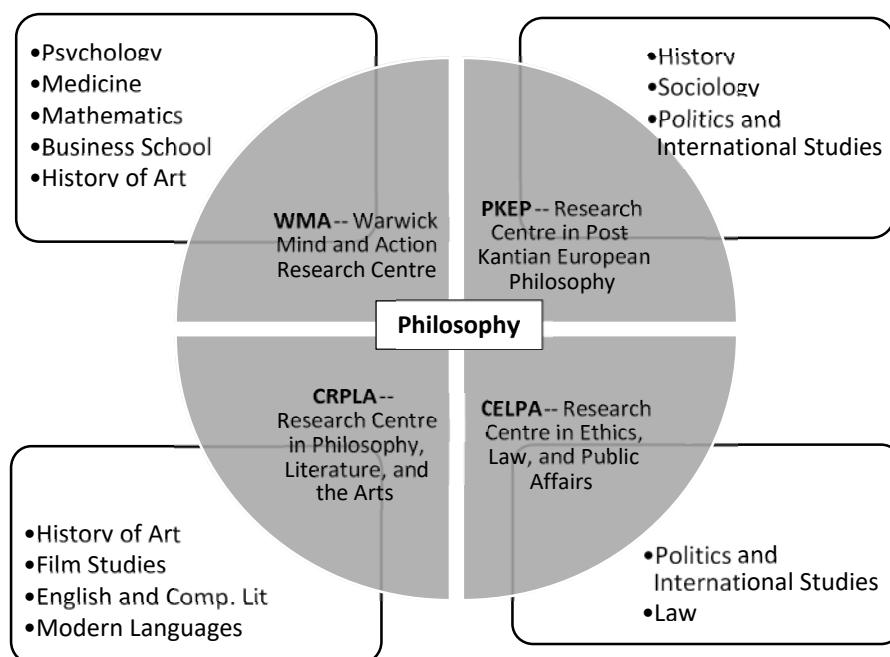


Institution: University of Warwick
Unit of assessment: D30 Philosophy
<p>Section 1. Unit context and structure, research and impact strategy</p> <p><i>A. <u>Overview & Structure</u></i></p> <p>Our vision is to be a world-class research-intensive and inclusive philosophy department that actively promotes diverse philosophical traditions and sustained interdisciplinary collaborations. Our research strategy centres around cultivating sustainable disciplinary and interdisciplinary excellence and thereby engaging with issues of current pressing concern. This sustainability depends on attracting, and integrating into our community, outstanding PGRs and ECRs. We strive to be an inclusive research community and so to contribute to the progressive development of a more equal and more diverse discipline (section 2).</p> <p>We are privileged to be one of few departments worldwide with an international reputation for excellence across both analytic and continental philosophy, which offers us distinctive opportunities to produce research responsive to both traditions. We therefore remain committed to enhancing our four main areas of strength: philosophy of mind and epistemology; Post-Kantian European philosophy; aesthetics; and moral, political, and legal philosophy. Our research in these areas is organised through four highly active research centres with well-established interdisciplinary links within Warwick and beyond. PGRs and ECRs are fully integrated into centres and included in decision-making.</p> <p>Warwick Mind and Action Research Centre (WMA): WMA (formerly CSCRC) specialises in research in philosophy of mind and psychology, and epistemology. Key collaborators include psychologists and behavioural scientists.</p> <p>Core members: Butterfill; Campbell; Cassam; Crowther; Dean; Eilan; Hoerl; Lerman (teaching-focused); Longworth; Michael (until November 2019); Moore; Nudds; Roessler; Walker (teaching-focused).</p> <p>Post-Kantian European Philosophy Research Centre (PKEP): PKEP was formalised as a research centre during the assessment period to better organize and showcase the Department's manifold, internationally leading research activities in this area. The centre draws in researchers in history, sociology, and political theory.</p> <p>Core members: Ansell-Pearson; Bather Woods (teaching-focused); Beistegui; Cooper; Houlgate; James; Lorenzini; Poellner.</p> <p>Centre for Research in Philosophy, Literature, and the Arts (CRPLA): Specialising in aesthetics and the philosophy of literature, CRPLA represents a longstanding and successful collaboration with the Department of English and Comparative Literary Studies. It is co-managed by the two Departments and involves researchers from across the Faculty of Arts.</p> <p>Core members: Costello; John; Lacertosa (teaching-focused); Simecek (teaching-focused).</p> <p>Centre for Ethics, Law, and Public Affairs (CELPA):</p>

CELPA is a well-established centre housed by the Department of Politics and International Studies, but centrally involving researchers from Philosophy and Law. Sustained activity and investment from all three Departments have established CELPA as the leading such research centre in the UK.

Core members: Bajaj; Brownlee (until June 2020); Ferguson; Peter; Sorell (joint appointment with PAIS); Surgener (teaching-focused); Tomlin.

The centrality of plurality and interdisciplinarity to our environment is illustrated below:



B. Research strategy and progress since REF 2014

Our research strategy, continuous with that for REF2014, comprises four main elements: enhancing research excellence; supporting pluralism; deepening interdisciplinarity; and improving potential to attract grant income.

1. Enhancing research excellence

During this assessment period, we enhanced the Department’s international reputation for research excellence and sustained high levels of productivity and strong research leadership. We saw a steady increase of our place in the QS rankings for Philosophy, for example, and are placed 38th in the world in the 2020 rankings.

Since 2014, colleagues have produced 12 monographs and 2 co-authored books, many of them published by leading University presses (including OUP and CUP), 8 edited volumes and 6 special journal issues, more than 160 journal articles, many in leading journals, both in philosophy (including *European Journal of Philosophy*, *Ethics*, *Mind*, *Philosophical Studies*, *Philosophy and Phenomenological Research*, *Proceedings of the Aristotelian Society*, and *Synthese*) and other disciplines (e.g. *Behavioural and Brain Sciences*), and more than 100 book chapters, many in volumes published by leading presses.

Numerous examples from all areas of research strength evidence our ability to sustain and enhance research leadership. These include Cassam, who is at the forefront of the new field of vice epistemology, on which he published a monograph in 2018 (*Vices of the Mind*, OUP 2018), James' authoritative volume on Fichte's nationalism (*Fichte's Republic*, CUP 2015), the first book-length introduction to the philosophy of photography (Costello, *On Photography*, Routledge 2018), and Brownlee's ambitious treatise on a human right against social deprivation (*Being Sure of Each Other*, OUP 2020).

In addition to prestigious grants, editorial roles, and research collaborations (sections 3 and 4), we also exercise leadership through the delivery of research seminars, workshops, and conferences to which we attract outstanding speakers and visitors (section 4). We hosted the 2015 Joint Session (Roessler as main local organiser), for example, and we hosted a major conference on Hegel's Logic in 2014 (organised by Houlgate as part of his earlier Leverhulme Major Research Fellowship), two large conferences on 21st Century Theories of Literature in 2014 and 2017 (co-organised by John), and an international conference on Social Rights in 2019 (Brownlee, AHRC network grant and other funders, including the Society for Applied Philosophy), to mention a few.

Research leadership is also evidenced by our many contributions to the *Stanford Encyclopedia of Philosophy*, which reflects the authoritativeness of our researchers. During the assessment period, our staff have written or revised articles on Austin (Longworth), civil disobedience (Brownlee), computational complexity theory (Dean), disjunctivism (Soteriou), freedom of association (Brownlee and Jenkins), Hegel's aesthetics (Houlgate), and political legitimacy (Peter).

II. Supporting pluralism

Our commitment to pluralism is reflected by our expansion of expertise in both analytic and continental philosophy during the assessment period. We also plan further investments in expertise outside the Western canon, having already made an initial appointment in Chinese philosophy (Lacertosa).

We strive to cultivate an inclusive, coherent and cohesive research culture that promotes and facilitates exchange between all areas of the discipline. Our approach to research management prioritises two strategies. First, we structurally embed support for pluralism through a Senior Management Committee and a Research Committee of the Department that include representatives from different philosophical traditions. Second, we actively support dialogue and collaboration across all areas of research strength, and across analytic and continental philosophy. Our regular research colloquia are dedicated to bringing together staff working on related topics in different areas of philosophy. Recent topics include self-knowledge (Ansell-Pearson, Cassam), Hegel and McDowell on perception (Houlgate and Soteriou), stupidity (Beistegui, Cassam, Costello), and punishment (Bather Woods, Brownlee, James, Tomlin).

The success of our efforts to foster a cohesive research culture shows itself in several ways. Many of us have research interests that bridge analytic and continental philosophy, including Ansell-Pearson, Bather Woods, Cassam, Cooper, Costello, John, Longworth, Lorenzini, Poellner, and Smith (until late 2014). Our dynamic research culture also supports the emergence of new clusters of activity at intersections of existing areas of strength, including on self-knowledge and self-cultivation (Ansell-Pearson, Campbell, Cassam, Eilan, John, Longworth, Lorenzini, Roessler),

political epistemology (Beistegui, Cassam, Lorenzini, and Peter), and reasons (Bajaj, Campbell, Longworth, Roessler, Peter). We also have extensive expertise on Kant, distributed across all areas of strength (Cassam, Cooper, Costello, Houlgate, Peter, and Roessler).

III. Deepening interdisciplinarity

As the overview makes vivid, we are strongly interdisciplinary. Together with excellence in four main areas and philosophical pluralism, interdisciplinarity is the third leg of our research strategy. Our interdisciplinarity sustains a dynamic environment with enhanced opportunities for productive collaborations, impact and public engagement.

Fostering a culture that supports interdisciplinarity has been a main priority for us for many years, predating the current assessment period, and we retain this commitment. Interdisciplinarity figures in everything we do. We regularly collaborate with researchers in cognitive science and psychology, education, English and other modern languages, law, mathematics, medicine, sociology, and politics, at Warwick and beyond, and we have intensified these connections over the assessment period. It is also evident in our research-led teaching and longstanding joint teaching programmes with other disciplines (including Politics, Economics, Law, Mathematics, Psychology, English, Classics and History).

Direct support mechanisms include financial support for interdisciplinary research centres and giving weight to interdisciplinarity in research support and hiring decisions. We also benefit from solid University support for interdisciplinarity (REF5a 2.9). While our REF output submission primarily showcases our disciplinary excellence, we produced many outputs published in leading outlets of other disciplines and/or that enjoy strong uptake outside of philosophy—e.g. a high-profile paper in *Brain and Behaviour* (Hoerl).

IV. Improving our potential to attract external grant income

Our ability to bring outstanding PGRs and ECRs into the discipline, and to devote sufficient time to research activities more generally, depends on research income. In this assessment period, we took important steps to incentivise, support and facilitate higher volumes of application and acquisition (see section 3). Our strategy has been to raise awareness of sources and forms of funding whilst supporting staff to develop applications that best fit their research goals, independently of income, with the aim of stimulating a pipeline to further applications. From initial development stage, applicants are supported internally by our Director of Research (Cassam) and Research Manager (Hargreaves, Department Administrator) and externally by Research & Impact Services (R&IS). These steps resulted in an increase in value of applications from just under £5 million to more than £14.5 million over this assessment period, and a growth in external grant income from £271k in 2013/14 to £452k in 2018/19 (2019/20 is less representative due to Covid-19).

C. Impact and public engagement

During the REF2021 assessment period, we have greatly enhanced our efforts to support the development of meaningful impact and public engagement from our research. The Department's impact strategy prioritises a responsive and tailored approach to impact and public engagement development. We do not have a blanket expectation for staff to engage but aim to achieve high quality impact by supporting each staff member to identify appropriate impact and public

engagement strategies for their research. In this way, the Department reaches a diverse set of audiences and partners and achieves many different types of impact (see section 4).

Support for impact and public engagement starts at the framing stage of new research projects and is maintained throughout the project's lifecycle. It includes ensuring that staff have the resources needed to pursue impact activities, whether through additional research leave, flexible use of research allowances, or access to funding and resources (section 4). We also benefit from specialised support by the University's impact team and technology transfer office and institutional funding (REF5a 2.6-8).

We have cultivated strong partnerships with users and during this assessment period. For example, Cassam's epistemic vices project has involved partnerships with medical professionals and developed to also include the Royal College of GPs. Peter's AHRC-funded public norms project partners with the media regulation NGO Impress. Brownlee's social rights project connects with several human rights NGOs (see section 4).

The Department has a strong history of public engagement. The broader dissemination of our research is essential to our strategic goals of contributing to issues of pressing current concern and promoting the value of philosophical reflection. We encourage and support staff to undertake a wide variety of dissemination activities: blog posts, newspaper and magazine articles; interviews on radio and TV or in newspapers and magazines; podcasts and videos, filmed panel discussions, and social media. Public engagement in all forms figures in hiring and promotion decisions.

Especially successful examples of sustained public engagement work in this assessment period include Brownlee's work on loneliness as an ethical problem and Cassam's work on conspiracy theories. We have been able to support both researchers to establish themselves as go-to academic voices on those important topics.

We are committed to the open research agenda to extend the visibility and discoverability of our research by other researchers and the public. We have enabled all staff to embrace this cultural change and support new staff to through our induction process, which details how to use our OA repository, WRAP, and Library support (REF5a 2.10). We ensure that where funders require, applications include budgets to support gold open access.

D. Future research and impact goals and plans

Our main priorities are to:

- I. Continue to enhance sustainable research excellence in our main areas of research strength.
- II. Deepen our philosophical pluralism, inclusiveness, and diversity through achieving better representation of philosophical voices and traditions currently underrepresented in the discipline (e.g. outside the Western canon).
- III. Continue to embrace interdisciplinary research, including intensifying our links with mathematics and computer science with a view to enhancing existing strength in this area (Dean).
- IV. Further incentivise and facilitate the acquisition of diverse research grants with a view to sustaining our vibrant research culture and enabling the pursuit of excellence, leadership, and enhanced opportunities for impact.
- V. Continue to embed public engagement in our research culture, both for its own sake and as a steppingstone for further impact-related activities.

Section 2. People

In line with our overall research strategy, our staffing strategy focuses on fostering excellence and leadership in an inclusive, interdisciplinary, and pluralist environment. The strategy's main elements are appointing and retaining outstanding staff, investing in ECRs, and supporting continuous professional development for all staff.

I. Appointing and retaining outstanding staff

We have invested in existing areas of research strength and used our reputation for excellence in those areas to attract outstanding new colleagues who are, or have the potential to become, leaders in their fields. This approach has been successful, and we have been able to make excellent permanent appointments from a competitive, international recruitment pool across all of our research centres.

Philosophy of mind and epistemology (3): Campbell (Leverhulme ECF, Assistant Professor), Michael (Associate Professor until November 2019), Moore (UKRI Leadership Fellow).

Post-Kantian European philosophy (3): Bather Woods (Senior Teaching Fellow), Cooper (Leverhulme ECF, Assistant Professor), Lorenzini (Assistant Professor).

Aesthetics (1): Simecek (Associate Professor, teaching-focused).

Moral, political, and legal philosophy (6): Bajaj (Assistant Professor), Brownlee (Professor, until June 2020), Ferguson (Associate Professor), Pinkert (Assistant Professor, 2015–2018), Surgence (Senior Teaching Fellow), Tomlin (Reader).

II. Invest in and foster development of ECRs

As this list of appointments demonstrates, investing in ECRs has been a key strategic priority. This investment has allowed us to balance the Department's age and seniority profiles, support the long-term sustainability of our research environment, and contribute to the vitality of the wider discipline. As a result of strategic investments and support measures, the demographic profile of our Department at the REF census date in July 2020 was well-balanced, with 15 senior and 14 junior academic staff (including those on T or R only contracts), compared with 14/7 in July 2013.

We prioritise sustaining a research culture that is inclusive. We ensure that all ECRs are fully integrated in a research centre and work hard to include staff at all levels and on all contract types in decision making. Mindful of the impact of insecure contracts, we appoint teaching fellows for more than a year where feasible and protect a minimum of 20% of their workload for research and professional development. We support junior staff with significantly higher research allowances to enable them to access development opportunities in order to advance their careers (allowances are currently £1800 for assistant professors compared with £300 for full professors).

We see fixed-term teaching and research fellowships as important career-development positions for ECRs. In virtue of our well-embedded culture of grant acquisition, we have a tradition of attracting and supporting outstanding ECRs on research grants or fellowship schemes across all research clusters. During this assessment period, we were able to attract a steady stream of more than 15 research fellows. These appointments were a mix of stand-alone fellowship

positions and positions in support of larger funded research projects. Stand-alone fellowships include 4 Leverhulme ECFs (Campbell, Cooper and McClelland; Vanello, from October 2020), a Mind Association Fellowship (Openshaw, from September 2020) and a prestigious UKRI Future Leaders Fellowship (Moore). Postdoctoral Fellows appointed to support major research projects include those funded by the AHRC (Mandrigin, Shardlow, Sutton Fernandes, Vanzo), the ERC (Christensen, Ooi), and Leverhulme (Bianco, Gracieuse, Jenkins). Additionally, we have been able to take advantage of University support for early career research posts, through donor funding (Policante) and internally administered funding schemes such as IAS and COFUND (dal Poz, Denis, Testa, Bespalov) (REF5a 2.9.2).

We value greatly the contribution staff in these junior positions make to the energy and diversity of the Department and we take their career development seriously. Staff on fixed-term contracts have moved on to academic positions within the University and at Barcelona, Cambridge, Delft, Dublin, Kent, Otago, and Stirling, among other places.

III. Support the professional development of all staff

We are an ambitious Department that strives to create a supportive, inclusive research environment in which our world-class staff at all stages can thrive. We ensure that there are multiple mechanisms for understanding and developing the career goals of each member of staff and ensuring that they feel included in our strategic direction and supported to perform.

A key mechanism for incubating, encouraging and supporting staff has been understanding the career goals of every individual colleague—from teaching fellow or early career researcher to full professor. We capture this information through both Personal Development Reviews (PDRs) and Research Planning Meetings (RPMs). These conversations are not conducted as performance management tools but as regular formal mentoring conversations between colleagues. PDRs and RPMs (with the Director of Research (Cassam) and Research Manager (Hargreaves, Department Administrator) help individuals identify goals, areas for support or development (supported by the Academic Development Centre, and the other University-level teams) and support planning within the Department.

During the REF2021 assessment period, a key priority was to professionalise our research management and support provisions, both at the Department-level and through closer collaboration with the University's Research and Impact Support service. We now actively support staff through the complete lifecycle of research planning, development and delivery. Mid-career staff are supported in obtaining experience in leadership, as well as in developing research networks and programmes, through the opportunities to direct research centres, reading groups and seminar series (see section 4).

To further support retention and development of junior colleagues, we implemented a mentoring scheme during the REF assessment period. All non-professorial staff, including those in teaching-focused roles, are assigned a mentor, taking into account staff preferences and strategic goals. Mentors read and comment on work-in-progress and grant applications, advise on publication strategies, and other questions related to professional development, including teaching and career planning. The Department has also facilitated visits from publishers and journal editors to familiarise established staff, ECRs, and PGRs with the range of available publishing opportunities. Additional training is provided in constructing research funding applications, publishing, managing research grants, planning engagement and impact, and academic

leadership. This training is delivered by senior members of the Department (via staff away-days, for example), as well as by central services.

The Department's promotions committee identifies candidates for promotion, paying special attention to ED&I. We also use PDR meetings to discuss promotion strategies, and staff are explicitly invited to discuss promotion planning at their PDR meeting. We hold annual probation meetings with all our assistant professors where we discuss progress, future objectives, and completing probation.

We supported several successful promotion cases among our Category A staff during the assessment period, including 6 to full Professor, 4 to Reader, and 2 to Associate Professor. We also supported two successful promotion cases of staff in teaching-focused roles. Four out of six women in the Department have been promoted during this period (with a fifth having already been employed at full Professor level).

Enabling dedicated time for research and impact plays an important role in our research strategy. Assistant professors have a reduced teaching and administration load to make space for research and professional development. All permanent academic staff (including teaching staff at assistant professor level and above) are entitled to apply for one term of study leave for six terms of service. External research funding supplements this accrued entitlement. In this census period all eligible staff have had leave for research or impact activities. We incentivize grants that offer a partial buyout by accommodating buyouts as flexibly as possible and by aiming to offer a reduction in workload corresponding to the proportion of time funded by the grant.

We also provide support for impact and public engagement. We allow flexible use of research allowances, to include funding for impact-focused initiatives (contributions to practitioner-oriented events, meetings with stakeholders etc). We provide effective workload relief for those actively engaged in impact-related work, including backed by internal or external funding (see section 3), and two of our ICS benefitted from this type of support. A further important aspect of our impact support strategy, in line with University strategy (REF5a 2.6), is that we recognise high-quality impact in rewards, including salary reviews, study leave applications, and promotions. Impact-potential is also included as an essential criterion in staff recruitment, which has figured in recent appointment decisions.

B. Research students

PGR students play a central and fully integrated role in our research environment. The Department has a strong track-record of attracting and supporting excellent, engaged PGR students. Our relatively large cohort of PGR students (typically 40-50) is a vital part of our research community, through both their own work and their contributions to research projects, seminars, workshops, and conferences.

In relation to PGR recruitment, we combine emphasis on quality and fit with sensitivity to ED&I considerations. We require that all staff involved in student recruitment complete equality and diversity training. Conscious of under-representation of certain groups within Philosophy as a discipline, we ring-fence PG scholarships for female applicants and for international applicants to ensure diversity in our cohorts. As part of an indirect PGR recruitment strategy, we have made efforts (e.g. further ring-fenced scholarships) to achieve better levels of diversity in our MA cohort, as we're acutely aware that the 'leaky pipe' problem, which leads to under-recruitment at PGR and subsequent levels, starts there.

Our PhD students are supported through monthly supervisions and all PhD students have more than one supervisor. They also benefit from Graduate Progress Committee (GPC) meetings, which are held twice a year with two members of staff who are not their supervisors. The GPC meetings provide additional support opportunities and feedback for our PhD students and are an important element of the Department's robust process to help our students to timely, successful completions.

Our PhD supervision procedures support interdisciplinarity by allowing for cross-departmental and even cross-institutional supervision. In the assessment period, we have had students co-supervised with the Departments of English and Comparative Literary Studies, Law, Politics and International Studies, and Psychology at Warwick. Cross-institutional supervisions are fostered by the AHRC Midlands-4-Cities (M4C) Doctoral Training programme, which Warwick joined in 2018 and which has already funded 5 students (REF5a 3.9.3). Before we joined the M4C programme, we were able to draw funding from the University's own PhD funding scheme, which offers terms comparable to the AHRC, and Philosophy was successful in securing a steady stream of funding through this scheme. We have also had 8 PhDs funded through other channels, including internal funding (e.g. Chancellor's International Scholarships) and external funding through research project grants and donations (e.g. our donor-funded Athena Scholarships for women).

PhD students are fully integrated members of research centres and benefit from their research activities. We support bi-weekly postgraduate research seminars in philosophy of mind and in Post-Kantian European philosophy, facilitated by staff. In addition, there is a student-led Work-in-Progress seminar, which meets 3 to 4 times a term, attended by staff and students alike. These seminars are designed to provide a supportive environment in which students can practice public speaking, test out ideas, and build a collaborative research community.

We have a very active PGR community and support several annual graduate conferences led by our students: MindGrad (since 2005), a new graduate conference in continental philosophy (since 2018), and the interdisciplinary graduate conference in political and legal theory (since 2003). Additionally, we support a further four or five student-led workshops or conferences per year, many of them with a combination of internal funding (through the Department and Warwick's Humanities Research Centre) and external funding (e.g. Aristotelian Society, Mind Association, Society for Applied Philosophy).

The Department runs a series of professional development seminars aimed at PGR students. The seminars cover topics such as planning a PhD thesis, philosophical writing, publishing in academic journals, applying for academic jobs, and non-academic careers. We have a placement director who helps students prepare for the academic job market, for example by organising mock talks and interviews. Our Department-level efforts are supplemented by University-level workshops and seminars aimed at all PhD students at the University (REF5a 3.8).

Although these are challenging times for the Philosophy job market, we have a strong placement record. About two-thirds of students who graduated during the assessment period have secured university positions in the UK or overseas, including academic positions at Delft, Oxford, Pacific Lutheran University, Singapore University of the Social Sciences, Tuebingen, and Utrecht, among other places, and post-doctoral research positions (e.g. Humboldt postdoctoral fellowship, Tuebingen; British Academy fellowship, Manchester; Irish Research Council postdoctoral fellow, University College Dublin, and then Leverhulme ECF, Warwick).

C. Equality and diversity

The Department is keenly aware of the relative underrepresentation of some social groups in philosophy, key factors being gender, LGBTQ+ identities, race and ethnicity, and disability. Tackling underrepresentation is an important priority for the Department—falling, we think, under sustainability—and we provide a supportive and inclusive environment for all our staff and students, in line with a strong University commitment (REF5a, 3.4). Our efforts in this regard have been recognised by an Athena SWAN Bronze award in November 2016 (due for renewal in 2021). We were among the first Philosophy departments in the UK to achieve this recognition.

We developed inclusive appointment practices for academic staff, which resulted in a notable increase in interviews and appointments of colleagues with protected characteristics. Out of 23 category A staff, at the REF2021 census date in July 2020 4 identify as women – 2 Professors, 1 Reader, and 1 Assistant Professor (this is in addition to two permanent colleagues on teaching-focused contracts who identify as women). Two colleagues identify as non-white (1 Professor and 1 Assistant Professor), one of whom is a new appointment during the REF2021 assessment period. Ensuring diversity among ECRs has also been important for the Department. Out of the 7 assistant professors we appointed during the REF2021 assessment period, at least 3 identified as members of currently underrepresented groups.

We have supported periods of parental leave in the assessment period and facilitated the return from leave with both Departmental and University research leave, the latter through the University's Academic Returners Fellowship scheme, which extends parental leave with research leave of equivalent duration. Such periods of leave recognise that absence due to parental leave can have an impact on research programmes and subsequent publications and seek to remedy this.

Key activities aimed at enhancing equality and diversity in the Department are coordinated by an Equality and Welfare Committee (chaired by Crowther until August 2020 and John since), meeting termly. The committee brings together academic and professional services staff and representatives from outside the Department (Law), our UG and PG cohorts, our students' Black Voices Network, and MAP (Minorities and Philosophy). The scope of the EWC extends to supporting all underrepresented social groups and ensuring that everybody has a voice, and in doing so seeks to better support our diverse and inclusive community. The committee has led on a number of initiatives including our Athena SWAN submission, securing donor funding for PGR scholarships for women, running a culture survey amongst our students, and the development of more representative reading lists on our taught modules. It has a standing item on the agenda of the twice-termly Philosophy staff meeting, to raise awareness of issues, actions being taken, and the ways staff can contribute.

The Department is delighted to support an active and popular local division of MAP, run jointly by undergraduate and postgraduate students. MAP activities include a regular programme of philosophy talks on MAP-related subjects and a series of staff-facilitated seminars on topics such as affirmative action, epistemic benefits of inclusivity, impostor syndrome, epistemic justice, and cognitive bias. These are in addition to more grass-roots activities such as coffee meetings and a student-led mentoring scheme.

Section 3. Income, infrastructure and facilities

A. Research income

We are an attractive and successful host of research fellowships and grants. Our research income strategy is designed to support our overall strategic research goal of promoting sustainable philosophical excellence in an inclusive, pluralist and interdisciplinary research environment, and has three main elements.

First, we put in place measures to create a targeted and sustainable research grant pipeline and to foster a culture in which staff regularly apply for the most appropriate external funding, thus supporting the development of high quality, goal-oriented research. We support staff to apply for the type of funding that best supports the realisation of their research goals, whilst also incentivising applications for high-value, larger-scale research projects.

As a result of these efforts, the Department has been awarded more than £3.7m of competitive external research funding since 2013/14. We have been successful in attracting research funding to support research in all four main areas of strength during the assessment period. Recent awards, several of them interdisciplinary, are thus illustrative of research activity across the Department. They included: The Sense of Commitment (Michael, ERC, €1.5 million); Time: Between Metaphysics and Psychology (Hoerl, AHRC, £475k); Vice Epistemology (Cassam, AHRC, £249k); Rethinking the Senses (Nudds, AHRC, £274k); Norms for the New Public Sphere (Peter, AHRC, £53k); The Communicative Mind (Moore, UKRI, £766); Oneself and Others (Eilan, Longworth, and Roessler, Templeton, £57k); Philosophy in a Time of Crisis (Beistegui, donor-funded, £50k); Investigating the Ethics and Politics of Sociability (Brownlee, Leverhulme, £235k); Experimental Philosophy and Empirical Ethics (Vanzo, AHRC, £196k). These awards supported PGRs and ECRs and enabled supervisory and mentoring activities, as well as leading to numerous research outputs, including books, journal articles, special issues, and book chapters.

Second, to further enhance the sustainability of our research culture we have successfully worked to expand the breadth of funders, both within the UK and internationally, and the types of grants applied to. Staff are supported to think beyond traditional UK funders (AHRC, Leverhulme) and to rework unsuccessful applications for funders wherever possible.

From UK funders, our awards included an AHRC Leadership Fellowship, a Leverhulme Major Fellowship, a Leverhulme Research Fellowship and a Philip Leverhulme Prize. (An earlier Philip Leverhulme prize project ran until 2015.) Members of the Department were involved in 4 AHRC research grants, both as principal investigator and as co-investigators, 2 AHRC network grants, 2 Leverhulme research grants, and numerous smaller grants—e.g. from the British Academy, the British Aesthetics Society, the Mind Association, the Analysis Trust, the Aristotelian Society and the Society for Applied Philosophy—that facilitated conferences, talks, new collaborations, and subsequent, larger research applications.

Looking internationally, we hosted a 5-year ERC starting-grant (Michael) and were involved in an ERC grant to Zahavi at the University of Copenhagen (Eilan). We secured funding from the Templeton Foundation and two Humboldt fellowships. Renzo benefitted from a fellowship at Tulane and colleagues were involved as co-investigators on an Australian Research Council Discovery Project (Ansell-Pearson, with researchers at Monash and Deakin), and a grant from the Swiss National Science Foundation (Roessler, with researchers at the University of Fribourg).

Third, consistent with our staffing strategy, we have grown the proportion of ECRs in the Department and strengthened our grant potential in this area. Moreover, our international reputation for plurality and interdisciplinary also makes us a destination of choice for EC researchers and means that we regularly support external applications to EC schemes and are able to attract the strongest candidates. As detailed in section 2, we have hosted 4 Leverhulme ECFs during the assessment period and supported successful applications to the Marie Curie postdoctoral fellowship scheme and the UKRI Future Leaders Fellowship.

To further enhance our potential to attract external grant income and develop larger-scale projects, researchers in the Department are supported to apply for internal pump-prime funding. For example, a grant from our Faculty's Research Development Fund enabled Crowther to organise an interdisciplinary workshop in support of the development of a collaborative AHRC grant application.

B. Research infrastructure

Like our research income strategy, the Department's research infrastructure strategy is geared towards fostering excellence in an inclusive, pluralist, and interdisciplinary environment. During the REF2021 assessment period, we focused on two main strategic objectives: ensuring that all four main areas of research strength are appropriately supported through active research centres; and enhancing support for individual researchers in, and across, all areas.

I. *Research centres*

As mentioned above, we organise our research through four research centres, one for each main area of research strength. Each centre houses a well-established research team in the Department. Each receives a £2000 contribution per year to use flexibly to organise activities supporting research or grant development.

During the REF2021 assessment period, we made the decision to formally organise activities in post-Kantian European philosophy, one of our most longstanding areas of strength. The new PKEP centre, with Ansell-Pearson as Director and Lorenzini as Deputy, allows us to better showcase this area of research excellence and leadership and to strengthen existing collaborations and future grant applications. Many centre members are highly regarded senior researchers who attract a steady stream of excellent graduate students. To sustain this area of research strength, we made strategic investments in outstanding junior appointments (Cooper, James, and Lorenzini). The centre runs a well-established biweekly research seminar, which attracts audiences from departments across the Faculties of Arts and Social Sciences and regularly hosts workshops and conferences, including a new annual postgraduate conference.

We have also made significant investments in the other research centres. As the list of recent appointments illustrates, investing in moral, political, and legal philosophy was a priority during this assessment period with a view to supporting the liveliness and growing success of CELPA. Since 2014, CELPA has become one of the most prominent, active and integrated centres in legal, political and moral philosophy globally. It has 33 official members including 5 philosophy staff and Sorell (who has a joint appointment with PAIS) and several doctoral students who are supervised or co-supervised from philosophy. CELPA holds weekly seminars, attended by around 30 people, and at which Philosophy colleagues frequently present. Around 30 scholars visit CELPA annually, including, for example, Tom Hurka (Toronto), Sophia Moreau (Toronto),

Tommie Shelby (Harvard), Japa Pallikkathayil (Pittsburgh). Several day long book manuscript workshops have been organised involving authors and internal and external speakers (e.g. Clare Chambers (Cambridge), David Estlund (Brown), Rainer Forst (Frankfurt), Alon Harel (Hebrew), John Oberdiek (Rutgers), Jonathan Quong (USC), Anna Stilz (Princeton). CELPA hosts a prominent annual graduate conference. It has one of the most active informal academic communities in political and legal philosophy in the country, with annual dinners, lunches, informal reading groups and discussion groups. Members of CELPA regularly read the work of colleagues, and support funding applications. PGRs especially benefit from engaging with a wide range of members of the group.

WMA, directed by Eilan, is the largest research centre in the Department and it hosts a great number of research seminars and workshops throughout the year, many of them funded by external research grants. WMA attracted many prominent visitors and speakers, including Boyle (Harvard), Brewer (KCL), Byrne (MIT), Campbell (UC Berkeley), Ginsborg (UCL Berkeley), Millar (Stirling), Hornsby (Birkbeck), Heal (Cambridge), O'Brien (UCL), Rödl (Leipzig), Snowdon (UCL), Stroud (UC Berkeley), among many others. In addition to the well-established MindGrad conference, it also supports two further cross-institutional student-led regular events: an annual conference involving students and early career researchers at Birmingham, Nottingham, and Warwick, and the London–Warwick Mind Forum, which again gives PhD students and early career researchers the opportunity to present their work. Again, members of WMA regularly discuss the work of colleagues, and support funding applications, and PGRs benefit from their integration into this centre, for example by being supported to propose and organise research events.

While CRPLA houses the smallest research grouping in Philosophy, many colleagues have overlapping research interests and regularly participate in its research activities (e.g. Ansell-Pearson, Beistegui, Cooper, Houlgate, Lorenzini, and Poellner). As a deeply interdisciplinary centre, co-directed by the English Department, it includes over 30 members across many University departments and its bi-weekly seminar series as well as other events are very well attended. CRPLA hosts regular workshops and conferences, such as the 2016 interdisciplinary conference, Aesthetic, Psychological and Philosophical Perspectives on Mood. Due to Covid-19, John and Simecek postponed an international conference on the philosophy of poetry, which will bring together philosophers and poets, funded by the British Society for Aesthetics (£12k). CRPLA has collaborated with the Warwick Mead Gallery on events devoted to current exhibitions and artists such as Clare Woods and John Piper. CRPLA also co-sponsored a 2015 conference on The New Philosophy of Photography held at the Institute for Philosophy in London, as well as other events organised at the Institute and the University of Frankfurt.

II. Support for individual researchers

Our research support for individual researchers has Departmental and University components. Key elements of our Departmental research support infrastructure, which we have greatly enhanced during the assessment period (see section 2), include the following. Research governance in the Department is overseen by a Director of Research (Cassam). The Director of Research is a member of the Department's Management Committee and chairs the Department's Research Committee. The research management team, which also includes our Research Manager (Hargreaves, Department Administrator) and the Head of Department (Peter), support all individual researchers in the Department, e.g. through regular RPMs and PDRs. Individuals are also supported by mentors.

The Department's team works closely with the University's Research and Impact Support (R&IS) team that is dedicated to supporting Philosophy. R&IS supports all aspects of research planning and development (REF5a 1.7). Core members of the R&IS team include a Research Strategy and Development Manager, a Research Support Manager, a Research Development Officer, and a Research Funding Officer, a Research Impact Manager, and a Research Impact Coordinator. All academic staff have direct access to the Faculty R&IS team as needed, at every stage of grant development and acquisition. Post-award support is embedded within the Department, with support from Research Finance and Contracts.

Although some of these investments in the research and impact infrastructure have only been made recently (since 2017), we are already seeing results in the form of a move to greater value and diversity of applications, more impact and public engagement activity, better and more sustained access to University resources (REF5a 2.6, 4), and more collaborations within and beyond Warwick.

C. Building facilities

The Department is located in the Social Sciences building of the University. Our location is on central campus, close to the library and other amenities. All our offices are along one corridor, facilitating communication and interaction. Our PGRs have shared office space in the Department, and we believe that their colocation with staff is important to fostering our sense of research community.

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

A. Research collaborations, networks, and partnerships

Research collaborations enhance the excellence of our own research as well as that of our collaborators. We have continued to stimulate and support collaborations during the assessment period, both within philosophy and—in line with our strategic aim of fostering interdisciplinarity—with researchers in other disciplines, both in the UK and internationally.

During the assessment period, we were involved in a number of collaborative research grants. These have involved researchers at CEU (with cognitive science), Central Lancashire (with psychology), the Centre for the Study of the Senses, Copenhagen, Fribourg, Glasgow, Queen's University Belfast, and Stirling, among others. Several colleagues have close research links to Monash University and have received funding for collaborative research by the Warwick Monash Alliance (REF5a 2.12.1).

We also support collaborations through leadership in research networks. Examples of those with which we have been centrally involved include: the Groupe International de Recherche sur Nietzsche; the Forum for European Philosophy; the Leipzig Action Group; the London Nietzsche Circle; the Midlands Logic Seminar; the Network on the First Person (involving the Northern Institute of Philosophy in Aberdeen and the interdisciplinary Jean Nicod centre, Paris). Cooper co-organises the London Post-Kantian European Philosophy seminar, funded by an AHRC network grant.

In addition to those more formal collaborations and networks, we support staff to initiate and maintain ad hoc collaborations arising from their research connections. In this more informal way, we are connected with a wide range of researchers in philosophy and other disciplines, in the UK

and internationally. Universities include Bochum, British Columbia, CUNY, Geneva, Kent, KCL, Kobe University, Milan, Oxford, Pittsburgh, Radboud University in Nijmegen, Rice, Salzburg, Sheffield, Tuebingen, Victoria University of Wellington, and Wollolung. Thanks to several recent Humboldt Foundation scholarships, we have built successful collaborations with German institutions, especially the University of Frankfurt, Humboldt University, and LMU Munich.

In recognition of our research excellence, our staff are regularly invited to visit other Universities both nationally and internationally. Research visits funded by other departments included the following: All Souls College Oxford (Brownlee, as Visiting Fellow), ANU (Brownlee, Peter), Boston College (Beistegui as Gadamer Visiting Professor); Corpus Christi College Cambridge (Cooper); Hagen (James, as visiting professor); Rice University (Ansell-Pearson as Senior Visiting Fellow); Ruhr University Bochum (Butterfill); St Louis University (Eilan as Jack Collings Visiting Professor); UC Irvine (Dean); University of Chicago (Cooper); Uppsala (John).

In turn, the Department has welcomed more than 20 visitors, a number of whom were funded for their visit. These include those supported by Warwick's Institute of Advanced Studies (e.g. Brake (Rice), Kessler Ferzan (Virginia) and Renz (Salzburg), Newton Mobility Awards (Özaltun (Koç), and the Swiss National Science Foundation (Dorsch and Giananti (Fribourg).

B. Engagement with research users and beneficiaries

The Department is committed to generating high-quality impact and recognises that this is typically a product of sustained and meaningful engagement with key partners. A number of our staff successfully established or maintained relationships with research users and non-academic networks.

I. Partnerships with research users

We increasingly build impact into our research and project design from the outset and continue to develop relationships. An example is Cassam's work with medical professionals, GPs, and the Royal College of GPs. Developing these relationships was part of the impact strategy of his AHRC Leadership Fellowship and Cassam has continued to cultivate these relationships beyond the lifetime of the grant (see Impact Case Study). Peter's collaborative AHRC research project on Norms for the New Public Sphere includes the founder and CEO of the media regulation NGO Impress as a Co-I (Heawood). The research project was conceived from the outset as a collaboration with Heawood, and the project aims to clarify the philosophical underpinnings of regulatory frameworks for social media. Hoerl's AHRC project on Time was developed in collaboration with three different groups of artists with whom the research team co-produced a series of performances.

Partnerships also arise as a result of research activities. Brownlee's research on social deprivation and loneliness, for example, became immediately relevant to the UK government's commitment to combating loneliness and unwanted isolation following the report of the Jo Cox Commission on Loneliness (2017). With support from the Department, primarily in the form of extended research leave, and the R&IS team, Brownlee has engaged several of the key players working at the heart of the government-led initiative to combat loneliness, including policymakers, charities, human-rights NGOs, and social commentators (see Impact Case study).

Within the University, the Warwick Impact Fund, the ESRC Impact Acceleration Account, the Warwick Public Engagement Fund, the Warwick Innovation Fund, and Warwick Ventures fund larger-scale, stand-alone projects that the Department would not otherwise be able to support

(REF5a 2.6-2.8). We have been successful in accessing these different funds, including for our impact case studies. Cassam, for example, benefitted from funding and support from Warwick Ventures in establishing the online resources that underpin his impact case study. Eilan's Only Connect project was supported by the Warwick Impact Fund and successfully brought together philosophers and practitioners to explore our understanding of our emotional connections with one another.

II. Public engagement

We have a longstanding commitment to public engagement, both as contributing positively to issues of pressing concern and as promoting the wider value of philosophy, and we have a history of successful engagement. We encourage all staff to devote some of their research time to public engagement activities by promoting opportunities, discussion in PDRs and RPMs, and by showcasing successful examples.

Since 2014, 8 of our colleagues have been interviewed by Richard Marshall at what is now called 3:16AM and 4 more at Philosophy Bites. We regularly contribute to publications or blogs that operate as channels for disseminating academic work to general audiences, including Aeon, the Conversation, the OUP Blog, or Philosopher's Magazine. Several colleagues have contributed to videoed public debates at the LSE Forum, on topics including prisons, intellectual vices, language, and the relationship between morality and politics.

Our research has also appeared in formats that target even broader audiences, for example by being interviewed on BBC Radio 3, Radio 4 or Newsnight, or with publications in Prospect Magazine, TLS, or The New Stateman. Cassam has recently published a book for a more general audience on conspiracy theories (Polity Press 2019) and delivered a very successful TEDx talk at Warwick on this topic (185k views), in addition to publishing articles in major news outlets. Colleagues' work and interviews with them have been cited by news outlets including ABC news, the Atlantic, Guardian, Independent, Irish Time, Quartz, and have been the focus of news articles (e.g. Irish Times, on Brownlee's and Cassam's work). Brownlee produced a highly successful video for the BBC Ideas series on the right not to be lonely (68k views).

C. Leadership in the Discipline and Measures of Esteem

Our Department exercises leadership in shaping the discipline of philosophy in numerous ways, including our innovative research and the organisation of workshops and conferences, leading roles in professional associations and prestigious editorial positions, work as reviewers of research grants, as external assessors of professorial appointments at other universities, and as external evaluators of other departments.

I. Keynotes and lead papers

Members of the Department are highly active at conferences, workshops, and other research-focused events organised elsewhere. Our staff regularly give talks at workshops and conferences in the UK and abroad and at research seminars at universities including Cambridge, Oxford, Chicago, Harvard, and Rutgers.

Our colleagues give keynotes or lead papers at large international conferences, for example at annual learned society meetings or similar (e.g. American Association for Political and Legal Philosophy; Association for Legal and Social Philosophy; European Society for Aesthetics; the European Congress of Analytic Philosophy; and the Joint Session). John gave the Richard

Wollheim Lecture at the American Society for Aesthetics Annual Conference in 2019. Peter will give the Wittgenstein Lectures at the University of Bayreuth in 2021.

It is notable that there have been series of events specifically organised around our research. In 2018, the Institute of Philosophy organised a conference to celebrate Cassam's *Self and World*, 20 years after it was first published. There were also workshops on Cassam's *Vices of the Mind* held at the University of Nottingham and a conference on his *Self-Knowledge for Humans* in Padua. The University of Tuebingen hosted two workshops dedicated to Butterfill's *Developing Mind*.

Colleagues are regularly invited to lead sessions at international summer schools or doctoral training programmes on their own research (e.g. Crowther, Imperia; John, University of Geneva; Longworth, University of Oslo; Peter, University of Rijeka; Roessler, University of Tuebingen; among others) and give keynotes at graduate conferences (e.g. CEU Graduate Conference; Pavia Graduate Conference in Political Philosophy; St Andrews Graduate Conference in Moral and Political Philosophy; Sheffield's Understanding Value Conference; UCL Philosophy Graduate Conference).

II. Prizes

Our research has been recognised through a number of prizes and awards during this assessment period. Ansell-Pearson's book on Bergson (*Bergson: Thinking Beyond the Human Condition*, Bloomsbury 2018) was recognised by a Choice Outstanding Academic Title award in 2018. There is currently much interest in Bergson in the English-speaking world, but the secondary literature in English is underdeveloped, allowing Ansell-Pearson's book to play a major role in shaping his reception.

Tomlin has been awarded the 2017 Berger Memorial Prize for his *Ethics* article, "Retributivists! The Harm Principle Is Not For You!" and his *Philosophy and Public Affairs* essay "On Limited Aggregation" was a runner-up in the 2019 Gregory Kavka/University of California, Irvine Prize in Political Philosophy.

III. Services to the profession

Several colleagues serve as committee members of learned societies. Brownlee was active in the British Philosophical Association until 2016. Longworth is editor of the Proceedings of the Aristotelian Society and is an executive member of the Society's committee; Brownlee was on that committee until 2017. Our WMA research centre takes a leading role in the European Society for Philosophy and Psychology, with Eilan as the former President and Roessler as the current Secretary. Ansell-Pearson is an executive committee member of the Friederich Nietzsche Society. Houlgate is President of the Hegel Society of Great Britain.

Department members have been involved in evaluations of other philosophy departments (e.g. Cork, KCL, UEA, York) and have served as assessors or referees for academic appointments and promotions (e.g. Aberdeen, Auckland, Binghamton, Boston University, KCL, UC Santa Barbara, LSE, LMU Munich, Oxford, Sheffield, UCL, York, and Vienna), and as assessors for early career fellowship competitions (e.g. Cambridge, Oxford).

We continue to serve regularly as PhD examiners at universities in the UK (e.g. Aberystwyth, Birmingham, Birkbeck, Cambridge, Durham, KCL, Kingston, Leeds, Liverpool, Open, Oxford,

St Andrews, Sheffield, Southampton, Sussex, UEA, UCL, and Virginia) and abroad (e.g. Amsterdam, Copenhagen, and Geneva).

IV. Peer review

We are regularly asked to serve as assessors of research grants and are active in the AHRC peer review college (Brownlee, Cooper, Costello, Eilan, Hoerl, Peter, Tomlin), as well as assessing grant proposals for the Canadian Social Sciences and Humanities Research Board, the ERC, the Icelandic Arts and Humanities research council, and the Swiss National Science Foundation, among others. Members of staff serve on advisory boards for research centres or projects (e.g. Institute of Philosophy, London; Subjectivity Research Centre, Danish Research Council; Centre for Ethics, Politics, and Society, University of Minho).

We see editorial work as a service to the discipline and a way to exercise research leadership. During the assessment period, colleagues have acted as editors or associate editors in a number of leading philosophy journals. Dean is an editor of the *Review of Symbolic Logic*. Longworth is editor of the *Proceedings of the Aristotelian Society*, replacing our former colleague Soteriou in 2016. Lorenzini is a co-editor of *Foucault Studies*. Peter was an editor of *Economics and Philosophy* until 2016, and main editor during 2015/2016, and associate editor of the *Journal of Applied Philosophy* until 2014. Tomlin is an associate editor of *Ergo* and *Law and Philosophy*. Butterfill and Longworth are active members of the editorial board of *Mind and Language*. Eilan and Roessler served as associate editors of *Philosophical Explorations*.

In addition, many of our staff are members of editorial or advisory boards of academic journals or book series and we regularly support the advancement of research in philosophy through peer review of journal articles. As peer reviewers, we have contributed to all leading philosophy journals in the assessment period, as well as top journals in other disciplines, and we have reviewed book proposals and manuscripts for all major academic publishers.