

Institution: The University of Manchester

Unit of assessment: 30 (Philosophy)

Section 1: Unit context and structure, research and impact strategy

Context & structure

The Philosophy Department at Manchester has been on a remarkable upward trajectory over the last 20 years. In RAE2001 it was a 'Centre' in the Politics Department with six staff, three part-time self-funded PhD students, and a total research income of just £7,500 in the assessment period. By RAE2008 it had expanded, submitting 14 Category A staff with four PhDs awarded and £340k research income. By REF2014, again with 14 Category A staff submitted, 16 PhDs were awarded and research income was around £500k.

Since 2014 the Department has made further significant improvements to the vibrancy and sustainability of its research environment. It now has 15 REF-eligible permanent staff (five professors, two readers, two senior lecturers, five lecturers and one Presidential Fellow), a Leverhulme Early Career Fellow, and a British Academy Postdoctoral Fellow; 25 PhD completions (plus a further nine students based elsewhere but co-supervised by Philosophy staff); and research income of over £2.5m.

During the current REF period, successes include:

- International recognition of the exceptional quality of our research in the history of analytic philosophy and metaphysics, where we were ranked joint 3rd and joint 9th in the world respectively by the 2018 *Philosophical Gourmet Report*.
- Fivefold increase in income from external research funding, from around £500k to over £2.5m, including eight postdoctoral researchers.
- An increase in quality of our PGR intake: all 28 of our current PGRs won full scholarships, and all but one of our 25 completed students (i.e. students whose main supervisor was in the Department) – 96% – passed their viva outright or with only minor corrections.

Philosophy is one of eight departments within the School of Social Sciences. It is well integrated into the School and the Faculty of Humanities, with collaborations across the School and Faculty that mutually enhance our research environment. This includes PGR co-supervision in this REF period with staff in Sociology, Social Anthropology, Politics, Law, Music and Linguistics, and externally funded research projects with Sociology, Economics, Geography, and Planning & Environmental Management.

In line with our impact strategy for this REF period (see below) we have reconfigured our areas of specialisation, which are now *History of Analytic Philosophy*, *Metaphysics*, *Engaged Philosophy*, and *Mind & Language*. Each research area includes several staff and PGRs and has a designated lead who acts as a focal point for managing activities. Our areas of specialisation also drive our staff recruitment practices (see §2). Below we list some of the activity in each area during this REF period (see §3 for more on externally funded projects):

History of Analytic Philosophy

Scholarly research in this area has covered an exceptionally wide range of philosophers, from Frege to David Lewis, as well as broad themes such as the development of views about universals in the 20th Century and the role of women in the development of philosophical logic. We have had two externally-funded research projects, on Samuel Alexander and Lewis, involving three Postdoctoral Researcher (PDR) positions.

We have run international conferences and workshops on e.g. Lewis, Quine, and the history of universals, and hosted three visitors working in this area from Poland and China (see §4). **Janssen-Lauret** runs the *Women in the History of Analytic Philosophy Network*, and **MacBride** and **Janssen-Lauret** jointly run the *Forum for Quine* network with colleagues at Glasgow.

We were ranked joint 3rd in the world – and joint 1st in the UK – in this area in the 2018 *Philosophical Gourmet Report* (i.e. member of ranking group 2; group 1 has two members, both US).

Main staff involved: **Beebee, Crawford, Fisher, Janssen-Lauret, MacBride, Stevens, Uebel**

Metaphysics

Current areas of research include fictionalism, trope theory, grounding, causality and free will. Activity has included a Leverhulme Early Career Fellowship on causation and suicide and a further postdoctoral researcher spending his three-year Swedish Research Council postdoc (on ontology) here; and international conferences/workshops on, e.g., tropes, processes, personhood, and free will. The historical projects on Alexander and Lewis mentioned above both had metaphysics as their primary focus.

We were ranked joint 9th in the world – and joint 2nd in the UK – in this area in the 2018 *Philosophical Gourmet Report* (i.e. member of ranking group 4; eight departments are in groups 1-3, including one UK department).

Main staff involved: **Beebee, Buckwalter, Caddick Bourne, Daly, Dodd, Fisher, Janssen-Lauret, Liggins, MacBride, Maung, Whittle**

Engaged Philosophy

We conceived this area as a broad church, covering (a) areas of research with social and policy applications and resulting impact activities; (b) activities that aim to make philosophy more inclusive, accessible and environmentally sustainable; and (c) public engagement.

Work on (a) has focused on a resistance to market-based approaches to environmental value and a conception of well-being that is needs- and capability-based rather than preference-based. Work on (b) has included the launch and management of the BPA/SWIP-UK Good Practice Scheme and hosting the annual SWIP-UK conference (*The Profession We Want*) in 2017, and (c) includes a range of public-facing activities. (See §4 for more detail.)

Projects in Engaged Philosophy, funded by the ERC, the ESRC, the British Academy and NERC, have focused on ecosystem services, climate justice and green infrastructure, and have involved three PDRs including a British Academy (BA) Post-doctoral Fellow.

Main staff involved: **Beebee, Christian, Janssen-Lauret, Knights, MacBride, Maung, O'Neill**

Mind and Language

Research in this area has included emotion, empathy, temporal experience, demonstrative thought, racial pejoratives, propositional attitudes and metaphor. We have had externally funded projects focusing on emotions (in relation to both social cognition and value) and consciousness, involving three PDRs including a second BA Postdoctoral Fellow.

We have hosted SPiNFest (Semantics and Pragmatics in the North – with Linguistics) and Northern Phenomenology Network workshops, as well as several international workshops/conferences on, for example, emotions and the structure of consciousness.

Main staff involved: Bayne, **Buckwalter**, **Caddick Bourne**, **Crawford**, Farrell, McClelland, **Mitchell**, **Scott**, **J. Smith**, **T. Smith**, **Stevens**

Progress on research objectives since REF2014

Our research objectives in 2014 were to:

- O1. achieve a substantial growth in our research grant income;
- O2. create and develop collaborative research groups both within the unit and with other partners;
- O3. organise active seminar series, workshops and reading groups and host major international conferences;
- O4. develop a large, thriving cohort of high-quality PGR students;
- O5. continue to focus on consistently producing world-class research publications and maximising the impact of the unit's research;

We have been very successful with respect to these objectives.

Our very significant increase in research funding (O1) was underpinned by a strategy whose main elements were: (i) a systematic approach at School level to improving the support structures surrounding the application for and management of externally funded projects (§3); (ii) proactive involvement by department staff with soliciting and developing high-quality applications for postdoctoral fellowships; and (iii) a range of informal support mechanisms within the Department, such as increasing awareness of relevant opportunities; guidance and feedback on applications; and sharing of previous successful applications from the Department and elsewhere in the Faculty.

Our success with (O1) has acted as a major driver for meeting (O2), (O3) and (O5); see §3. The most significant factors in achieving (O4) were high levels of investment by the School in scholarships; setting a higher standard for admission; and (we believe) a significant improvement in our international reputation.

Progress on impact strategy since REF2014

Our impact strategy objectives were to:

- build our research strategy around areas of specialisation responsive to impact potential;
- develop relationships and interaction with partner organisations and build new links with external bodies;
- recognise impact in career development.

Through this strategy we have significantly improved both the number of staff involved

in, and our range of, impact activities.

Our development of *Engaged Philosophy* as one of our areas of specialisation was a direct response to our impact strategy. Impact activity was previously overly reliant on a single individual (O'Neill). *Engaged Philosophy* was conceived as a way to encourage a broader range of staff, whatever their research area, to think creatively about the various different ways in which they can engage with the wider world beyond academic research, and to provide a focal point for such activities – as well as a 'shop window' that signals our commitment to this area to potential students and staff.

This move has been very successful. Staff have thought creatively about how impact activity can be embedded in and resourced by externally funded research projects, for which teaching relief is provided via the School's Workload Allocation Model (WAM). For example, the short film, *PhilosophyBites* podcast and sustainability guidelines described in §4 arose from funded projects, and the impact arising from the *ClimateJust* project (one of our case studies) was enhanced by ESRC Impact Acceleration Account funding.

Our efforts to build and extend relationships with non-academic partners and external organisations have also been very successful. These have included collaborations with charities, community and environmental groups, practitioners in film-making and dance, the BPA, and SWIP-UK (see §4).

Our PGRs have also begun to contribute actively to public engagement; e.g. three current PGRs have organised and started to run (remotely via prison TV due to COVID-19) a philosophy course at HMP Stafford for the *Philosophy in Prison* charity.

Finally, the School has made concerted efforts to raise staff awareness and understanding that the University's promotion criteria include 'knowledge exchange and external engagement' as one of the four areas of recognised activity, alongside research, teaching and academic service (see §2, Staff Development). Staff increasingly recognise that this activity is a valued part of their contribution and career development at Manchester.

Overall, we have made significant progress in embedding impact as a meaningful and valued element of our research activity and in extending the range and volume of impact activities. Our two strongest impact case studies selected for submission both stem from the work of O'Neill, but the impact of existing work by other members of staff – e.g. Beebee's work on women in philosophy – is building, and we are committed to continuing this upward trajectory.

Research and impact objectives, 2020–25

We aim to focus on further improvements with respect to the career development of PGRs, PDRs and other ECRs; impact activities; and equality, diversity and inclusion (EDI). Our research objectives for the next few years are therefore:

RO1 Maintain our level of research grant income, with a focus on career development.

Our strategy is to continue with our current successful practices around proactively soliciting and developing high-quality applications for externally funded PDRs hosted by the Department, with a particular focus on prospective female and BAME candidates. We will also develop more proactive policies and procedures around supporting and/or including early-career staff in research funding applications. This includes closer collaboration with the School's Research Office and annual one-to-one meetings with the Department's Research Director to identify opportunities, followed up with proactive

support in the development of applications and potential impact activities.

RO2 Maintain the size and quality of our PGR cohort while further enhancing career development.

Our strategy is to develop improved career advice and development opportunities for PGRs, including a more proactive approach to publishing high-quality journal articles during their studies (including co-authoring with supervisors); enhanced opportunities for gaining lecturing experience; mock job interviews; and maintaining supervisor contact and career advice post-PhD. To this end we have recently established 'PhD Placement Officer' as a permanent administrative role.

RO3 Further develop the Department's 'Engaged Philosophy' activity, including developing the capacity to spread impact and public engagement activities more widely across the department and embedding and enhancing good practice with respect to the accessibility of research and public engagement activities.

Our strategy is to continue to think creatively about engaging wider audiences with our research and supporting a wider range of staff and PGRs in pursuing impact and public engagement opportunities. This will include developing collaborative research agendas and partnerships that draw on the complementary research expertise and skills of staff at the more theoretical and the more applied ends of the spectrum, as a route to opening up impact-oriented research opportunities to more staff.

RO4 Further embed EDI in all our research activities.

Our strategy is to continue to develop research and recruitment-related policies and activities that enhance the diversity of our staff and PGR community. We will monitor our research-related progress with respect to our commitments under the BPA/SWIP Good Practice Scheme (to which we have subscribed since 2014) to ensure that we meet, and preferably exceed, the targets we set ourselves, a key aim being to improve the ethnic and gender diversity of our PDRs.

Open access

We are enthusiastic about the open access agenda. In line with the University's open research policy (REF5a, §2(v)), nearly all non-embargoed substantive journal articles and book chapters of current staff since 2014 – around 170 outputs – are available through our website as green or gold OA, around 50 of which are gold OA. Five members of staff have authored, co-authored, or made substantial revisions to existing articles in the fully-OA *Stanford Encyclopedia of Philosophy* in the current REF cycle, with six such articles between them.

We are also making leading contributions to advancing OA practices more broadly in philosophy through our editorial roles. **Mitchell** was a founding co-editor of the *Journal of Philosophy of Emotion*, and **Janssen-Lauret** is a member of the editorial board of *The Journal for the History of Analytical Philosophy* – both free-to-publish OA journals. **Beebee** has recently accepted an invitation to be Editorial Chair of a new collaborative venture between the British Society for the Philosophy of Science and the University of Calgary Press, *BSPS Open*, which aims to publish ten high-quality, fully-OA monographs over five years at no cost to authors or their employing institutions. The initiative will break new ground in implementing an OA model for monographs that complies with the demands of Plan S.

Research integrity

Research integrity is enshrined in the University's Code of Good Research Conduct (REF5a, §2(v)). It is secured through mandatory research ethics and GDPR training for staff, renewed every two years; a thorough ethical approval process for relevant research projects (including PhD theses); mandatory research ethics training for PGRs; and, at Department level, by nurturing an inclusive research environment – e.g. we have developed an Events Policy that includes procedures for preventing and addressing harassment at our seminars, conferences and workshops, which we have actively used.

Section2: People**Staffing strategy**

We currently have 15 REF-eligible permanent staff, consisting of five professors (**Beebee, Daly, MacBride, O'Neill, Uebel**); two readers (**Scott, Stevens**), two senior lecturers (**Liggins, J. Smith**), five lecturers (**Caddick Bourne, Crawford, Janssen-Lauret, T. Smith, Whittle**), and a Presidential Fellow (**Buckwalter**). Since REF 2014 four members of permanent staff (Abell, Bayne, Dodd, Macdonald) departed and four were appointed (**Buckwalter, Caddick Bourne, Janssen-Lauret, MacBride**). We also have a Leverhulme Early Career Fellow (**Maung**) and a British Academy Postdoctoral Fellow (**Mitchell**).

Our recruitment strategy during this REF period has had two foci: to increase the number of PDRs through including postdoctoral positions in funding applications and soliciting high-quality applicants for Leverhulme and BA fellowships, and to consolidate existing areas of research expertise when making permanent appointments. Thus **MacBride** and **Janssen-Lauret** were hired to further develop History of Analytic Philosophy, and **Caddick Bourne** works on metaphysics and the philosophy of language (largely in the context of aesthetics). We appointed **Buckwalter** to a permanent position through the University's flagship 'Presidential Fellowships' scheme in 2019, bolstering our research in Mind and Language and Metaphysics and adding significant expertise in more empirically focused research methodologies.

During this REF cycle we have had eight PDRs (compared with five in the previous cycle) working on 10 externally-funded projects: **Maung** and **Mitchell** (as above); Paul Knights (RA, *BIOMOT* to 2015; BA Postdoctoral Fellow 2015-19, now a Specialist Philosophy Teacher with the Philosophy Foundation); Tom McClelland (RA, *Architecture of Consciousness* 2013-15, now a fixed-term lecturer at Cambridge); Jonathan Farrell (the same project, 2013-16); Richard Christian (RA *Green Infrastructure*, 2015-19); **Janssen-Lauret** (*The Age of Metaphysical Revolution* 2016-19; permanent lecturer since 2016), and Anthony Fisher (same project; previously Newton International Fellow 2014-15).

An additional PDR, Jeroen Smid (Lund), is spending the whole three-year tenure (2018-21) of his Swedish Research Council International Postdoc grant at Manchester (taking up a further 3-year postdoc at the University of Amsterdam in 2021). He will be joined by a second researcher (from Gothenburg), again for three years, on the same SRC scheme in late 2020.

Staff development

Our staff development strategy, outlined below, has been very successful. During the current REF cycle six staff in Philosophy were promoted: three to reader (1F, 2M), one to senior lecturer (M), and two from Research Associate to Research Fellow (1F, 1M).

The one member of probationary staff completed her probationary period after three years – a year ahead of the standard period. The female staff member promoted to reader in 2017 left for a professorship at Oxford in 2019. Our very high level of external research funding, which has increasingly included a significant element of impact activity, is further evidence of the success of our staff development strategy, showing that staff are incentivised to apply for such funding and well supported in doing so.

All probationary staff and postdoctoral researchers are given clear probation targets by their line manager (Head of Department or PI) and assigned a mentor, who meets them regularly to offer advice on publication, impact and funding plans. This is in addition to the (optional) annual Performance and Development Review process for all staff, which involves an extended face-to-face discussion with the Head of Department of the reviewee's progress and plans for the coming year, resulting in clear agreed research and professional development objectives.

Since 2015, ECRs – fixed-term and permanent – have been given feedback from colleagues on outputs through the University's annual 'Research Review Exercise'. Fixed-term and probationary staff members (whether REF-eligible or not) have received feedback on some 50 outputs through this process, giving them a better understanding of the REF criteria (particularly useful for fixed-term PDRs) and helping them to further develop the quality of research outputs.

New fixed-term and permanent lecturers complete the Humanities New Academics Programme – which covers both research and teaching – as a condition of passing probation. They are given a significant teaching/administration reduction in the two years during which they normally take this course (50% in year 1 and 25% in year 2) to enable them to maintain their research trajectory. The progress of probationary staff is reviewed annually by the School Promotions Committee and they are given written feedback.

In 2017 the School established a Research Contract Staff Working Group – led by **Beebee** and a colleague in Social Statistics – to enhance the School's provision under the Researcher Development Concordat (REF5a, §3.3.2). The working group developed a range of new policies and procedures, including clearer guidance for PIs on their responsibilities, a new Research Contract Staff Network Coordinator position at School level, and the establishment of a £1000 p.a. (pro rata) Career Development Allowance for all fixed-term research staff.

The School has also addressed issues of staff development through revised promotions procedures. Since 2015, the Head of School has run a very popular promotion workshop each year in order to address the relatively low rate of promotion applications by women. The workshops ensure staff awareness of the promotion criteria (which include impact and public engagement activities), the required evidence base, and the manner in which the promotions cycle operates. In addition, the School Promotion Committee operates a 'dry run' each November so that prospective applicants receive feedback on all aspects of their submission prior to submitting their formal application.

Permanent staff may apply for one semester of academic leave in seven. In the current REF period all permanent staff made successful applications, between them taking 34 semesters of paid sabbatical. Research and impact activity are further facilitated through our WAM: a staff member who has a proportion of their salary met by an external research funder – whether for research or impact activity – is given corresponding proportional relief from teaching and administration (so e.g. a 10% salary buy-out is matched by a 10% workload reduction).

Research students

Our strategy is to admit only high-quality students; to embed them within a supportive

and collegial research culture and provide outstanding access to training and career development opportunities; and to review their progress regularly to ensure timely completion of a high-quality thesis. The success of this strategy in the current REF period is evidenced by:

- 24 of our 25 completed PhDs passed with no or minor corrections, with just one fail and two non-completions (one left after the first year; one left for medical reasons) in seven years.
- An excellent publication record (see below).
- An excellent placement record, including a senior lectureship (Universidad de Valparaíso, Chile); a permanent lectureship (Leeds); assistant professorships at Duisburg-Essen and Tilburg; a BA Postdoctoral Fellowship (Leeds); postdocs of between 1 and 5 years at LMU Munich, Gothenburg, Stockholm, TU Delft and Hertfordshire; and temporary teaching fellowships (Nottingham, Leeds). The 2020–21 Analysis Studentship will be held at Manchester by one of our current 4th-year PhD students.

Prospective PGRs are matched with a suitable main supervisor and interviewed prior to acceptance. On arrival they are assigned a supervisory team: main supervisor, co-supervisor, independent reviewer and academic adviser. They are required to engage in a variety of induction, training and review processes, which take the student from the start to end of their PhD study. The most significant of these are the two annual progress reviews: a mid-year review and a more comprehensive end-of-year review. All of the mandatory training and review processes involve the completion and authorisation of online forms, ensuring a 100% completion rate.

Humanities runs a substantial range of PGR training events and programmes including sessions on thesis planning, organising conferences, viva preparation, writing for a non-academic audience, and off-campus 'thesis boot camps'. Our PGRs regularly benefit from these sessions.

A significant source of support for our PGRs is financial. Of our current cohort of 24 PGRs in years 1-3, 17 are funded by three-year School and University scholarships, which are paid at the same rate as AHRC studentships and contain no teaching requirement. A further five are funded by the AHRC via the North West Consortium Doctoral Training Partnership (NWCDTP); the remaining two by overseas governments.

AHRC and School-funded PGRs have a £1,000 p.a. research allowance. They have made excellent use of this funding. Our current PGR cohort have presented papers at conferences/workshops at, e.g., Amsterdam, Cologne, Dusseldorf, Genoa, Lisbon, Lund, Melbourne, Pavia, Pisa, Princeton, Salzburg and Tilburg, and attended summer schools in (e.g.) Berlin, Groningen, Cornell, Madrid, Dubrovnik and Antwerp. In addition, several PGRs have spent significant time abroad during their study: two had competitively awarded Visiting Fellowships at the University of Tübingen, one spent 3 months as a visiting researcher at Geneva (funded by a School PGR Mobility Grant), and two spent a semester at UC Berkeley (funded by the NWCDTP). These initiatives have led to a significant improvement in the international profile of our PGRs, providing additional opportunities for collaboration and engagement.

The Department, School and NWCDTP provide financial support for conferences/workshops organised by PGRs. PGRs have also been very successful in applying for external funding – over £13,000 in the current REF period – from, e.g., the Mind Association, Aristotelian Society and the Royal Institute of Philosophy. PGR-organised workshops/conference have included two annual events – *Open Minds* (run every year since 2006) and *PhilChat* (since 2016) – and a series of three RIP-funded workshops

on personhood. Such activities equip our PGRs with organisational, budgeting and funding application skills, as well as further opportunities to network and present their work to a wider audience; they also greatly contribute to the vibrancy of the Department's research culture.

PGRs are expected to come to our research seminar series and since 2017 they have run their own 'work in progress' seminar, financially supported by the Department, which has helped enormously to foster a collaborative and collegial PGR atmosphere. They are always invited to attend research events run by the Department for free.

Supervisors encourage and assist PGRs to publish articles. In the current REF period our PGRs have published or had accepted – while enrolled – articles in, e.g., the *Journal of Social Ontology* (this article won the Social Ontology Society's annual ECR prize), *Proceedings of the Aristotelian Society*, *Philosophical Studies*, *Ethical Theory and Moral Practice*, *Global Justice*, *History and Philosophy of Logic*, *Journal for the History of Analytical Philosophy*, *Synthese* and *Erkenntnis*. A 2018 graduate won the 2019 *IJPS* Robert Papazian Essay Prize.

Where appropriate, supervisors also co-author with their PhD students. In the current REF period this has resulted in publications in e.g. *Philosophical Quarterly*, *Synthese*, *Linguistic and Philosophical Investigations*, *Inquiry*, and *Pacific Philosophical Quarterly*; two (**Beebee**/Anne-Marie McCallion and **J. Smith**/Abigail Connor) are included in our output submission.

Finally, PGR career development is provided through graduate teaching assistantships (normally up to a maximum of 3 contact hours a week, with submission-pending students allowed to do more if appropriate) and the opportunity to give guest lectures; in both cases, feedback is given by the course director. The School and Department provide compulsory training – including EDI – for new teaching assistants.

Equality, Diversity & Inclusion

We have subscribed to the BPA/SWIP Good Practice Scheme since 2014. This has had a significant impact on how we arrange our research activity – ensuring that women are well represented amongst conference and seminar speakers, establishing more inclusive ways of running and chairing research seminars and conferences, and having a publicly advertised Events Policy, which makes it clear that harassment and discriminatory behaviour are not tolerated. We have also developed good practice around accessibility for research and public engagement events, based on the BPA accessibility guidelines co-authored by **Beebee** and others in 2018.

Since 2016 we have had a designated EDI lead, who sits on the School's EDI Committee and also runs a departmental EDI committee with staff and student representation, meeting once a semester.

We have run a number of EDI-related events, hosting the annual SWIP-UK conference (*The Profession We Want*) in 2016 and an NWDTCP-funded workshop, *Inclusive Methodology: Making Space for Women and Minorities in the Canon of Analytic Philosophy*, in 2019. Our PGRs have run a chapter of MAP (Minorities and Philosophy) UK since 2015. The Department encourages and financially supports PGR-organised events with a strong diversity element – in particular, the annual *PhilChat* conferences have an explicit EDI agenda (e.g. *Race, Gender and Disability* in 2016 and *Trust, Forgiveness, and the Philosophy of Mixed-Race Identities* in 2018).

The School of Social Sciences has held an Athena SWAN bronze award since 2017. Its EDI Committee, established in 2016, meets twice a semester, and its chair (**Beebee** 2016-19) is a member of the School Leadership Team and the Promotions Committee.

Research-related School EDI initiatives have included:

- face-to-face implicit bias training for staff and PGRs, with mandatory online training for all staff involved in staff and student recruitment;
- the introduction of an annual promotions workshop (see Staff Development above);
- the implementation of the recommendations from the Research Contract Staff Working Group (see above), which was established in response to concerns about the career development of female and BAME fixed-term researchers (both groups are significantly better represented amongst fixed-term researchers than amongst permanent staff);
- the introduction in 2018 of a 'caring costs fund', which allows all academic staff and PGRs to apply for money to cover the costs of looking after children or other dependents while away from home outside working hours because of e.g. presenting a paper.

Our PGR community is now relatively diverse – with around 50% women and 25% BAME students. However, women only make up 27% (21.8% FTE) of our current permanent staff (though 50% of the permanent hires since 2014) and only one of the eight postdocs who have been in post. More can be done to combat this imbalance; thus one of our new research objectives, RO4, is to further embed EDI in all our research activities, with a particular focus on postdoctoral researcher recruitment.

EDI considerations have been embedded in our REF preparation from the outset. The selection of outputs has been conducted over a number of years by three-person panels, all of which contained at least one woman, and sometimes two. Implicit bias training was mandatory for all panel members. Outputs single- or co-authored by women (21.8% FTE of our current permanent staff) make up 30% of our submission.

Section 3: Income, infrastructure and facilities

Research income

Our research income in the current REF period stands at over £2.5m – a fivefold increase on REF2014. The projects funded during this time involved a wide range of staff (nine members of permanent staff and eight PDRs), topics (including biodiversity, the impact of green spaces on the wellbeing of older people, emotions, causation and suicide, Samuel Alexander, and David Lewis), and methods (from archive-based research to innovative qualitative social science methods).

All four of the Department's areas of specialisation have run major externally funded projects during the current REF period (both the total award to the Department and actual spend in the current REF period are listed; * indicates that the grant was awarded in the previous REF period):

Mind and Language

- **Knowledge of Emotion: Expression and Social Cognition* (AHRC), 2012-15: **J. Smith** (PI), Abell (CI), £169k/£108k.
- **Architecture of Consciousness* (ERC), 2013-16: Bayne (PI), Farrell, McClelland (PDRs), €1.5m/£533k.
- *Emotions as Feelings Towards Value* (BA Postdoctoral Fellowship), 2018-21: **Mitchell**, £239k/£185k.

Engaged Philosophy

- **BIOMOT: Motivations for Ecosystem Services and Alternative Ways to Express the Value of Biodiversity* (EC FP7), 2012-15: **O'Neill** (CI), **Scott** (CI), Knights (PDR), a major European project spanning eight institutions in seven countries, €490k/£111k.
- *Green Infrastructure to Promote Health and Wellbeing in an Ageing Population* (NERC), 2016-19: **O'Neill** (CI), Christian (PDR), a large, multidisciplinary project aimed to better understand the benefits and values of urban green infrastructure, £70k/£70k.
- *Environmental Values and Ecosystem Services: An Investigation into the Concepts and Policies of the New Economic Arguments for Nature Protection* (British Academy Postdoctoral Fellowship), 2015-19: Knights, £235k/£228k.

History of Analytic Philosophy/Metaphysics

- *The Age of Metaphysical Revolution: David Lewis and His Place in the History of Analytic Philosophy* (AHRC), 2016-19: **Beebee** (PI), **MacBride** (CI), **Janssen-Lauret**, Fisher (both PDRs), £800k/£793k.
- *The Metaphysics of Samuel Alexander* (Newton International Fellowship, British Academy/Royal Society), 2014-15: Fisher (PDR), £85k/£72k.

Metaphysics/Engaged Philosophy

- *Suicide, Disorder, and Causal Judgements: A Philosophical Investigation* (Leverhulme Early Career Fellowship), 2018-22: **Maung**, £88k/£45k.

Our funding success has played an important role in achieving some of our other research objectives. It has generated a significant number of high-quality publications (O5). Publications not included in our REF submission that have arisen directly or indirectly from these projects include several significant scholarly editions arising from the Lewis project: the two-volume *Philosophical Letters of David K. Lewis* (ed. **Beebee** & Fisher, OUP 2020); a volume of Lewis's posthumous papers (ed. **Janssen-Lauret** & **MacBride**, OUP in press); Quine's *The Significance of the New Logic* (co-edited/translated by **Janssen-Lauret**, CUP 2018, previously only published in Portuguese); and an edited volume of papers by D.C. Williams (*The Elements and Patterns of Being: Essays in Metaphysics*, OUP 2018, ed. Fisher).

Funded projects have also generated numerous outputs authored by REF-ineligible project PDRs, including articles in journals such as *APQ*, *BJHP*, *JAPA*, *Journal of Consciousness Studies*, *The Monist*, *PPQ*, *Philosophical Quarterly*, and *Synthese*; the above-mentioned Williams volume (Fisher); and a special issue of *Review of Philosophy and Psychology* (eds. Farrell & McClelland).

Externally-funded projects have also resourced very many of our conferences and workshops (O3) and been a key driver of both the creation and development of collaborative research networks ((O2) – see §4) and improvements around impact. Both of our impact case studies arise from externally funded projects from the previous REF period, with *ClimateJust* also receiving ESRC Impact Acceleration Account funding (£19k) in this REF period. The *Green Infrastructure* project (see §4) promises to deliver significant impact through engagement with Greater Manchester City Council and other external organisations. Other impacts arising from externally funded projects include a *Philosophy Bites* podcast, an appearance on Radio 3's *Free Thinking*, a short film on emotions, and the development of BPA-endorsed guidelines on sustainable

conferencing (see §4).

Other external funding

The £2.5m has been supplemented by funding not counted in HESA data, including over £20,000 of conference/workshop funding from several learned societies. It has also included funding that has contributed to our public engagement activities – for example up to £1,500 p.a. from the RIP, which we normally use to fund our annual Dorothy Emmet Lecture, and a grant of £5,000 from the British Society of Aesthetics to make the short film just mentioned. Finally, the two Editorships held by members of staff (**MacBride**, *The Monist*; **Liggins**, *Analysis*) come with external funding – around £28,000 p.a. – for teaching cover so that the editors can concentrate on their editorial duties.

Research infrastructure

Through the University (REF5a §4), Faculty and School infrastructure we have outstanding support for research and impact. This includes dedicated professional service teams and funding to assist with submitting funding applications; managing externally funded projects; running conferences, workshops and other research events; and running impact and public engagement activities.

Research support staff: Our research and impact activities are overseen by the Department's Research Director. Research and impact are supported by a number of Professional Services staff within the School. The School's Research Office provides support for most aspects of research. It includes a Research Support Manager, a full-time grant-writing support officer, a full-time Knowledge Exchange and Impact Officer, and other staff responsible for the financial management of research grants. The Philosophy Department has access to a dedicated Research Support Officer, whose main role is to assist with external funding applications.

In 2018, the School established a separate Grant Management and Administration Team, whose role is to support award holders throughout the course of the project; in 2019 it established a dedicated External Relations Office to assist with organising conferences and public engagement events.

Financial support: All permanent staff in the School have an annual Research Support Allowance of £2,000 p.a. (increased in 2015 from £1,000) for research and impact-related activity. Staff often use some of their allowance to wholly or partly fund research events at Manchester. Since 2018, fixed-term research staff on project-funded contracts have a Career Development Allowance of £1,000 p.a. We also spend several thousand pounds of our departmental budget each year on a variety of research-related activities – primarily our Research Seminar series and conferences and workshops run by staff and PGRs.

Additional financial support is provided by various funding schemes within the University. Use made of these in the current REF period includes a Simon Visiting Professorship (Rob Hopkins (NYU), 2019), funded by a University endowment; several of our PGR *PhilChat* conferences, funded from the School PGR Student Experience budget; two workshops and a visitor from Poland funded from the School's research budget; and £15,000 from the Humanities Strategic Investment Research Fund for a two-year interdisciplinary seminar series with Politics, *Cooperation and Equality*.

Unlike many HEIs, the University typically does not charge internally for the use of

lecture theatres and seminar rooms for conferences run by UoM staff, making it vastly cheaper and therefore easier for members of staff and PGRs to run conferences and workshops.

Scholarly resources: The University has an extremely well-funded library (REF5a, §4.2), which directly impacts on our research. Individual members of staff can easily order online any books they need for their own, or their PGRs', research purposes with – in practice – no budgetary constraints; and the Library holds the most extensive digital collections of any academic library in the UK. Its Samuel Alexander archive was crucial to the award and execution of Fisher's Newton International Fellowship on Alexander's metaphysics.

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

Collaborations, networks and partnerships

In pursuing our research and impact objectives to increase collaborative research and build relationships with non-academic partners, staff have collaborated in a variety of ways with academics in a range of disciplines and institutions, both in the UK and overseas, as well as with other research users and beneficiaries. These collaborations have been supported through the various elements of research support and infrastructure described in §3 and enabled through our very successful strategies for increasing research income.

Research projects and networks: Externally funded projects have provided key opportunities for collaboration. For example:

- *Green Infrastructure (O'Neill)* was a collaborative project involving researchers from several other disciplines across UoM, MMU and the University of Salford as well as close engagement with Greater Manchester City Council, City of Trees, Friends of Nutsford Vale, and Friends of Ryebanks Fields.
- *Knowledge of Emotions (J. Smith, Abell)* resulted in the short film, *The Emotions of Others*, which involved collaboration with two artists/film-makers, Jacob Cartwright and Nick Jordan.
- **O'Neill** co-authored a report for AgeUK, *Dementia, Vulnerability and Well-being: Living Well with Dementia Together*, as a result of a project with the Manchester Institute for Collaborative Research on Ageing.
- **O'Neill** is currently working with Steady State Manchester for the 7th International Degrowth and 16th International Society for Ecological Economics Joint Conference (postponed from 2020 due to covid), of which he is the lead organiser. This will bring together academics, civil society actors, activists, artists and policymakers.
- Collaboration between Fisher (PDR), **Beebee**, Lewis's widow Steffi, and Princeton University's Firestone Library – enabled by the *Age of Metaphysical Revolution* project – resulted in Lewis's archives being moved there from Steffi's house, ensuring their preservation and accessibility for future historians of philosophy.

Co-authoring: Since 2014, staff have published work with academics at a wide range of universities, including the US (Dartford, Harvard, Oklahoma, Yale), Canada (Waterloo), Brazil (Campinas), Sweden (Stockholm) and the UK (Birmingham, Oxford).

Visitors: We have hosted several visitors for the purposes of collaborative work, in some cases funded by the University, including:

- Prof. Juha Hiedanpää (Natural Resources Institute Finland): six-month visit (2018-19) working with **O'Neill** as part of an Academy of Finland-funded project, *Participation in Long-Term Decision Making*.
- Dr Rafal Kur (Jagiellonian University, Poland): month-long visit to work on a co-authored paper with **Janssen-Lauret**, funded by the School's Internationalisation Fund;
- A scoping visit by Fisher to the Samuel Alexander archive in 2013, funded by the University's John Rylands Research Institute, led directly to his Newton International Fellowship and, indirectly, to the *Age of Metaphysical Revolution* project through discussions with **Beebee** about the Lewis archive;
- Dr Maria Svedberg (Stockholm): month-long visit funded by the Swedish Research Council to work on a co-authored paper (*The Monist*, June 2020) with **Beebee** and **Whittle**;
- Visits totalling 18 months by two Chinese academics, both funded by the China Scholarship Council, to work on the history of analytic philosophy with **Stevens** and **MacBride**.

Contribution to wider society

Our achievements in this regard – under the *Engaged Philosophy* umbrella – fall into three main areas: (a) the environment, sustainability and accessibility, (b) women in philosophy, and (c) public engagement.

(a) The environment, sustainability and accessibility: Our contribution in this area has two strands to it: one rooted in philosophical research, and the other a more practical strand aimed at reducing the carbon footprint and improving the accessibility of academic research events.

O'Neill's research on climate justice has had direct practical implications both for public policy and for environmental NGOs that seek to make the case to the general public and to government for environmental action. Both of our impact case studies (*ClimateJust* and *Flood Re*) relate to this strand, as does **O'Neill's** ongoing work on ensuring significant impact from the *Green Infrastructure* project, which concerns the value of green spaces such as parks and allotments to older people.

On the practical side, we have demonstrated a serious commitment to reducing the carbon footprint of academic research. Most significantly, in 2019 the BPA adopted a set of good practice guidelines for reducing the carbon footprint of philosophical research, drawn up by **MacBride** and **Janssen-Lauret** as part of the AHRC *The Age of Metaphysical Revolution* project. Twenty-three departments and seven learned societies – in the UK and overseas – have so far endorsed these guidelines. This commitment has been implemented in the Department through the use of virtual conferencing software at the 2017 SWIP-UK annual conference and at the final conference (2019) of the same AHRC project (both at UoM). This allowed both virtual speakers and virtual participants to engage with the in-person conference in real time. This not only reduced our carbon footprint and made the events more accessible (e.g. for people with disabilities or caring responsibilities), but also showcased the benefits of the blended virtual/in-person format to the wider philosophical community. For example, both the BPA guidelines and the AHRC project conference are favourably

mentioned in relation to sustainability in a *Daily Nous* blog post (16.9.19).

Again on the practical side, **Beebee** and colleagues at Southampton co-authored the BPA's Guidelines for Accessible Conferences and Public Lectures – available from the BPA website – which aim to ensure that philosophy research and engagement events across the UK are as accessible as possible to people with disabilities.

(b) Women in philosophy: Our formal engagement with the issue of women's underrepresentation in philosophy began with **Beebee's** work on the BPA/SWIP Good Practice Scheme. Launched in 2014, the scheme – devised and led by **Beebee** and Jennifer Saul – has had a significant effect on the policies and, especially, informal practices and general departmental culture in philosophy departments across the UK and, increasingly, internationally. Many practices that were virtually invisible prior to 2014 and recommended by the GPS are now commonplace across UK philosophy departments, e.g. seminar charring policies and ensuring that women are well represented on conference programmes. Twenty-seven UK and three overseas departments and 15 learned societies/journals – including most of the major UK societies/journals and two European societies – currently subscribe to the scheme.

Redressing the gender imbalance in philosophy is not, however, solely a matter of policy and procedure. Gender inequality is also enshrined in subject matter, for example in the way that the history of philosophy – in both research and teaching – tends to privilege male voices and ignore the contributions of women. **Janssen-Lauret** has contributed significantly to the growing international movement to ensure that the voices of women philosophers are not marginalised; e.g. she established the *Women in the History of Analytic Philosophy Network* in 2017, organised a conference on that topic in London in 2018, and has published numerous papers on female analytic philosophers, including Stebbing, Jones, Ladd-Franklin and Barcan Marcus.

(c) Public engagement: Our establishment of the *Engaged Philosophy* research area (see §1) has significantly increased the level of activity that brings philosophical research to non-academic audiences.

We began an annual public lecture series – the Dorothy Emmet Lectures – in 2016, bringing philosophy to a wider audience in the Manchester area. They have covered art and science (Kate Elgin); personal identity and memory (Marya Schechtman); the aesthetics of body oppression (Sherri Irvin), marriage and injustice (Clare Chambers), and moral philosophy (Jane Heal) – the latter happening via Zoom due to COVID-19 and attracting an international audience of over 200. We also ran a well-attended 'Science and Philosophy' event in 2015, with presentations involving pairings of philosophers with a neuroscientist, an astrophysicist and a biologist.

Members of the Department have contributed to other public engagement activities in the current REF cycle. For example, **Beebee** has appeared on Radio 4's *David Baddiel Tries to Understand ...* and *The Philosopher's Arms*, and on Radio 3's *Free Thinking*; and gave a full-length interview on women in philosophy for 3CR community radio in Melbourne (all still available online). She also published an article on Newcomb's Paradox in *Filosofuj!* (a Polish general-interest philosophy magazine) and a short book aimed at a popular audience (*Philosophy: Why it Matters*, with M. Rush, Polity 2019; translated editions in Chinese and Spanish under contract), and appeared in *BBC Focus* magazine and on a BBC Reel documentary talking about free will. She wrote two blogs on personal identity for the Institute of Art and Ideas (IAI), which had a combined readership in their first month of release of over 92,000; participated in a panel discussion at the IAI's *How the Light Gets In* festival; and recorded a *PhilBites* podcast on possible worlds. **O'Neill** wrote an essay, *Life Beyond Capital*, for the ESRC-funded Centre for the Understanding of Sustainable Prosperity (available on the CUSP website), and gave talks at the Edinburgh Science Festival and a symposium on the

nature of prosperity organised by CUSP alongside Rowan Williams, Roger Scruton and others. **J. Smith** and a PGR, Lydia Farina, wrote an IAI blog on emotional robots, and Smith also gave a public lecture at the Bluecoats Centre in Liverpool. **Buckwalter** hosts a podcast series, *Journal Entries*, where philosophers talk informally about their work. **Tom Smith** participated in a public street performance in Manchester, 'Case studies in joint action', with a dancer/choreographer, a composer and an amateur theatre company. The short film, *The Emotions of Others*, scripted by **J. Smith** and Abell, was shown at the contemporary arts festival *Innsbruck International* in 2016.

Contributions to the research base

Staff made a very significant contribution to the UK and international research base during the current REF cycle. Below are listed some of the more significant contributions beyond the usual journal refereeing, keynote talks, etc. that one would find in any department of our size.

Journal Editorships: The Department is home to two major international journals published by OUP: *Analysis* (edited by **Liggins** since 2017) and, since 2016, *The Monist* (edited by **MacBride**). **O'Neill** is co-editor of *New Political Economy*, **Beebee** was co-editor of *Philosophy and Phenomenological Research* until 2017, and **Mitchell** co-editor of *The Journal of Philosophy of Emotion* until 2019. This work makes a significant contribution to the discipline by encouraging and enabling research in analytic philosophy across the globe.

Other journal activity: In the current REF period, staff have acted as associate editors for *AJP*, *BJPS*, *Ergo*, *Journal of the American Philosophical Association*, and *People & Nature*; and as members of editorial/advisory boards for 13 journals including *AJP*, *Dialectica*, *Hume Studies*, *Journal of Applied Philosophy*, *Journal for the History of Analytical Philosophy*, *Philosophical Quarterly*, and the *Vienna Circle Institute Yearbook*.

Refereeing funding applications: Three submitted staff are members of the AHRC Peer Review College (**Beebee**, **Liggins**, **MacBride**), two are also members of the Strategic Review College, and one (**MacBride**) is a member of the Philip Leverhulme Prize Committee. During the current REF cycle staff have refereed applications or sat on panels for overseas funding bodies including the DFG, Irish Research Council, Israel Science Foundation, Czech Academy of Sciences, Academy of Finland, VWO-Flanders, Swiss National Science Foundation, Social Sciences and Humanities Research Council of Canada, and the Volkswagen Foundation.

Advising on senior appointments and on reviews of research: In the current REF cycle staff have served on professorial appointment panels including the Regius Chair in Logic at Aberdeen, the Bertrand Russell Chair at Cambridge and the Chair of Analytic Philosophy at Geneva; and advised on promotion and tenure cases, and acted as members of research strategy review panels, for departments in the UK, US, Germany and Ireland.

Leadership in national and international organisations: Dodd was Director of the Mind Association from 2015 to 2019. **Beebee** was President of the British Society for the Philosophy of Science from 2015 to 2017 and President of the Aristotelian Society in 2017-18. Since 2015 she has also been one of four Patrons of the Athena SWAN Charter, and is a member of the REF2021 Philosophy sub-panel.

In the current REF period, staff have also acted as members of the Councils, Executive Committees or Steering Groups, or been Trustees of, the Analysis Trust, Aristotelian Society, British Society of Aesthetics, British Society for the Philosophy of Science, International Social Ontology Society, the Mind Association, and the RIP.

While not formally enshrined in our research objectives, we regard the above kinds of

contributions to the UK and international research base – as well as our work to improve the diversity and environmental sustainability of the profession – as crucial to the health of the discipline and therefore a hugely important element of the Department’s research activity.