviews and job presentations, and advise PGRs in securing references and preparing teaching portfolios.
- To ensure that PGRs receive adequate guidance and support, we assign each a Personal Academic Tutor outside the supervisory team. The Departmental Senior Tutor and Faculty Senior Tutor provide additional assistance as needed.

We consider PGRs an integral part of our research community. They are strongly encouraged to participate in the full range of seminars, workshops, conferences, and reading groups. PGRs may apply for funds from the departmental research budget, in addition to other sources of support, such as the Southampton Ethics Centre (§1.4). We host a twice-yearly forum inviting PGRs to share their experiences, raise concerns, and put forward initiatives, and a PGR representative attends the Philosophy Board.

The various forms of support and training, the range of activities on offer, and the stimulating intellectual environment we afford provide an exciting and productive environment in which to pursue research at postgraduate level. Evidence includes:

- More than 30% of those who completed PhDs during the assessment period secured academic posts in the UK, Asia, mainland Europe, and North America. Overall, according to the latest available DLHE data, 100% were in employment or further study only six months after receiving their PhD.

- PGRs have published their doctoral research in peer-reviewed international journals, including *American Philosophical Quarterly*, *European Journal of Philosophy*, *Inquiry*, *Journal of Applied Philosophy*, *Journal of Nietzsche Studies*, *Ratio*, *Philosophical Psychology*, *Synthese*, and *Theoria*.

2.3 Equality, Diversity, and Inclusion

A commitment to EDI is embedded throughout our activities. We have a dedicated EDI Lead, and EDI is a standing item on the Philosophy Board agenda. It is mandatory that all researchers – staff and PGRs - complete EDI training. A member of Philosophy sits on the Faculty EDI Committee and thereby contributes to decision-making and policy beyond the unit.

Effective use of the departmental workload model ensures a proportionate workload for part-time colleagues and makes allowances for those with caring responsibilities or health problems. As a matter of policy, we schedule meetings and events staff are expected to attend within normal working hours. The Head of Philosophy liaises with colleagues to enable flexible and remote working where possible. In addition to following University procedures for supporting staff returning to work after sickness or maternity/paternity/parental leave (REF5a §3.4), we do not count such leave against research leave entitlement (§2.1).

As noted in §2.1, we subscribe to the BPA/SWIP-UK Good Practice Scheme. This involves implementing numerous policies and procedures for improving the climate for and representation of women in the unit and the profession more broadly. These recommendations concern such matters as hiring practices, conference organisation, promotions and appraisal, support for caregivers, and the departmental culture more generally. We actively seek ways to go beyond the BPA/SWIP guidelines (for example, blind-reviewing submissions for conference presentations).

We sponsor a Women in Philosophy group, which organises informal meetings to encourage and support members by celebrating their successes, providing role models for PGRs and ECRs, and offering a space in which members can share advice. We also host a chapter of *Minorities and Philosophy* (MAP), a student-led international network that aims to examine and address issues of minority participation in philosophy. The unit has funded MAP events, supports its initiatives, such as its Wellbeing Café, and a staff member acts as advisor.

Alongside the increase in the proportion of female staff (§2.1), the pattern of promotions during the assessment period provides evidence of the success of our approach to EDI. 53% of promotions in Philosophy were to women. Every woman in a permanent post at every level was promoted during the assessment period, in some cases more than once.

We are proud to have led the development of the BPA/SWIP-UK Guidelines for Accessible Conferences and Public Lectures, recently endorsed by the Mind Association and the Linguistics Association of Great Britain. The guidelines, to which we subscribe, were co-written by **Gregory** and **Felappi** with Helen Beebee (Manchester). They offer organisers information about how to plan and deliver events accessible to people with disabilities. The effects of this will be felt throughout the UK community in philosophy and beyond in terms of a sea-change in how events are planned and promoted. **Gregory**, whose research concerns the philosophy of disability, was a member of the University's Disability Steering Group (2018-2019). **Felappi** is a member of its Disability Quality Self-Assessment Team (since 2019). These activities demonstrate a proactive attitude to addressing EDI matters beyond the unit and in the profession more widely.

This commitment to EDI is shown in the preparation of the present REF submission. The EDI Lead had regular opportunities to provide feedback on drafts of documentation. We ensured gender and ECR representation on our subcommittee for selecting outputs. Staff leading the submission completed bespoke EDI training, focusing on implicit bias. These measures supplement those of the University (REF5a §3.9).

Our principal goal for the future is to secure Athena SWAN recognition. **Walters** chairs the School of Humanities Athena SWAN self-assessment team. With the School, we plan to submit an application for the award by April 2022.

3. Income, infrastructure and facilities

3.1 Income

Total research income during the assessment period is over £1.4M, reflecting a 260% increase in average annual research income compared to REF2014. (For a list of externally funded projects and their leads, see *Figure 1.*) The dramatic rise in grant success reflects a more enterprising culture within the unit coupled with a more strategic approach to generating income in support of research and impact activities. All staff are expected to seek funding, where the type and level of award are commensurate with career stage to ensure equity. Support in doing so includes the following:

- The departmental workload model ensures that staff have time to develop serious and considered applications. Staff receive tariff points – and are thereby relieved of a portion of their teaching and administrative responsibilities – for preparing applications proportionate to the level and type of award.
- Our Head of Research and Impact Lead support staff seeking funds for their research activities, help them to identify suitable schemes, and assist them in preparing applications.
- The University's Research & Innovation Services provide information about funding opportunities and have dedicated teams for bid development, research contracts, research integrity, and impact, while the Finance Research Hub undertakes costings and administers applications and awards (REF5a §1.5).
- Funding applications go through a rigorous system of peer-review at Department- and Faculty-level before submission. This helps staff to ensure that the aims of their projects are ambitious but achievable and to communicate those aims and their importance to prospective reviewers of diverse backgrounds.
- Our approach is to obtain “seed funding” for an initial activity, which provides a springboard for a larger-scale project. For example, **Walters'** BA Mid-Career Fellowship was preceded by a workshop series supported by the institution-wide “Adventures in Research” scheme for ECRs.

In preparing applications, EDI is not an afterthought but built in at the planning stage, for example, by ensuring that members of underrepresented groups have opportunities to participate in a project and that plans accord with BPA/SWIP guidelines. To monitor this, our policy is that its EDI Lead reviews applications during their development.

The figure for income does not include grants from subject associations and learned societies such as the Aristotelian Society, Mind Association, British Society for the History of Philosophy, British Society of Aesthetics, Society for Applied Philosophy, Thought Trust, and British Society for the Philosophy of Science in support of workshops and conferences falling under one or more of our research clusters. These awards total more than £30K. Nor does the figure for income include donations used to fund PGR-led workshops, the SEC, and Career Development Fellowships.

We have also enjoyed success in securing external funds awarded to the University of Southampton and distributed internally on a competitive basis. For example, both **Woollard** and **Kingma** obtained centrally-administered ESRC Impact Acceleration Awards. These awards – ~£10K each – were used to deliver some of the activities which are the focus of the impact case

studies. Staff also secured competitive internal grants – ~£20K – for initiatives that engage policy-makers and the public from Public Policy|Southampton (PP|S) and Public Engagement with Research (PERu) (REF5a §2.9).

3.2 Organisational infrastructure

We recognise a number of (non-exclusive) areas of shared expertise (§1.1). Each cluster has benefitted from substantial long-term investment during the assessment period, primarily in the form of permanent appointments: **Felappi** (history of philosophy; language, logic, and metaphysics); **McElwee** (ethics); **McNeill** (epistemology, ethics); **Stephenson** (epistemology; history of philosophy; language, logic, and metaphysics); **Sylvan** (epistemology; ethics); and **Thompson** (language, logic, and metaphysics). The clusters provide focal points around which researchers organise reading groups, conferences, and workshops. They inform our selection of seminar speakers to ensure they cater to our principal areas of research and thereby to the interests of PGRs. Many interdisciplinary research centres encourage and facilitate research across subject areas within the Faculty and beyond, including the Southampton Ethics Centre, led by Philosophy and supported by donations and Faculty awards of ~£650 annually (§1.4).

The Head of Philosophy holds a research budget and allocates funds in line with strategic goals, supplementing funds available through University-wide competitions, such as the Global Research Initiator Scheme, and Faculty-level schemes, such as the Strategic Research Fund (~£40K annually). These support the development and dissemination of research through workshops and conferences, including pilots for larger projects, and initiatives that aim to generate impact. The Faculty REF Officer helps colleagues to improve and document the impact of their research.

Philosophy's Head of Research coordinates and ensures support for research activity across the department and, in consultation with colleagues, determines our research strategies and policies, as well as those of the School of Humanities as a member of its Research Committee. Furthermore, **Walters** is Deputy Head of School for Research, and members of the unit have chaired the Faculty Ethics Committee throughout the assessment period (§1.6). In these roles, colleagues in Philosophy play leading roles in determining the research policies and strategies of the School, Faculty, and University.

Key elements of the infrastructure relating to PGRs include the Faculty Graduate School, directed by **Janaway** from 2018-2020, and the resources and training provided by the AHRC-funded Doctoral Training Partnership (§2.2).

Our research activities are supported by a Senior Administrative Officer, who helps with organising and promoting events, travel and accommodation for research visits, and staff recruitment, as well as a dedicated member of Finance, who assists in managing budgets for projects and other research activities. Philosophy has designated contacts in the Library team. An Academic Engagement Librarian assists staff and PGRs in accessing the Library's resources and in procuring new resources, while its Research Engagement Librarian advises staff and PGRs on open access, impact measurement, and data management (REF5a §4.2).

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

4.1 Research collaborations and contributions

We are an outward-looking department with a strong sense of civic duty. Staff are at the forefront of numerous national and international partnerships and play leading roles in the wider research community.

Our staff spearhead major research networks and play pivotal parts in exciting collaborative projects with colleagues at other institutions. We are a founding member of the European Normativity Network (ENN), established in 2013 by Fabian Dorsch (Fribourg) and **McHugh**. The

ENN provides a platform for sharing and promoting research across Europe in the philosophy of normativity. It hosts an annual conference and has grown to involve more than 40 philosophers across 19 institutions.

In addition, we co-organise the annual Southampton-Humboldt Normativity Conference, which alternates between the institutions. **Felappi** is leading an interdisciplinary project, supported by Southampton's Global Research Initiator Scheme, involving researchers at Zhejiang University on intercultural variation in concepts and judgements. **Kingma** and **Woollard** are Associate Members of PHIL-BIRTH, an interdisciplinary project led by Stella Villarmeá (Alcalá). **Woollard** is on the Oversight Committee for *WRISK: Understanding and Improving the Communication of Risk Relating to Pregnancy*, a project led by Heather Trickey (Cardiff) involving the British Pregnancy Advisory Service and funded by the Wellcome Trust. **McElwee** is a partner on *Value-Based Non-Consequentialism* led by Joerg Loeschke (Zürich). **McHugh** was a researcher on the *Experience, Belief and Mental Agency* project directed by Josefa Toribio (Barcelona). **McManus** is the principal investigator on a BA-funded project on the development of Heidegger's *Being and Time* involving colleagues at KCL and Oxford as co-investigators. Mudd's BA Advanced Newton Fellowship was a collaborative project involving Lucas Thorpe (Bogazici) exploring Kant's contributions to Republican political philosophy. **Thompson** is a core member of *Metaphysical Explanation*, a major project based at the University of Gothenburg. **Whiting** is the Principal Investigator in an AHRC-funded network that brings together researchers in different fields from across Europe, North America, and China to develop and disseminate research on higher-order evidence.

Staff play leading roles in the profession through their involvement in subject associations and learned societies, thereby lobbying on behalf of the discipline, allocating funds for research, and overseeing international journals. Having joined its Executive Committee in 2015, **Whiting** is now the Director of the Mind Association (2019-present), which promotes philosophical research, funds conferences, studentships and fellowships, and oversees the management of the leading journal *Mind*.

In addition: **McElwee** is the current Director of the British Society for Ethical Theory, Mudd is a member of its Advisory Board, and **Gregory** and **Woollard** were Co-Treasurers (2014-2019); **Kingma** is a member of both the British Society for the Philosophy of Science Committee and the Executive Committee of the Philosophy Special Interest Group of the Royal College of Psychiatrists; **Walters** was a Trustee of the British Society for Aesthetics (2015-18); **Way** and **Woollard** are members of the Analysis Committee; **Whiting** is on the Scientific Board of the British Society for the Theory of Knowledge; and **Woollard** is a British Philosophical Association committee member. Among colleagues in fixed-term positions, while at Southampton, Cavedon-Taylor was Treasurer for the British Society of Aesthetics, Finn was an Executive Committee member for the Society for Women in Philosophy (UK) and on the Royal Institute of Philosophy Council, and Stear served on the British Society of Aesthetics Diversity Committee. As noted in §2.3, **Gregory** and **Felappi** co-produced the BPA/SWIP-UK Accessibility Guidelines.

As this overview indicates, a commitment to promoting a sustainable, inclusive, and flourishing culture of philosophical research in the UK and beyond is not restricted to one or two enterprising individuals but infuses the unit.

It is no surprise, then, that we support subject associations and learned societies by hosting their events. During the assessment period, colleagues organised annual conferences for the British Society for Ethical Theory, the Society for Women in Philosophy (UK), the UK Kant Society, the British Postgraduate Association, and the British Undergraduate Philosophy Society, as well as a meeting of the Chinese Society for Epistemology. In addition, we hosted nearly 50 conferences and workshops during the assessment period involving speakers from approximately 25 countries.

Our contributions to the field extend further. **McManus** is on the advisory board of the open access *Nordic Wittgenstein Review* and will join (2021) the editorial board of *The Journal of the History of Philosophy*; **Janaway** is the General Editor of the Cambridge Edition of the Works of Schopenhauer and on the editorial boards of *The Journal of the History of Philosophy*, *The Journal of Nietzsche Studies*, and *Schopenhauer-Jahrbuch*; **Ridley** is a member of the editorial board for the *British Journal of Aesthetics*; **Schönbaumsfeld** is an associate editor for *Philosophical Investigations* and on the editorial board for the Anthem Studies in Wittgenstein book series; **Walters** was an associate editor of *Analysis* (2017-19) and will co-edit the journal from 2021; and **Way** is an area editor for *Ergo*, also open access.

All staff routinely referee manuscripts for journals and academic presses. **Whiting** is a member of the AHRC Peer Review College, and staff have reviewed grant applications for national funding bodies in Belgium, Canada, Germany, and Poland, as well as funding schemes for research institutions outside the UK. Staff have examined more than 45 research degrees from some 30 institutions across 9 countries during the assessment period, helping to maintain the health and standards of the discipline.

As a member of the AHRC SWW-DTP (§2.2), we collaborate in the supervision and training of PGRs across 10 institutions. From 2015-2017, **Janaway** played a leading role in the enterprise as Chair of the Philosophy Subject Panel, which makes final decisions on the allocation of studentships. Through our involvement in the consortium, we have a significant influence on the future of the subject and its ongoing vitality.

Academic visits to and from Southampton are a tribute to the international standing of our work and demonstrate our contribution to the development of research beyond Southampton. We hosted visiting research staff and PGRs from Austria, China, Germany, Italy, Spain, and the US, while Stella Villarmea's Marie Skłodowska-Curie Fellowship, based at Oxford, involved a secondment to Southampton. In the same period, staff held visiting positions at: Eindhoven University of Technology (**Kingma**); the University of Barcelona (**McHugh**); Fordham University (Mudd); the University of Regensburg (**Schönbaumsfeld**); Freie University of Berlin and Humboldt University of Berlin (**Stephenson**); Central European University (**Walters**); Harvard University and the Murphy Institute at Tulane University (**Way**); Northwestern University and Xiamen University (**Whiting**); and Australian National University (**Woollard**). Such honours are not limited to permanent staff: Monk (Emeritus) held a Miller Scholarship at the Santa Fe Institute; Finn, a postdoctoral researcher, held Visiting Fellowships at the New York University, the City University of New York, and the Australian National University; and PGRs secured Visiting Fellowships at Jagiellonian University and the Hebrew University of Jerusalem.

The many invitations staff receive to present research in the UK and abroad show that our work enjoys international recognition and that staff are enthusiastic participants in and influences on the research culture in philosophy and other subjects across the globe. During the assessment period, permanent staff in Philosophy gave research presentations at more than 450 events – ~25 per person – in more than 40 countries.

Distinguished prizes are further recognition of the standing of our staff and the importance of their work. As noted in §1.2, our ground-breaking research on the philosophy of pregnancy, birth, and early motherhood was highly commended in the THE 2018 Awards. Monk (Emeritus) was appointed a Fellow of the Royal Society of Literature (2017), and his biography of Robert Oppenheimer was nominated for the Baille Gifford Prize and the Plutarch Award. **Stephenson** was awarded the Wilfrid Sellars Essay Prize by the North American Kant Society' for his paper 'Existence, Modality, and Imagination in Kant'.

4.2 Partnerships and contributions beyond academia

Our contributions to the community of scholars are accompanied by, and often bound up with, contributions to society beyond academia. As our impact case studies explain (REF3), **Woollard**

works with charities, professional bodies, and the public on issues concerning infant-feeding, and has delivered training to professionals in healthcare and beyond. **Kingma** engages with public bodies, media, charities, and legal organisations on questions about birth rights, and has been instrumental in effecting changes in Dutch law on this issue.

Numerous other staff members made contributions outside higher education. From 2016-2019, **Gregory** was as an ethical advisor on the NHS funding priorities committee for the clinical commissioning groups that cover Southampton, Hampshire, the Isle of Wight, and Portsmouth. He ran a training event on ethics and attended their bi-monthly meetings, informing decisions about the availability of NHS funding for different interventions. **McNeill** has discussed the role of artificial intelligence in intensive care with the Wessex Intensive Care Society and Southampton Intensive Care Unit.

As well as these contributions to the public sector, staff work closely with business and industry. **Stephenson** collaborates with a research scientist at Google DeepMind in the development of machine-learning programmes based on Kantian cognitive architecture. **McNeill** has shared his research on autonomous systems with the Transport Studies Unit (Oxford) and members of the South Coast Marine Cluster. He has also co-organised a major conference on 'Artificial Ethics', involving representatives from industry and the military. **Whiting** was to deliver workshops involving regional business representatives with a focusing on initiatives for accommodating evidence that one's capacity for decision-making is compromised (for example, by bias). These were postponed due to the Covid-19 health crisis.

We also maintain a lively and varied programme of public engagement activities, including the Ethical Challenges annual lectures and the Southampton City Art Gallery lectures (§1.3). During the assessment period, we delivered regular Study Days on such topics as the emotions, fake news, the nature of art, and the philosophy of love. With the support of the Royal Institute of Philosophy (RIP), we organised high-profile events, including a sell-out debate on veganism involving the Sustainable Food Trust. Our fortnightly research seminars are open to all. On top of these regular events, we deliver numerous public talks each year in other fora, including but not limited to the University's Researchers' Café, Being Human Festival, and Science and Engineering Festival organised by PERu (§3.2).

Beyond Southampton, we have contributed to magazines of ideas such as *Aeon*, *The Critique*, *Philosophers' Magazine*, and *Philosophy Now*, and published or featured in opinion pieces and interviews in newspapers such as *The Irish Times* and *The Independent*. Staff have appeared on local (*That's Solent*) and national television (*ITV*), programmes and podcasts for BBC Radios 3 and 4, as well as community radio in Australia, and interviews, lectures, and debates for organisations such as the RIP and The Institute of Art and Ideas.

Our public engagement activities significantly enrich the culture in Southampton and beyond.