

Institution: University of Oxford
Unit of Assessment: 30 Philosophy
<p>Section 1. Unit context and structure, research and impact strategy</p> <p><u>How research is structured across the unit</u></p> <p>Oxford Philosophy aspires to be a world leader in the subject, by combining exemplary <i>breadth</i> and <i>depth</i> of philosophical research activity, set within a nexus of natural interdisciplinarity. We seek to <i>transform the most fundamental understanding of the world, of society, and of human beings</i>; and to change the world for the better through that transformed – improved – understanding.</p> <p>The Philosophy Faculty consists of more than 150 professional philosophers and provides an intellectually rich environment for a great diversity of research activities. During the current REF period the Faculty has won over GBP27m of external research funding (alongside a further GBP710k of internal research funding) and it has nurtured 244 BPhil (masters-level research) students, 112 DPhil (PhD level) students, and 92 postdoctoral fellows.</p> <p>The UoA consists of a core composed of six statutory professors (in moral philosophy, metaphysics, logic, ancient philosophy, philosophy of mind, and practical ethics) and forty-nine other professors/associate professors. Together, this core group individually and jointly devise the research questions which are to be pursued, and drive the research forward, supported by various Faculty structures (of which more below, §§2-3). Surrounding this core are a large number of early career researchers (who may be Junior Research Fellows, holders of external early career research fellowships, or postdoctoral researchers either on externally funded research projects, or within the Faculty's several research centres). There are also Senior Research Fellows on externally funded projects or within the Faculty's research centres, and – importantly – many senior colleagues in other departments with philosophical interests. These include faculty whose primary appointments are in Art History, Classics, Computer Science, Law, Linguistics, Mathematics, Medicine, Oriental Studies, Politics and Social Sciences, and Theology. These strong interdisciplinary links include joint running of seminars and joint supervision of graduate students.</p> <p>Research activity is organised into a number of clusters, and the UoA has research clusters in all major areas of philosophy. Research clusters are typically headed by a statutory professor or by other senior colleagues, and each has a seminar series meeting regularly (usually weekly or fortnightly). These include series in metaphysics, epistemology, moral philosophy, aesthetics, ancient philosophy, post-Kantian philosophy, ethics in AI, and the philosophies of mind, of mathematics, of physics, and of language. There is also a collective Faculty research seminar (the Philosophical Society), as well as a wide range of informal reading groups and work-in-progress meetings, open to all. Several prestigious lecture series are hosted by the UoA, including the John Locke Lectures (which since 2014 have been given by Martha Nussbaum, Rae Langton, Ted Sider, Michael Smith, Peter Railton, and Philip Pettit; Susan Wolf is to be the next Lecturer); the Isaiah Berlin Lectures (shared with History); the Nellie Wallace Lectures (shared with Classics); the Uehiro Lectures in Practical Ethics; and the Gareth Evans Memorial Lectures. In the 2019-2020 academic year (taken as representative), more than 60 philosophers from outside the university delivered research talks in Oxford (amounting to two-to-three visiting speakers each week of term). There have been several hundred such talks in the course of the REF period. Every</p>

week of term is packed with one or more research seminars, visiting lectures, or other events, each day.

This rich milieu both supports and is supported by our large and active community of research students. Research students participate in all of the Faculty's research seminars, as well as running the Ockham Society (in which every week a graduate student presents work to their peers) and a highly successful annual graduate conference, which draws high quality submissions from around the world.

The Faculty also contains a number of major research centres, directed by professors of the Faculty, each centre with a distinctive focus and an interdisciplinary character. The Uehiro Centre for Practical Ethics is led by Julian Savulescu, and aims to drive the development of practical ethics (across its whole broad remit, including medical ethics) and thereby to guide human choice more effectively. The Future of Humanity Institute (FHI) is led by Nick Bostrom and focusses on long-term problems and prospects for our species, using multidisciplinary tools from mathematics, philosophy, and the social sciences. The Global Priorities Institute (GPI) is led by Hilary Greaves and combines insights from philosophy and economics to address questions concerning how to maximise the good that can be done with limited resources. And finally, the most recently established centre (September 2020), is the Institute for Ethics in AI, led by John Tasioulas, which seeks to address the ethical challenges posed by the development of artificial intelligence, and to develop AI Ethics as a sophisticated field of philosophical enquiry, enriched by broad perspectives from the humanities and the social sciences, whilst engaging deeply with the interests, achievements, and concerns, of AI practitioners.

These research centres consist of 67 staff members (21 Uehiro Centre; 34 FHI, and 12 GPI, with in addition to this 67 a further 6 colleagues recently commenced in Ethics in AI) and they have generated a total of GBP18.6 million of research income during the REF period (GBP7.7m for Uehiro, GBP8.2m FHI, and GBP2.7m for GPI). In addition to this research income, these centres have also been very successful in attracting philanthropic donations to support their research (GBP1.4m Uehiro, GBP1.3m FHI, and GBP1.8m GPI). Beyond their focussed research activities, these centres also contribute both to training and to supporting the next generation of researchers (as we detail further below, §2).

Looking beyond research centres internal to the Faculty, some UoA colleagues also have affiliations with centres located elsewhere within the University's structure, including the Wellcome Centre for Ethics and Humanities – which was founded in 2017 to lead national and international debate about the ethical constraints on scientific research and technological innovation – and the Ethox centre, which aims to improve ethical standards in healthcare practice and in medical research.

All these centres (both within the Faculty and without) play a key role in disseminating the UoA's research and in helping to lead impact, as well as in supporting and stimulating the underlying research itself.

The UoA is currently housed physically in the Radcliffe Humanities Building, with all the research centres a short walk away. Our future accommodation plans, described in §3 below, will be *transformative in supporting our research activities* and in redoubling inter-faculty and inter-departmental collaboration, alongside valuably boosting scope for public outreach.

The research direction of the UoA is most fundamentally determined by the Faculty's statutory professors, professors, and associate professors: those appointed to lead and to pursue research. Collective and strategic decisions, however, such as which research areas (including new areas) to prioritise and to resource, where to make appointments, and which strategic opportunities to pursue, fall under the remit of the Faculty Board (the senior decision-making body in the UoA); but these decisions are arrived at in a consultative way. Regular reviews of strategic priorities take place in broad Faculty meetings each year; these are then refined as necessary by the Strategy sub-group of the Faculty Board, before being proposed to the Board. The Director of Research (a senior officer of the Board) plays a key role in these discussions, and both the Director of Research and the Faculty Board Chair engage systematically with colleagues within the Humanities Division and throughout the University – and beyond – to maximise the use of those opportunities which will align with the Faculty's strategic priorities. Recent, and very successful, strategic achievements have been to build feminist philosophy as a new major area of research (and teaching) for the Faculty, and the founding of our *two new* research centres.

Review of research plans from REF 2014

Our research plan in 2014 had four main aims: to increase the breadth of hiring; to strengthen our links with Politics and Law; to establish a new research centre; and to make more funding available for graduate scholarships. We have either met or exceeded expectations on each of these aims.

1. To increase breadth of hiring

As mentioned, the Faculty aims to achieve excellence in all major areas of philosophy. With this in mind, our previous REF research plan identified a number of key areas in which to strengthen our research clusters. These were philosophy of mind and action; philosophical linguistics; philosophy of biology; post-Kantian continental philosophy; and medieval and early modern philosophy.

We have successfully hired in almost all of these areas. Michael Martin took up the Wilde Chair in Mental Philosophy to lead research in the philosophy of mind and action; Will Davies and Matthew Parrott (mind) and Natalia Waights-Hickman (action) were recently appointed to permanent associate professor posts. In philosophical linguistics, Paul Elbourne was hired as a professor, Milo Phillips-Brown (who also works in philosophy of AI) as a permanent associate professor, and Matthew Mandelkern as a postdoctoral fellow. In philosophy of biology, Ellen Clarke joined us as a five-year postdoc (before later taking up a permanent post in Leeds). We appointed Mark Wrathall as a professor in post-Kantian continental philosophy.

Since 2014, we also took the strategic decision to strengthen our research in feminist philosophy, seeing this as a particularly vibrant area of current philosophical research, and an important area for our students. In consequence we hired Mari Mikkola, Amia Srinivasan, Rachel Fraser, Alice Crary and Kate Kirkpatrick to permanent posts in this field. This has helped us towards our goal of maintaining a diverse philosophy faculty.

2. To strengthen links with Politics and Law

Our relationship with Politics has been much strengthened by the appointments during the REF period of two senior political philosophers: Jonathan Wolff took up a chair in the Blavatnik School of Government in 2016, and in 2020 Amia Srinivasan moved from an associate professorship of philosophy to the renowned Chichele Chair in Social and Political Theory. Each maintains strong

links with both politics and philosophy, regularly supervising or co-supervising philosophy graduate students and teaching graduate classes open to our students. Wolff has a long track-record as an adviser on public policy, notably on gambling, drug addiction, poverty, and the allocation of health resources; and Srinivasan too has a high (and prize-winning) public profile. At a more junior level, we recently appointed to permanent posts Thomas Sinclair (political philosophy) and Alexander Prescott-Couch (philosophy of social science), both of whom collaborate with colleagues in the Politics Department and in the Blavatnik School. We plan shortly to make further permanent appointments in political philosophy, including – under the aegis of the Institute for Ethics in AI – one post jointly with the Blavatnik School.

The appointment of Ruth Chang as the statutory Professor of Jurisprudence has valuably transformed our relationship with the Law Faculty: Chang is committed to interdisciplinary research and has set up a Philosophy, Law, and Politics (PLP) colloquium series and has taught interdisciplinary graduate classes for philosophy and law students, alongside introducing a whole series of such graduate classes taught variously by law faculty and philosophy faculty. John Hyman's ERC Advanced Grant project on the roots of responsibility in the law (the funding for which he obtained while at Oxford) is part-hosted by the Faculty and Hyman retains a Senior Research Fellowship. In further connection, Alexander Kaiserman's work on causation and responsibility straddles the two disciplines, and he has co-taught classes together with Sandy Steele (law) open to both law and philosophy graduate students. Finally, and most recently, the Faculty recruited John Tasioulas as Professor of Ethics and Philosophy of Law from his previous position as Professor of Politics, Philosophy and Law, and Director of the Yeoh Tiong Lay Centre for Politics, Philosophy and Law at Kings College, London.

3. To establish another research centre

At the time of the last REF, the Faculty included two multi-disciplinary research centres, the Uehiro Centre and the Future of Humanity Institute (see above). As noted, these centres have been extremely successful at raising external research income, producing excellent research and impact activities, and training graduate and post-doctoral researchers. The Faculty had the aim of establishing a third centre in this REF period to drive forward on all three of these fronts.

This goal was achieved with the opening of the Global Priorities Institute in early 2018. The GPI has already raised GBP4.5 million from donors and funding bodies, and it has already produced 15 high quality publications in top journals, alongside one of the impact case studies for the Faculty (led by Will MacAskill). The Institute has the ambitious aim of developing Global Priorities research as a significant new, and highly rigorous, interdisciplinary area of activity internationally, and has put considerable effort into developing next generation researchers, by supporting postdocs, providing graduate scholarships, and running a successful Early Career Conference Programme.

Further than this, most recently (September 2020), the Faculty was delighted to be able to launch a *second* new centre, the Institute for Ethics in AI. The Institute connects philosophical research to work across a wide range of other disciplines, seeking to address in all its breadth the emerging importance of, and challenges from, AI to society in general. As noted, John Tasioulas is the inaugural director of the Institute, and Carissa Veliz and Milo Phillips-Brown have been appointed to permanent associate professorships in philosophy associated with the Institute. Phillips-Brown's appointment is also a joint appointment with the Department of Computer Science, where he will share responsibility for ethics training for future researchers and practitioners in AI and computer science. Two postdoctoral researchers have also been appointed to the Institute, as has a senior international computer scientist to head technical AI engagement for the Institute. Two Institute-

funded doctoral students have also joined the team. Further appointments, cementing the inter- and multi- disciplinary of the Institute will follow soon, including one associate professor post joint with the Blavatnik School of Government and a philosophy/social science associate professor post joint with the Oxford Internet Institute.

4. To raise more graduate funding and make more scholarships available

In recent years it has become ever harder to find money to support graduate students. Nevertheless, the UoA has had considerable success in securing such funding. We awarded 35 AHRC scholarships (GBP1.3m) and 25 full scholarships from university internal sources (GBP1.35m) within this REF period. The new Oxford-Open-Cambridge Doctoral Training Program, together with matching college and university funds, has been providing, and will continue to provide, funding for future research students.

From our research centre funding, GPI has provided an annual Parfit doctoral scholarship; FHI has awarded 16 doctoral scholarships in the last two years; and Ethics in AI has awarded two scholarships this year and will continue to offer at least 2 p.a. in coming years.

Research objectives in the next five years

The UoA's research objectives in the next five years are: (1) to maintain the breadth and depth of excellence of Oxford philosophy; (2) to develop further our interdisciplinary research activities with colleagues across the university and beyond, in Humanities and in Mathematical, Physical, Life, Medical, and Social Sciences; (3) to promote the widest possible dissemination of our research; (4) to increase the impact of that research on the world outside academia; and (5) to maintain our culture of research integrity.

1. Maintaining breadth and depth of excellence

The UoA remains committed to covering a very wide range of areas of philosophy, but with enough critical mass to allow depth of activity in each area. We will continue to tailor our advertised posts carefully to balance breadth against depth, and to be able to maintain the capacity to develop the next generations of research students. In addition to continuing to strengthen our links with Politics and Law, we plan to develop research and teaching capacity in the **philosophy of economics**, and we are in the process of hiring in this area (thereby also supporting the pipeline from the undergraduate PPE level).

We have also identified other important new areas in which to broaden our research portfolio, whilst also building on existing strengths: these are 1) **Mediaeval Islamic Philosophy** (building on our existing strengths in ancient philosophy, mediaeval philosophy, and early modern philosophy, whilst fostering further connections with colleagues in Classics, History, and in Oriental Studies) and 2) **Indian Philosophy** (building on our existing strengths in metaphysics, mind, and language, while fostering further connections with colleagues in Theology and Religion, and in Oriental Studies). All these links – and many others – will be further fostered and deepened by the move to the Schwarzman Centre For the Humanities (see below), which will allow the co-location of the great majority of Oxford Humanities faculties for the first time in the modern era. The Faculty has sponsored applications to the UKRI Future Leaders Fellowship scheme in both the areas of Mediaeval Islamic Philosophy and Indian Philosophy and anticipates making permanent appointments to professor/associate professor positions in these two areas in due course.

2. Interdisciplinary research

Interdisciplinarity is a reflex for Oxford philosophy, being deeply embedded within our institutional structures. The Faculty has extensive links across all four Divisions of the University (Humanities; Social Sciences; Mathematical, Physical and Life Sciences; Medical Sciences). These spring all the way from the level of our undergraduate degrees (all joint with other departments) and go on up: to interdisciplinary Masters courses (Women's, Gender, and Sexuality Studies; Film Aesthetics; Philosophy of Physics, Practical Ethics, Psychological Research); to co-training and co-supervision of doctoral students; to interdisciplinary externally-funded research projects; to the long-term inter- and multi- disciplinary structures of our research centres; and ultimately to joint appointments to permanent posts across disciplinary boundaries.

A flagship example during the next REF period will be the further development of the Institute for Ethics in AI. In addition to the posts already mentioned, we plan further funding for postdocs, doctoral students, visiting scholars, and secondments from industry and policy. The activities of the new centre intersect with and build on aspects of those already taking place within FHI and the Uehiro Centre, and with core research by colleagues in ethics, political philosophy, philosophy of mind, and cognitive science. But the new Institute has still broader scope and will increasingly reach out across the university to engage colleagues in the social sciences (particularly in the Oxford Internet Institute and the Blavatnik School of Government, as mentioned, and in the Faculty of Law) and, crucially, engage practitioners in AI across the Medical, Mathematical, Physical, and Life Sciences (including in Computer Science, Engineering, Clinical Medicine, and Oxford's Big Data Institute). The Institute will pursue both research and teaching (undergraduate and graduate) in addition to post-doctoral training. It will engage with both industry and government and it will have significant impact beyond academia. In achieving these ambitious aims the Institute will be guided by a steering group which includes Oxford colleagues with relevant expertise from across all four Divisions, and will benefit from a (majority external) Advisory Board with distinguished international figures with backgrounds in academia (Philosophy and Computer Science), in technology and industry, and in government and policy.

The new institute is only one aspect of our plans for interdisciplinary research: we also intend to build further on existing collaborations with other parts of the university. The Uehiro Centre will develop its already extensive links with Medicine and Experimental Psychology, as will the GPI with Economics, and the FHI with Computer Science, International Relations, and Biosciences. The UoA will continue to run its seminars in philosophy of physics, philosophy of mathematics, ancient philosophy, and the philosophy of psychology and cognitive science, which attract colleagues from across the University. These seminars have seeded successful funding bids for interdisciplinary projects, including two projects in the philosophy of physics led by Chris Timpson ('Information at the Quantum Physics/Statistical Mechanics Nexus' GBP607k from the Templeton World Charity Foundation and 'The role of the observer in quantum theory', GBP17k, FQXi grant); a project on the philosophy of law (which we have already mentioned) led by John Hyman and part-hosted by the Faculty ('The roots of responsibility: metaphysics, humanity and society', GBP260k, from the ERC); a philosophy/psychology/cognitive science project led Nick Shea (Institute of Philosophy, London) and hosted by the Faculty ('Metacognition of Concepts', GBP490k, ERC); and a project in philosophy and psychiatry, led by Julian Savulescu ('Philosophy and Psychiatry', GBP200k, donation by Pierre Lobel).

The Faculty will also continue to develop its various networks of links with medicine, mental health and particularly the Oxford Department of Psychiatry. This will include building from the framework

of the already established and highly successful biennial conference and summer school 'Philosophy and Psychiatry (Mind, Value and Mental Health)' led by colleagues Edward Harcourt, Anita Avramides, Dan Zahavi and Matt Parrott.

3. To promote an open research environment

The UoA promotes an open research environment. We encourage all our colleagues to use our institutional repository, the Oxford Research Archive (ORA). Training and support are provided by staff in the Bodleian Libraries and via the dedicated 'open access Oxford' microsite.

The University's Research & Innovation Committee approved a new Open Access Publications Policy in March 2018. This supports the 'green' route to open access; encourages the use of Oxford-linked ORCIDs as a unique author identifier; and mandates the deposit of electronic theses into ORA for all doctoral graduates (by default, a thesis is open access on deposit, unless granted a 1-year or 3-year embargo).

4. To increase the impact of our research

Oxford University and its Philosophy Faculty are committed to making a positive difference to the world whenever we can. The UoA will continue to support impact activity, and pathways to impact such as public engagement, in three main ways.

First, by appointing administrators (or academics in an administrative role) to help academics identify opportunities for impact, and to measure and evaluate that impact. (More detail is below.)

Second, by providing funding to allow academics to pursue opportunities to exchange ideas with diverse audiences outside academia. This has been done primarily through three sources of funding: the university's dedicated REF support funds, the John Fell Fund (which is designed to support research opportunities in all areas), and The Oxford Research Centre for the Humanities (TORCH), which offers Knowledge Exchange Fellowships among other activities.

Finally, we will look for further opportunities to make strategic appointments with the goal of developing research-led impact activity in new areas. In the current REF period, we did this with our appointments of Dan Zahavi (phenomenology and healthcare) and Natalie Gold (ethics and banking, behavioural economics and the NHS). More detail on our Impact Strategy may be found below.

5. To maintain our culture of research integrity

The UoA maintains and encourages a healthy practice of open and extensive discussion of results, hypotheses, theories, and ideas, in part through our regular faculty seminar discussions and work-in-progress workshops, but also through our research supervisions for PGR and PGT students, and the annual training for academic essay-writing that our graduate students receive, which includes discussion of plagiarism and how to avoid it. We have also signed up to the San Francisco protocol (DORA) for research assessment (details at <http://openaccess.ox.ac.uk/2018/08/10/oxford-university-signs-dora/>).

Projects which may involve human participation are always processed through the Central University Research Ethics Committee and signed-off by the Faculty Board Chair. The Faculty

provides expert support for the Central University Research Ethics Committee (David Leal sits on one of the panels).

Impact Strategy

Building on the platform of the strongest research, our impact strategy seeks to support the UoA's activity in three ways: first, inculcating a culture of awareness of the possibility of creating impact; second, developing research and reaching out to impact audiences; and third, evidencing the impact made. Key components then involve recognising when a strand of research is ripe for impact, adequately resourcing impact activities, and having structures already in place which support such activities. (See §§3-4 below.)

Much of the work within the UoA's research centres is very public facing, addressing large and important policy, practice, and technological questions. So a large focus of our strategy is on supporting impact creation from the research of colleagues in centres which in many cases already have extensive links with key target audiences (we give further examples of details of staffing and infrastructure to support this in §§3-4 below). But impact can stem from any area of research - *vide* John Broome's work on rationality and issues addressing climate change. Another good example is Dan Zahavi's work in the philosophy of mind, which has had impact on nurses and other healthcare professionals. In this case, we hired a postdoctoral colleague, Anthony Fernandez, to help Zahavi reach a broad range of key audiences; together, their work had impact upon healthcare training and professional practice in Iceland, Denmark, the UK, the US, Canada, and Italy.

Section 2. People

How the staffing strategy relates to the unit's research and impact strategy and physical infrastructure

Our strategy is based, fundamentally, on the recruitment, development, and support of outstanding individual talent: people who will contribute to the discipline and can flourish within a transparent, equal, and fair framework which fosters collaborative endeavour and the pursuit of novel research directions.

The shape and size of the Faculty is overseen by the Faculty Board, but strategic decisions as to research and academic staffing priorities are largely developed on a consultative basis within the Faculty. A crucial element is played by the Board, however, in ensuring that any proposed new activity can adequately be resourced, whether by securing new streams of funding or by reducing previously existing activity. We are keenly aware of the multiple pulls on elite and developing researchers, and ensuring that resources are not spread too thinly is essential. (Ready examples are provided by our research centres, which we do not establish until a significant and medium-to-long term funding source has been identified. These core funding streams can then be amplified by multiple shorter-term funding sources.) Further key elements in the staffing strategy include careful and supportive supervision and training of graduate students; mentoring, support and training for early career researchers; and collaborative advice, peer-support, and career-development opportunities for established researchers.

We are keenly aware too that nothing would happen at all were it not for our administrative and professional support staff; and thus a further crucial component of our strategy is to recruit, retain

(and offer career development opportunities to) our excellent administrative and professional staff. Ensuring adequate administrative and professional support is particularly important at a time when the UoA is rapidly growing, as over the last five years, and currently, with our research centres.

For core academic roles (professors and associate professors) growth is relatively unconstrained by physical infrastructure, but physical space for growth in ECR and research centre numbers requires more significant planning, and the Faculty secures increased space within the general Humanities or broader University provision, or from the private rental market, before proceeding with staff growth. We will benefit strongly from our future relocation to the new Stephen Schwarzman Centre for the Humanities, due for completion in 2024 (see §3 below), which will allow us to bring very many of our activities more closely together, and will provide good capacity of flexible space for ECRs and research projects.

Support for early career researchers

The UoA is lucky enough to be able to support a large number of early career researchers (ECRs), thereby benefitting from the fruits of their research alongside their broader contributions to the lively research environment, whilst also helping to sustain the academic pipeline.

As previously adumbrated, ECRs will be of various types, the main ones being: postdoctoral researchers on externally funded projects with a senior UoA member as PI; postdoctoral researchers funded by one of our research centres; postdoctoral fellows who hold competitive externally funded individual fellowships, hosted by the UoA (such as Leverhulme or British Academy fellowships); Departmental Lecturers funded by the Faculty to teach and research (e.g. to cover someone's sabbatical leave, or another gap in the Faculty's activities or provision); or finally Junior Research Fellows (JRFs), or Career Development Fellows, funded by colleges (the former tend primarily to be research positions with the option of teaching; the latter, research and teaching positions with a contractual requirement to teach a certain amount). ECRs thus engage in different ways with the UoA's research strategy: some ECR appointments will be focussed on a particular research project under the direction of a PI; others will have greater freedom to develop their own lines of thinking. In all cases, mentoring and support are given, and a wide range of training opportunities offered (see more below). In all cases too, any appointment to an ECR position will place great weight on the individual research promise of the researcher. For ECR posts which involve teaching, we also support our appointees' research by offering automatically contracts which run for the full year, thus stretching three to four months beyond the end of teaching commitments.

The University's John Fell Fund, supported by an annual transfer from the university press, provides important financial support for early career researchers. In particular it provides the matching funding for applicants nominated for Leverhulme Early Career Fellowships (four fellows through this REF period, who were given internal support of GBP228k in total). All ECRs are eligible for internal Faculty research funds (e.g. for travel or to organise meetings and conferences). In the REF period the UoA has also hosted four British Academy Postdoctoral Fellows and five Marie Curie-Skłodowska Fellows. In all cases, these fellowship applications need to be supported by a UoA PI, to ensure fit with the Faculty's research priorities. Since most JRFs are open to cross-disciplinary competition, the number of philosophers in such positions per year varies, but in the REF period there have been at least seventeen JRFs in philosophy. The Faculty has also supported 12 Departmental Lecturers during this period, which it classifies as teaching

and research staff, therefore providing each DL with access to the range of induction and support outlined.

The UoA provides induction courses for all new members of academic staff. Each ECR has a mentor or other supporter appointed by the UoA: this is an experienced member of staff whose areas of interest are as close as possible to the ECR's or, in relevant cases, will be their PI. ECRs also have the opportunity to benefit from a wide range of specific university training courses, covering all aspects of career development (including writing, project design, research grant application and management, equality and diversity, research integrity, computing, and finance) and of public engagement, organised by TORCH. Teaching development training is also offered by the university's Centre for Learning and Teaching. Mentors/PIs encourage and advise ECRs concerning relevant training. ECRs have a representative who sits on the Research Committee of the Faculty Board.

Some of the UoA's research centres have specific needs to train and develop ECRs with bespoke interdisciplinary abilities, particularly FHI and GPI. Accordingly these centres deploy special programmes to develop and support their next generations of researchers. FHI has developed a Research Scholars programme which straddles post-graduate and post-doctoral levels, taking in 8-10 research scholars per year from a very wide range of academic backgrounds, training and supporting them in FHI's interdisciplinary approaches. GPI runs a very selective postdoctoral programme aiming to recruit philosophy and economics researchers who can combine the skills of both disciplines; it also offers a broader annual extended workshop/conference programme (the Early Career Conference Programme) which offers focussed and supported opportunities to a wide range of postgraduate and early postdoctoral students to experience doing, and presenting, global priorities research work.

Through the support of the UoA, research fellows and other ECRs typically go on to jobs in the profession, in the UK, the US, or elsewhere. During this REF period, our ECRs have taken up tenure track or permanent posts in the University of Birmingham (Luke Brunning, Martin Pickup), University of Tennessee (Georgi Gardiner), University of Durham (Anna Marmodoro), Birkbeck (Andrew Huddelson), Edinburgh (Jason Carter), Leeds (Ellen Clarke), NYU (Matthew Mandelkern), University of Washington, St. Louis (Jake Quilty-Dunn), University of Pittsburgh (Kevin Dorst), Tokyo University (Takuya Okada), as well as five appointments to permanent posts in Oxford (Alex Bown, Will Davies, Amia Srinivasan, Matthew Parrott, and Natalia Waights Hickman). The Uehiro Centre has a particularly strong track record of mentoring ECRs into the profession (including: David Birks, Hong Kong; Jan Bublitz, Bielefeld; Rebecca Roache, RHUL; Joshua Shepherd, Carleton, Canada; Owen Schaefer, Singapore; Chris Gyngell, Melbourne; Sylvia Terbeck, Plymouth; Regina Rini, Canada Research Chair; Carissa Veliz, Oxford).

Career development at all stages

The UoA recognises its significant role in, and responsibility for, supporting the development of research staff at all levels. Whilst making space for individuals to develop their own research achievements and agendas, the Faculty supports, helps and advises, as we now detail:

Oxford University has implemented the Concordat to Support the Career Development of Researchers via its own Code of Practice for the Employment and Career Development of Research Staff. This code of practice maps closely to the Concordat, but is tailored to fit Oxford's staff and the University's own organizational structures. It has resulted in the University's gaining the European Commission's HR Excellence in Research Award. The UoA's Research Committee

has taken steps to ensure that this code of practice is implemented at the Faculty level. In particular, it has made all PIs in the UoA aware of the code, of their responsibilities as line managers, and of the resources available to support them. All research staff are informed of the code and it is appended to contracts of new research staff. The Committee also engages with the appointment of a Research Staff Coordinator, who is responsible for championing research staff issues, for acting as a central point of information, advice, and guidance for research staff, and for keeping PIs and research staff up to date with regular information about training and funding opportunities. There is a wide variety of valuable training courses (paralleling those available for early career researchers, but also including facets pertaining to more senior leadership) available for more established colleagues too, whether provided by the central university or more locally within the Humanities Division.

A key part of our strategy centres on collaborative advice, peer-support, and provision of career-development opportunities for established researchers. These are offered in a number of ways: new appointments to academic positions (professors or associate professors) will meet regularly with their mentor (a friendly and established figure in the relevant field who will offer advice on their research, teaching and on Faculty structures and practices) and also with the Chair of the Faculty Board who helps set research expectations, assists in planning to achieve these, discusses balances of duties between research, teaching and administration, and alongside the Director of Research, offers advice about research project plans, grant applications and publishing. Much value is added more informally by way of peer-support and advice within research cluster groupings, and within specific Faculty work-in-progress and research-plan workshops. These peer support structures are also maintained beyond the initial three-to-five year period in post, and the Faculty Board Chair, Director of Research, and other senior colleagues, are active in supporting career development opportunities.

These opportunities arise in various ways: they may take the form of a leadership role within the UoA with some relief from other regular duties, or in some other form of variation of duties; they may take the form of support in developing a large funded project, or in securing an individual research fellowship, which would allow an extended period of more intense research focus; they may take the form of support in developing new directions of research interest; they may take the form of support in applying for Recognition of Distinction (academic promotion) within the university scheme which awards professorial title, or in the further Professorial Merit scheme for those already at the professorial level.

Career development example 1

Hilary Greaves provides a good example. She undertook her PhD at Rutgers and was then appointed to an ERC post in Oxford (a JRF at Merton College). From this she moved to an associate professor position, with a research focus in philosophy of physics, which she held at the beginning of the current REF period. During the course of her associate professorship she developed new research interests in ethics which she crystallised in discussions with colleagues. Pump-priming from the university's Fell fund led to a major Leverhulme award, which in turn allowed her to begin laying the ground to develop the GPI. The UoA supported her by varying her duties to allow extra focus on her research projects, and furthermore she was promoted to professor. Now, having established the GPI, she continues to lead the Institute, which has been of significant value to the UoA.

Career development example 2

A different example is given by Amia Srinivasan. Srinivasan began her Oxford DPhil at the beginning of the current REF period, having first studied the BPhil. She won an ECR award (a Prize Fellowship – a kind of Junior Research Fellowship – at All Souls College) during the course of her studies. At the end of this she was appointed as a permanent Lecturer (assistant or associate professor equivalent) at UCL, before being appointed to an associate professorship in Oxford, in 2018, with research foci in epistemology and feminist philosophy. In 2020 she was appointed to the Chichele Chair in Social and Political Theory, and she plays a key role in supporting research between philosophy and politics and in maintaining the UoAs teaching and research profile in feminist philosophy.

A final valuable facet of UoA staffing policy which supports established researchers is that holders of permanent posts enjoy a sabbatical entitlement which relieves of teaching and administrative duties for one term in seven.

Training and supervision of PGR students

The core of our PGR provision is attentive personal supervision by our researchers, within an exceptionally vivid research environment in which our PGR's can enjoy rich opportunities to interact with faculty, visiting academics, and one another.

The UoA has several postgraduate programmes, all of international renown. Each aims to prepare students for an academic career in philosophy. The standard progression is to take either the two-year BPhil course or one of the two specialist one-year MSt courses, in Ancient Philosophy or Philosophy of Physics, and then to continue research for a DPhil, for which one submits a thesis of up to 75,000 words. Each year an average of thirty students begin the BPhil course, an average of fifteen students start the two MSt courses combined, and an average of twenty students begin the DPhil program, having completed either the BPhil in Oxford or a comparable course elsewhere. The UoA also hosts graduate students in Oxford—known as recognized students—who are not enrolled for an Oxford degree but who are temporarily pursuing their research under the direction of one or more Oxford philosophers. The UoA hosted a total of 114 recognised students through this REF period. We have recently established another MSt, in Practical Ethics, run by colleagues in the Uehiro Centre, which is primarily part-time. This programme also provides a route into the DPhil.

The BPhil course is extremely competitive. Each year both the number and the quality of the applications are very high. In the last five years, on average we have received 250 applications per year and made 66 offers (with a final intake of 30 students per year). During the course, each candidate submits six assessed essays (5,000 words each) across at least five subjects, together with a thesis of up to 30,000 words. The five subjects must themselves satisfy various further conditions to ensure that they have a suitably wide spread, including a substantial historical component. Thus the BPhil course can still be regarded not only as a training for the DPhil, but also as a basis for teaching a wide range of philosophical subjects. The two established MSt courses provide something similar, but more focused and on a smaller scale. They are designed for candidates whose qualifications in either classics or physics fit them for research in the corresponding specialist area in philosophy. The part-time structure of the Practical Ethics MSt makes it accessible to professionals working in salient fields (e.g., medicine, law, government) who may then proceed to research, or return to their profession with skills enhanced (or indeed, both).

The major external source of funding for our students is the AHRC, and for recent rounds we have made a successful bid, along with the Open University and the University of Cambridge, for a Doctoral Training Partnership. Since 2013 we have had 35 students funded (typically 1-2 BPhil students each year, and the remainder DPhil students). There are many other sources of funding, including some external, such as the Wellcome Trust, the Rhodes Trust, the Commonwealth Scholarship Commission or the British Society for the Philosophy of Science, and others internal, such as the Clarendon Fund, the Ertegun programme (which operates across the Humanities and seeks to bring together the world's top graduate students to foster dialogue across disciplines and cultures, with a physical hub in the fine Ertegun House building in central Oxford, and a bespoke programme of additional lectures and seminars), or scholarships provided by colleges. Colleges and the Faculty also co-operate in co-funding certain students. At present we fund about eight of our applicants from internal funding sources each year; our newest research centre streams of funding, as previously mentioned, will add to this.

Once postgraduate students are in Oxford, there are further ways in which they can receive financial help: e.g., funding is available for conference travel, both from the UoA and from their colleges. Those with families to support have use of the University's subsidized childcare services. The Faculty warmly encourages its PGRs to make the most of the training and personal development opportunities offered by the University's Learning and Teaching Training programme. We are committed to equal opportunity in the recruitment and support of graduate students, and to supporting graduates with children through nursery provision and flexible working.

We are fortunate to enjoy strong administrative support for our graduates, provided by the UoA's accomplished graduate administrative team and by the Humanities Division's unit for researcher development and support. The graduates themselves elect a graduate training representative, who receives a stipend. The graduates and administrative team work together, alongside Faculty members, to provide a series of talks and training sessions for the graduates, preparing them for the different stages of becoming independent researchers, as well as providing information on non-academic careers.

In addition, graduate supervisors are very active in preparing DPhil students for academic jobs (where they wish to remain in academia). Typically, students have two supervisors, who, beyond supervising the student's work, will advise on publishing and applying for jobs. Each student also has a college advisor (usually another philosopher, but perhaps not in the specific field of the student) who likewise tracks their progress and who can be consulted independently. All supervision and other student progress and support is monitored by the Director of Graduate Studies and by the Philosophy Graduate Studies Committee. The UoA furthermore runs an active Placement Scheme under the guidance of an experienced colleague who is appointed as Placement Director. The Placement Director advises students on job applications and on job-market preparation from an early stage, oversees with supervisors the development of applicants' dossiers, and arranges, with the help of colleagues, practice job talks and mock job interviews. The UoA encourages doctoral students intending to pursue an academic career to obtain teaching experience. We run a Graduate Teaching Scheme under which graduate teaching assistants contribute to first-year undergraduate classes, notably by marking the undergraduates' work, and facilitate other graduate teaching in colleges. Graduates may also apply to give a course of undergraduate lectures towards the end of their studies. This popular scheme has the double benefit of allowing graduates to gain experience and hone their skills, whilst exposing undergraduates to some of the most recent philosophical work being done. (Recently approved lecture courses in this scheme are: 'Philosophy, Rhetoric and Sophistry', Sybilla Pereira; 'Cinema and the Mind', Emmanuel Angula; and 'Properties', Katherine Hong.)

The UoA offers around thirty graduate classes each year (each class typically running for eight weeks), in addition to our research seminars. PGT students are required to attend a certain number of these, but all our graduate students are encouraged to attend and participate in any classes or seminars that may be of interest to them, and they do so enthusiastically. Graduate students run weekly meetings of the Ockham Society, where they present and discuss their own papers among a supportive peer group. The UoA encourages them to create similar further groups with more specialist interests: for many years, they have organized a weekly seminar to discuss recent work in epistemology, metaphysics, the philosophy of language and the philosophy of physics in the presence of a senior philosopher. They also run the annual two-day Graduate Philosophical Conference, subsidized both by the UoA and by outside organizations such as the Analysis Trust and the Mind Association. They referee approximately 150 submissions for this conference, which attracts many overseas speakers. Faculty members reply to graduate speakers at the conference, while our own graduate students reply to two senior visiting keynote speakers. This year's keynote speakers are L.A. Paul and Tim Crane.

Some of our graduates do not wish to pursue an academic career, and extensive advice and support is offered by the highly regarded Oxford Careers Service as well as by the faculty. For others who choose to stay on the academic pathway, the faculty has a strong record of success. In the period since 2013, our graduates have secured teaching posts at Oxford, Cambridge, Birmingham, Edinburgh, KCL, Wolverhampton, CUNY, UCLA, Auburn University, Davidson College, Hunter College, Dublin, and Chicago. Others go first to a postdoc or research fellowship ECR position where they can concentrate on research for a few years. Recent graduates went to such positions in Oxford, Cambridge, KCL, Toronto, Australian Catholic University, Copenhagen, Harvard, Wake Forest, Hong Kong, Haifa, Salzburg, Dusseldorf, Geneva, Aachen, and Oslo. Many either immediately, or after a fixed-term teaching or research post, have gone on to secure permanent jobs in philosophy departments around the world. Since 2013, our graduates have taken up permanent posts at Oxford, UCL, Southampton, Birmingham, UC Dublin, Trinity College, Dublin, Munich, Pittsburgh, Harvard, Princeton, Erlangen, Zurich, Tartu, Bogota, University of Los Andes, and University of the Faroe Islands.

Support for equality and diversity

The UoA volunteered to participate in a trial for the Equality Challenge Unit's gender equality charter mark, which follows the model of Athena SWAN. We implemented our plan for the Equality Challenge charter mark, leading to various of the developments noted below, and we are now working towards an Athena SWAN award. The post of Equality and Diversity Officer, an ex officio member of the Faculty Board, was created to bring focus to these developments and is held by a senior colleague, but equality and diversity emphases are recognised as shared responsibilities by all senior UoA colleagues, and particularly by all Faculty Board officers. Valuable support for women graduate students is provided by our long-standing post of Women's Graduate Officer, who puts on workshops and events several times a year.

Amongst recent changes, we have taken opportunities to draw attention to the many achievements of the outstanding women philosophers of Oxford (past and present) by prominently displaying portrait photographs in our building and by publishing a series of articles about them in our Faculty magazine (which is sent gratis to alumni and alumnae). We strive to achieve equity in our invitations to speak at our seminar series, and we have revised all our reading lists with the aim of ensuring that at least 40% of the prescribed books and articles are by women authors. We

have also organised a series of conferences celebrating past Oxford women philosophers, including Phillipa Foot, Kathy Wilkes, Elizabeth Anscombe, and Iris Murdoch.

We have laid down new guidelines (which we frequently reiterate to all class givers and circulate to new cohorts of students) to make classes and seminars more inclusive. Training on balanced class and seminar contribution is provided for new graduate students, and we have instituted various measures during Faculty talks to ensure that all voices are heard, such as giving students priority in asking questions. We have also signed up to the British Philosophy Association-Society for Women in Philosophy good practice scheme.

Diversity has also been advanced in our undergraduate and graduate curriculum. Feminist philosophy has been introduced as an ongoing (and highly subscribed) element at both levels (supported by our new appointments in this area) and we have organised classes and events to increase the representation of non-Western philosophy. With the assistance of colleagues in the Faculty of Theology and Religion, we have been able regularly to offer a graduate course in Indian philosophy, and more recently also an undergraduate special subject in Indian Philosophy. We have also run some one-off events in Chinese Philosophy, and Rafal Banka, who recently joined the faculty as a Research Fellow, will be offering undergraduate lectures in Chinese Philosophy and then in subsequent years a graduate class. Our future strategic plans include, as noted, provision in Indian Philosophy and Mediaeval Islamic Philosophy.

The UoA has also supported a number of conferences and workshops relating to women in philosophy, including the 'Equality, Diversity and the Ethics of Professional Philosophy' conference in 2015 and the 'Feminism in/and Philosophy' conference in 2014, both of which brought leading national and international philosophers from around the world to Oxford. There is an active chapter of MAP (Minorities and Philosophy – an international organisation working to remove barriers of participation for minorities in philosophy) amongst UoA students. As well as organising talks and workshops, MAP offers peer mentoring for minorities students.

The UoA has been successful in increasing the proportion of women in its most senior positions. Two of the six statutory chairs, whose holders are expected to lead the research groups in the relevant areas, are held by women: Ofra Magidor (Waynflete Chair in Metaphysics – a position only once previously held by a woman) and Ursula Coope (Chair in Ancient Philosophy: the first ever female holder of this post). Thus, a third of our statutory professorships are now held by women. In addition, four female philosophers hold senior posts at All Souls College (Susanne Bobzien, Cecile Fabre, Amia Srinivasan, and Cecilia Trifogli). At the same time, two of our most significant leadership posts, Chair of the Faculty and Director of Research, are held by women (Ursula Coope and Ofra Magidor); they succeeded Anita Avramides and Alison Hills. Hilary Greaves is the first female director of a Research Centre.

Selection committees for all posts must contain at least one woman and at least one man, and the chair of any committee (and usually all the committee members) must have undergone the University's recruitment and selection training (which covers a wide range of topics including legislation, best practice, and implicit bias) before being able to serve. There is a returning carer's fund supplied by the university that has been made use of by members of the Faculty. There is subsidized childcare available, and the university offers a generous parental leave scheme.

The UoA has reaffirmed its commitment to equality and diversity in hiring, with the result that 48% of appointments to professor or associate professor posts over the last five years have been women, rising to over 50% in the last three years. Recent hires to permanent posts

include: Catharine Abell, Rachel Fraser, Amia Srinivasan, Mari Mikkola, Marion Durand, Alice Crary, Natalia Waights-Hickman, Kate Kirkpatrick, Louise Hanson, and Carisa Veliz. Key measures have involved focussed efforts of appointments panels to encourage strong applicants from underrepresented groups to apply to positions.

Section 3. Income, infrastructure and facilities

Strategies for gaining research income

Both the UoA and the University more generally very effectively foster a culture in which applications for external research awards – where these arise naturally from, and will support, colleagues' research trajectory – are encouraged, leading to many, and strong, applications. Important roles are played in this process by the Faculty's Director of Research, and by the Humanities Division's experienced and efficient team of research facilitators, who work with applicants from inception of idea, to funder identification, project definition, proposal writing and submission. The UoA's research centres are particularly successful at raising research income, and they have dedicated research administrators to assist with grant applications. As described above (§2) senior colleagues such as the Director of Research and Faculty Board Chair discuss research plans with UoA colleagues and help them develop funding proposals at the appropriate junctures.

In 2006 the University launched the John Fell Fund, designed to 'foster creativity and a proactive approach to research opportunities in all subject areas, and particularly interdisciplinary fields'. The UoA has made good use of this fund, both in terms of pump-priming for larger awards and as a means of securing additional research time to allow individual members to complete particular research projects. Awards from the Fell Fund to Hilary Greaves and Anil Gomes led to successful applications for (respectively) a Leverhulme Major Research Fellowship (which in turn led to her setting up GPI) and a British Academy mid-career Fellowship.

The Oxford Research Centre for the Humanities (TORCH), launched in 2012, provides a physical and intellectual base for individual postdoctoral researchers, and also employs a number of research staff directly. It plays an important role in identifying and exploiting synergies that occur between different research centres and projects across the Humanities Division, which might otherwise go unnoticed, it offers extensive career support and training, and it promotes public engagement with Oxford-based research in the humanities.

During the REF period the UoA has had great success record in securing grants, winning GBP27m of funding. This includes 7 awards from the British Academy, 8 from the Wellcome Trust, 8 from the European Commission, and 11 from the Leverhulme Trust. Our portfolio of external research funding is striking in its variety as well as its scale. As well as traditional funders of humanities research such as the AHRC, the Leverhulme Trust, and the British Academy, our list includes the John Templeton Foundation, the Templeton World Charity Foundation, the Royal Society, the Australian Research Council, the Melbourne Law School, the Carlsberg Foundation, and the Volkswagen-Stiftung.

We expect our success at grant capture to be further enhanced when we move to the new Stephen A. Schwarzman Centre for the Humanities in 2024. The new Centre (which is in advanced stages of planning) will be on the Radcliffe site, near to our present accommodation, and adjacent to the Mathematical Institute building. We will be part of a huge Humanities complex, comprising

teaching rooms, administrative and academic offices, workspace for graduates, libraries and a concert hall, along with other performance and Knowledge Exchange spaces. Some of our research centres will move to the new building and there will be flexible research space to host large grants and other funded research activities. The Centre will allow us to bring more of our activities together in one place, thereby enhancing faculty cohesion, while promoting our interdisciplinary partnerships across the Humanities. TORCH will also move to the building, and the Institute for Ethics in AI will have a very prominent footprint in the building to support its public-facing and interdisciplinary activities, including its collaborative links with the Oxford Internet Institute, which will also be moving to the building. In future years, Computer Science – another important collaborator for the UoA, both via Ethics in AI and more broadly – will be established in a neighbouring new building, meaning the UoA will enjoy close adjacency to two of our key science partners.

While our funding streams might expect some adjustment in the light of the UK's departure from the EU, it is worth noting that during the current REF period roughly 85% of our external research income has come from UK or non-EU sources.

Organizational infrastructure supporting research and impact

Within the central University, Research Services facilitates and supports research across the institution and knowledge exchange between the University's researchers, government, community organisations, and industry. The unit's work also complements the work of the Humanities Division's team of research facilitators. Among other things, it is focused on assisting researchers to identify funding opportunities, supporting the preparation and submission of proposals and the start-up of new projects, and providing advice and support to researchers through the project lifecycle (in this respect it is supported by a separate unit, Research Accounts). Other groups in Research Services offer specialized support in relation to research integrity; research systems and training; research information management; profiling the intellectual, cultural, social and economic impact of Oxford research; University and Divisional planning and research policy; and strategic links. Oxford University Innovation (OUI) provides advice and support about the development of spin-off companies, and about maximizing the benefits of consultancy arrangements for University staff. Media training is provided by the University's Press and Information Office, which also coordinates and promotes the publication of news stories arising from research across the University. The Faculty have made use of these facilities, notably in raising the profile of impact activity for the impact case studies, e.g. by Jeremy Howick, most recently in publicizing his work on placebos.

How equality and diversity has been addressed

The UoA is deeply committed to equality and diversity and has taken steps to ensure that this is implemented in what we do. As explained in detail in §2, we have taken (and continue to take) a series of measures to improve all aspects of equality and diversity: spanning increased representation in teaching and research, visibility initiatives, guidelines in seminars and classes to ensure an inclusive atmosphere in the department, and more general structural measures such as the appointment of a women's officer and an equality and diversity officer, and working towards an Athena Swan award.

How infrastructure is utilised in relation to impact

The UoA and the University have together put in place a robust structure to ensure the vitality and sustainability of our impact activity.

First, we have created new administrative posts. The Humanities Division has appointed an Impact and Evaluation (I&E) Officer; the UoA has created the role of Impact Fellow. The holders of these posts work closely together to encourage and promote impact activity within the Faculty.

The I&E officer has weekly office hours for anyone to drop in and discuss their ideas, and helps them to monitor and measure impact where it arises organically out of their research. She also runs a forum where those administering Impact from across the Humanities meet to share ideas for developing impact (including case studies) and public engagement. She trains researchers and administrators on the evaluation of impact, and also gives one-to-one advice and guidance on impact and evaluation. She works closely with our research facilitators to advise on funding applications with a public engagement and impact component.

The Impact Fellow holds regular meetings with Faculty members whose research might lead to impact or public engagement. This has resulted in a surplus of impact case studies: whereas the UoA is required to submit eight, eleven case studies were produced for our dry run.

The central PER (Public Engagement with Research) and TORCH teams run regular programmes to support engagement and impact. A PER/TORCH summer school supports early career researchers, and the training we give our DPhil students includes the development, monitoring and evaluation of impact.

There are several sources of funding available within the university to seed impact-related activities. Jeremy Howick and Dominic Wilkinson both had awards that helped the development of the impact case studies which they led. Knowledge Exchange (KE) fellowships are available for engagement that may lead to impact.

Our research centres are important sources of impactful research. The GPI was set up with impact explicitly part of its mission, and it will provide one of our case studies. Our planning for the Institute for Ethics in AI takes a similar form. The Uehiro Centre and FHI, have a history of significant public engagement and impact. To ensure that this continues, both have appointed administrators whose jobs include facilitating impact activities. These administrators work closely with our impact leads to ensure that we make the most of the research that could lead to significant impact. The Uehiro Centre has furthermore recently appointed a public engagement and special projects manager.

The nature and quality of research facilities

The University's many libraries (known collectively as the Bodleian) contain more than 13 million items, and stock is added at an average of one thousand items per day. Together, this makes them the largest and most diverse collection for the support of teaching and research in any HEI in the UK. As well as the legal deposit material, which ensures that the Bodleian receives a free copy of all philosophy books and journals published in the UK (whether printed or electronic), a number of US academic presses voluntarily deposit their publications in the Library. In addition to its vast print and archival collections, the Bodleian offers access to over 100,000 electronic

journals, newspapers, and magazines and over 1,500 licensed electronic databases and reference works. E-journal article requests average 10.3 million p.a., while database searches average 14.4 million. Current e-book stock is over 1,000,000 items, with 9.9 million section requests in the last academic year. The Bodleian's current annual expenditure for electronic resources is over GBP6,084,465.

The annual philosophy materials budget for purchased items (books, journals, and e-resources) exceeds GBP100,000 (not including e-resources purchased through other cost-centres). Subject-specific e-resources for philosophy include Philosopher's Index, International Bibliography of Philosophy (IPB), Past Masters, Phil Papers, Routledge Encyclopedia of Philosophy, and the whole corpus of Oxford University Press e-publications, including Oxford Scholarship Online, Oxford Reference Online, and Oxford Bibliographies Online. Print provision for Philosophy is divided between the Central Bodleian's Lower Reading Room, which houses the open access reference collections for philosophy, the closed stacks, where 8.5 million items are available by e-order and daily delivery, and the lending collection of the Philosophy and Theology Faculties Library (PTFL), located in our faculty building. The collection comprises 50,000 books, available on open shelves or by order from closed access. Holdings cover all periods of western philosophy from classical to contemporary and all the main branches of philosophy. There are approximately 3,500 library members (including members of other faculties), and loans average 80,000 each year.

From 2024, PTFL will form part of a new Humanities Library in the Schwarzman Centre. The Library will be a fundamental element of the new centre, supporting teaching and research at the highest levels. It will underpin key elements of the cultural programme, and help showcase humanities research. It will build on the collections and subject expertise of the faculty libraries of English, Film Studies, History of Medicine, Music, Philosophy, and Theology and Religion (already used extensively by academics and students from other Faculties), and draw in subject and other expertise from elsewhere in the Bodleian libraries, the wider University, and beyond. The Library will provide collections, staff expertise, facilities (especially digital), and space for quiet study, for training, and for collaborative research and learning. The philosophy collections and the materials budget are managed by the Philosophy and Theology Librarian, who works in close collaboration with members of the Philosophy Faculty and with other subject librarians. In addition, there are the many excellent college libraries, each with its own philosophy collection.

The UoA employs a dedicated IT Manager and several IT Assistants who together provide specialist support to Faculty members, graduates, and visitors. Additional support is provided at the University level by IT Services, whose Help Centre offers a single location and point of contact for all front-line user support services. Individual faculty members and graduate students can also call on IT support, advice, and other resources from their colleges.

Evidence of collaborative use of research infrastructure (UK and overseas)

The faculty has part-hosted a number of projects with partners in the UK and overseas, including John Hyman's ERC law and philosophy project (joint with UCL), and Nick Shea's metacognition project (joint with Institute of Philosophy, University of London).

4. Collaboration and contribution to the research base, economy and societyArrangements and effectiveness of research collaborations and indicators for success

The UoA has an international outlook and many of our faculty have national or international research collaborations. These range from connections between individual researchers with similar interests, which result in joint publications and research projects, to networks between research centres.

The Uehiro Centre has particularly strong links with Australian universities (especially Monash) and with the Psychology Department at Yale, with whom they conduct experiments and joint research on moral psychology.

Mari Mikkola has been part of research networks of social metaphysics in Barcelona and Basel. Ofra Magidor has been part of an international network funded by the Leverhulme Trust ('What's so special about the de se?'), and is one of two collaborators in a four year grant from the Canadian Research council (SSHRC) ('Property Versatility: Motivations and Applications').

Alexander Prescott-Crouch is part of a research team funded by the Harvard Dean Fund for the project 'The Limits of Interventionist Approaches to Inequality Research'.

Louise Hanson is a collaborator on a three-year research grant, funded by the Swedish Research Council: 'What if Nothing Truly Matters? Nihilism and Its Implications'.

Dan Zahavi retains strong links with the University of Copenhagen and his publications and impact activity are joint with colleagues from there.

Many Oxford philosophers have strong links with colleagues abroad, including the University of Southern California (Ofra Magidor, Rachel Fraser, Bernhard Salow and Hilary Greaves); MIT and NYU (Bernhard Salow) and the University of Calgary (Ofra Magidor). Joel Hamkins, Guy Kahane, and Philip Koralus have had numerous collaborations with researchers in other disciplines (Mathematics, Computer Science, Neuroscience, Psychology, Geography, Linguistics).

In addition, each year very many philosophers visit Oxford, to give talks or to collaborate over longer periods with research groups here. In the REF period, 88 philosophers visited the faculty for longer research stays and a further 68 specifically in the Uehiro centre.

Evidence of how staff interacted with key research users to develop impact

The UoA is committed to ensuring that its research has a wide impact in society outside academia wherever this is appropriate. The major impactful activity is outlined in our case studies, but here we briefly give evidence of other impactful interactions.

Many of our faculty work with schools to increase engagement with and understanding of philosophical ideas. Aside from standard outreach talks, some of our members have more ambitious and creative links to school children. Paul Lodge has recorded a series of philosophical songs, 'I sing therefore I am', to make philosophical ideas more accessible to the wider public, with a particular focus on children. He gave four performances in Oxford and Stratford during 2019; recordings are available on his website (<https://www.paul lodge.com/projects>).

Peter Millican has led a highly successful computer science and philosophy project in schools which was the basis of one of our impact case studies in REF 2014. Since then, his project has grown even further, winning two grants from the Department of Education totalling GBP95k. This allowed significant development of the Turtle software, which many schools now use, plus the creation of the www.turtle.ox.ac.uk website, which includes many resources for teachers, including the Computer Science Across the Curriculum booklet and programs. In addition, with support from Google (USD100k) and matching university funding (GBP47k), Millican has developed the UK Bebras Competition. This year 143,000 schoolchildren took part, with the 240 best being invited to four “second round” days in Oxford, reported in many local newspapers and school publications etc. He is developing a follow-on competition, the “TCS Oxford Computing Challenge”, supported by GBP50k from TCS.

The UoA has strong links to military professionals and international lawyers through Jeff McMahan’s highly influential work on the ethics of war. McMahan has been invited to present his ideas to various audiences in other disciplines including the various law schools in the UK and the US, as well as International Law Unit, Human Rights Law Centre, University of Nottingham; Stockdale Center for Ethical Leadership at the US Naval Academy; the Carnegie Council on Ethics and International Affairs, and the Naval Postgraduate School, Monterey.

The UoA retains close links with the NHS. As several of our case studies show, the Uehiro Centre and UoA colleagues attached to the Wellcome Centre for Ethics and Humanities have especially strong links with medical professionals, as does Dan Zahavi with nursing practitioners in the UK and overseas. There are, however, further links outside these studies. Natalie Gold’s research on behavioural change in public health has been taken up by Public Health England and the NHS. In 2019, she spoke at the national meeting of NHS Health Check leads and the National NHS Health Check letter was amended in line with her results. In 2019 a workshop in LSE (entitled ‘Welfare, preference, and Risk: Theory, Behavioural Evidence, and Policy’) brought together philosophers with policy makers and practitioners. A further workshop linked to the Expert Advisory Committee on Antimicrobial Resistance and Healthcare Associated Infections (ARHAI) was planned, but currently postponed due to the COVID-19 crisis.

The Uehiro Centre has very rapidly carried out an extremely broad range of work bearing on the COVID pandemic with highlights including 15 papers already published or in press, covering topics in vaccination ethics, resource allocation and exit strategies, and a number of submissions to UK government bodies, submitted written evidence to the UK Parliament Joint Committee on Human Rights (JCHR) on ‘Compulsory vaccination for Covid-19 and human rights law’. Projects are listed at <https://www.practicaethics.ox.ac.uk/pandemic-ethics>.

The UoA also has links with business (Dominic Scott, on models of management); banking (Natalie Gold, on trust in banking); and the technological and IT industries (Peter Millican, Toby Ord, Nick Bostrom, Luciano Floridi). These last links particularly will be developed significantly further with the development of the Institute for Ethics in AI.

The range, diversity and quality of the impactful activity undertaken by the Faculty, directed at very different kinds of audience for different purposes, combined with the expertise in public engagement and impact concentrated in our research centres, means that the Faculty can be very confident of the vitality and sustainability of its impact in the future.

Support for interdisciplinary research

At undergraduate level in Oxford, philosophy is always taught in combination with other disciplines, so an interdisciplinary approach to the subject is part of the UoA's DNA. This is borne out in various ways. One is the distinctive interplay in Oxford between philosophy and psychology. The Wilde Chair of Mental Philosophy is embedded in the Department of Experimental Psychology, and the continuing history of interaction provides ongoing opportunities for research, not only at the interface between philosophy and psychology, but also at that between philosophy, psychiatry, and neuroscience.

Similarly, faculty with research interests in the philosophy of physics have profitable interactions with members of the Departments of Physics, Materials, and increasingly Computer Science. A project funded by the John Templeton Foundation ('Establishing the philosophy of cosmology', Sep 2011-Dec 2014), brought together philosophers and physicists from Oxford, Cambridge, and some US universities including Columbia, Rutgers, and NYU. The project culminated in a major international conference ('Philosophy of Cosmology', Tenerife, Sep 2014), and the publication of the volume of that name by Cambridge University Press (2017).

The UoA's research centres foster a great deal of interdisciplinary work. The primary examples in the Uehiro Centre lie in collaborative work with experimental psychologists, neuroscientists, and psychiatrists. This has included fMRI studies and psychopharmacological studies, as well as more philosophical work. Uehiro faculty members frequently co-supervise psychology students working on experiments that relate to issues of moral psychology. The FHI has worked extensively with computer scientists, especially those with an interest in AI, and increasingly with international relations experts and bioscientists. Ethics in AI already has and will further develop a wide range of interdisciplinary connections.

Evidence of the unit's contribution to sustainability of the discipline

The UoA supports its academic staff in all aspects of intellectual life, and encourages those willing to engage in good citizenship. It ensures all opportunities are widely communicated, actively considers nominations when circulated (eg AHRC Peer Review College) and senior colleagues provide informal mentoring to those willing to make contributions or influence their discipline.

Members of the faculty have made a significant contribution to the vitality of the discipline via a strong track record of service beyond Oxford. For instance, faculty members have held a number of key positions on editorial boards of leading journals: Adrian Moore is co-editor of *Mind*; Joseph Schear is editor-in-chief of *European Journal of Philosophy*; Ursula Coope is co-editor of *Phronesis*; John Hyman was editor of *British Journal of Aesthetics* (2008-2019); Neil Levy is editor of *Neuroethics* and a consulting editor in *Australasian Journal of Philosophy*; Dan Zahavi is co-editor-in-chief of *Phenomenology and Cognitive Sciences* and a consulting editor on *Theoria*; Julian Savulescu is editor of *Journal of Medical Ethics*, the *Journal of Practical Ethics* and the Uehiro Series of *Practical Ethics*. Lindsay Judson is general editor of the Clarendon Aristotle series and the Oxford Aristotle Series. Anil Gomes is reviews editor for *Mind*, where Bill Child, Volker Halbach, Alexander Paseau, and Amia Srinivasan are associate editors. Roger Crisp was associate editor of *Ethics* (2016-18), Paul Elbourne is associate editor of *Semantics and Pragmatics*, and Ofra Magidor associate editor at *Ergo*. Nick Jones is managing editor at *Ergo*. Alexander Prescott-Crouch is Book Reviews editor at the *Journal of Nietzsche Studies*. Faculty members serve on numerous other editorial boards.

During this REF period, we collectively undertook refereeing for at least 231 journals and for 26 monograph publishers.

AHRC Peer Review College: Hilary Greaves and Alexander Paseau are members of the AHRC Peer Review College.

Edward Harcourt is Director of Research at the AHRC.

Positions in learned societies:

Adrian Moore was President of the Aristotelian Society (2014-5); Simon Saunders was President of the British Society for the Philosophy of Physics (2017-19); Volker Halbach is Vice-President of the British Logic Colloquium; Dan Zahavi is President of the Danish National Research Foundation: Centre for Subjectivity Research. James Grant is a trustee for the British Society of Aesthetics; Edward Harcourt is a committee member of the Royal Institute of Philosophy and a board member of the British Society for Ethical Theory; Nick Jones is a member of the Aristotelian Society's Executive Committee.

During this REF period, our faculty delivered thirty keynote or invited lectures in the UK and seventy-two abroad. In addition, we gave 414 research presentations in the UK and 459 overseas. We organized sixty-four national and nine international conferences. We externally examined sixty-three doctoral theses in the UK and thirty-two internationally. We conducted seventy-nine tenure or promotion assessments and reviewed the research of six UK departments.

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

Honours: John Broome, Harvey Brown, Cécile Fabre, John Hawthorne, Terence Irwin, and Timothy Williamson were already Fellows of the British Academy at the start of REF period; Susanne Bobzien and Cecilia Trifogli were elected Fellows in 2014, Ian Rumfitt in 2018, and Ursula Coope in 2020. Timothy Williamson is also a Fellow of the Royal Society of Edinburgh, a foreign honorary member of the American Academy of Arts and Sciences, and a member of Academia Europaea.

Prizes: Ofra Magidor, Philip Leverhulme Prize (2015); Ian Phillips, Philip Leverhulme Prize (2017); Julian Savulescu, AHRC Health Humanities medal (2018) and Daniel W. Wegner theoretical innovation prize (2018); Guy Kahane, Daniel W. Wegner theoretical innovation prize (2017); Hilary Greaves, British Academy Rising Star Engagement Award (2015); Louise Hanson, paper selected philosopher's Annual (2019), Amia Srinivasan, Mark Sanders Public Philosophy award (2019); Martin Pickup, Sanders Prize in Metaphysics (2020).

Named lectures: Ursula Coope, 2020 Keeling Memorial Lecture, UCL; Edward Harcourt, 2018 Oakley Fellowship Lectures (William College, MA); Ofra Magidor, 2015 Sainsbury Lecture, King's College London, MIT Annual Joint Linguistics and Philosophy colloquium (scheduled for 2020, postponed to 2022 due to COVID-19); Adrian Moore, 2019 Jean-Jacques Rousseau Lecture; Volker Halbach, 2017 Berkeley Memorial Lecture (Maynooth); Ian Rumfitt, 2019 E.W. Beth Lecture, Amsterdam; Tim Williamson, Nanqiang Lecture, Xiamen University, 2014; Bergmann Lecture, University of Iowa, 2015; Beth Lecture, Amsterdam, 2015; The Logic Lecture, University of Connecticut, 2016; Kripke Lecture, City University of New York, 2016; Royal Institute of Philosophy Annual Lecture, 2016; Wade Memorial Lecture, St Louis University, 2016; Sainsbury

Lecture, King's College London, 2016; Whitehead Lectures, Harvard University, 2017; Casalegno Lectures, University of Milan, 2018; Gottlob Frege Lectures, University of Tartu, 2018; Sanders Lecture, APA Central Division, Denver, 2019. Ian Rumfitt gave the Beth lecture, Amsterdam, 2019. Amia Srinivasan, Harriet and Harman Memorial Lecture, UCL (2020). Roger Crisp, Lindley Lecturer, University of Kansas (2018), Simone Weil Lecturer, Australian Catholic University (2019).