

Institution: University of Birmingham
Unit of Assessment: UoA30 Philosophy
<p>1. Unit Context and Structure, Research and Impact Strategy</p> <p>a. Vision The unit's vision is to be at the cutting edge of philosophical thinking, shaping understandings of human beings and the world, contributing to the knowledge economy, and adding distinctive philosophical expertise to addressing global challenges.</p> <p>b. Unit Structure Unit researchers are members of the University of Birmingham (UoB)'s Department of Philosophy. The Department is one of two in the School of Philosophy, Theology, and Religion (PTR), itself one of five Schools within the College of Arts and Law (CAL). Unit members are active within these higher-level structures, occupying leadership roles within the School (Effingham, Spener and Sullivan-Bissett) and University (Widdows as Deputy Pro-Vice Chancellor (Research Impact)).</p> <p>c. Areas of Excellence The unit's sustainability is underpinned by its research focus on four key areas of philosophical enquiry that are central to the discipline, nationally and internationally.</p> <p>The unit's four areas are:</p> <p><i>Mind, Psychology, & Psychiatry (MPP)</i> MPP engages with work in psychology, psychiatry, and neuroscience to address three sub-areas: the nature of mental health; the nature of perceptual psychology; metaphysical understanding of the nature of the mind. Members: Bortolotti; Nagasawa; Spener; Sturgeon; Sullivan-Bissett; Taylor. Associated Projects: PERFECT (Bortolotti ERC £1m).</p> <p><i>Ethics & Global Ethics (EGE)</i> EGE brings together researchers from applied ethics, political philosophy, and moral philosophy. Key issues include gender justice, bioethics, climate change, conflict and security, democracy, distributive justice, and health. <i>EGE</i> staff frequently collaborate with policymakers, practitioners and the broader public. Members: Marway; Peeters; Reglitz; Silk; Suikkanen; Widdows; Williams. Associated Centres: The Centre for the Study of Global Ethics. Associated Projects: Context-Sensitivity in Natural Language (Silk Leverhulme £27k); Building Bridges in Ethics (Suikkanen AHRC £107k); Beauty Demands (Widdows AHRC £23k); Perfect Me! (Widdows Leverhulme £98k).</p> <p><i>Logic, Language & Metaphysics (LLM)</i> LLM investigates the underlying nature of reality and how it connects with the way in which we talk about the world in three key areas: (i) philosophical logic, ranging from the purely theoretical to practical its deployment in, and relevance to, industry; (ii) the metaphysics of physics, time, biology, religion, mind and perception; (iii) the philosophy of language, investigating the foundations of semantics, pragmatics, and the nature of vagueness. Members: Effingham; Florio; Jones; Silk; Sturgeon; Taylor; Wilson. Associated Projects: Higher-order Metaphysics (Jones AHRC £90k); Silk's Context-Sensitivity in Natural Language (as above); FraMEPhys (Wilson ERC £1.2m).</p> <p><i>Philosophy of Religion & Philosophical Theology (PRPT)</i> PRPT explores fundamental religious concepts, beliefs and practice, including the existence and nature of deities, evil and suffering in the world, and death and the possibility of immortality. Members: Effingham and Nagasawa. Also includes colleagues from the Department of Theology and Religion (Adams, Cheetham, Kidwell).</p>

Associated Centre: Birmingham Centre for Philosophy of Religion (*né* John Hick Centre).
 Associated Projects: Pantheism and Panentheism (**Nagasawa** Templeton £125k); Global Philosophy of Religion (**Nagasawa** Templeton £1.7m).

In each of these areas, the unit has made distinctive contributions, through both individual and collaborative research programmes.

- In MPP, **Bortolotti** and **Sullivan-Bissett** have reshaped how we think about the nature of delusion; **Sturgeon**'s cutting-edge views have changed understandings of rationality. **Spener**'s research gives new insights to understanding introspection; **Taylor**'s work has done likewise on attention and perception.
- In EGE, the unit grapples with pressing global issues as well as fundamental ethical notions. **Widdows**' work on beauty has challenged previous views, changing the philosophical debate and engaging with popular culture, for example, *Vogue*. Research by **Marway**, **Peeters** and **Reglitz** has tackled contemporary challenges, including genetic selection based on skin colour, climate sustainability, and the right to internet access. **Williams** has invigorated the debate in consensus liberalism, as **Suikkanen** has done in contractualism and contextualism.
- In LLM, **Wilson** has introduced a new theory of modality grounded in quantum physics. **Florio** and **Jones** have made leading contributions to higher-order metaphysics, **Silk** to context sensitivity and language, and **Effingham** to time travel.
- In PRPT, **Nagasawa** has broken new ground in the ontological argument.

These areas have developed since REF2014 to consolidate and expand the unit's distinctive areas of excellence. Global Ethics has built on **Widdows**' reputation as a leader in the field, with new hires of **Reglitz** and **Peeters**. Philosophy of Mind, in which **Bortolotti** is preeminent, has expanded (new hires include **Sullivan-Bissett** and **Taylor**), extending expertise in philosophy of psychology and psychiatry. Logic was added to Language and Metaphysics after a critical mass was achieved by the addition of **Florio** and **Jones** (and, earlier, **Rumfitt**). Finally, **Nagasawa**'s international reputation in philosophy of religion has led to growth in, and prioritisation of, this area in the unit.

d. Success of 2014 Research Strategy

2014's aims were to:

- (i) Complement the unit's existing strengths;
- (ii) Develop a critical mass in core areas of philosophy;
- (iii) Become a fully-mature department with staff working across a wide range of areas in interconnected ways;
- (iv) Retain junior staff;
- (v) Become a centre of excellence across the spectrum of philosophical subject areas;
- (vi) Strategically appoint new staff to enhance research areas;
- (vii) Continue the upward trajectory of Birmingham's research environment at all levels;
- (viii) Improve recruitment of PhDs;
- (ix) Extend and expand the unit's 'Distinguished Research Professor' 0.2 FTE appointments.

Vis-à-vis (i)-(iv): The unit hit a high of 22 members before receding to 17, yet always remaining above 2014's total of 16 (as well as retaining the majority of its 2014 permanent staff). The unit maintains a comparable placement within the Philosophical Gourmet Report (9th compared to 2014's 8th).

Vis-à-vis (i)-(vi): The unit has produced a 'Statement on Aims, Values, and Principles on Equality and Diversity'. The unit's hiring procedures reflect current best practice (§2b). The Department follows the 'UK Society for Women in Philosophy's Good Practice Scheme', with robust

procedures in place to ensure they are met. The School is on course to submit its Athena SWAN Bronze Award application by the end of 2021.

Vis-à-vis (v): The unit has: an excellent grant capture record, enabling the sustained production of high-quality research outputs and outcomes; moved from 151-200 to 101-150 in the QS Subject Rankings; and now appears in Group 4 in the Philosophical Gourmet Report (having not ranked previously) for Philosophy of Mind; Metaethics & Moral Psychology; Philosophical Logic; Epistemology; and Applied Ethics.

Vis-à-vis (vi)/(viii): The unit consolidated its strengths by intentionally appointing solely in its core research areas, as indicated above.

Vis-à-vis (vii)/(viii): The unit has attracted increased numbers of PhD students (§2f).

Vis-à-vis (ix): The Department reconsidered this aim, choosing in fact to reduce the number of 0.2 FTE professors. By 2020, none had a substantive connection with the unit's research activities.

e. 2021 Research Aims & Strategy

To meet its vision, the unit's aims are as follows, each of which is underpinned by clear targets:

(i) *Empower researchers to produce ambitious and innovative philosophical research that pushes at the boundaries of philosophical debate.*

The unit will support its staff in producing world-leading research that opens and drives debates. The unit will achieve this via School meetings, one-to-one meetings, and its rigorous mentoring system (§2c), in tandem with a policy of supporting every staff researcher to write at least one major long-form output (e.g. a monograph) during the next REF cycle, thereby ensuring the production of discipline-shaping research. PGR researchers will continue to receive the highest standards of supervision (§2g). Further, innovative research by staff will lead to grants that include doctoral funding (§2f), ensuring that PGRs in the unit are at the forefront of transformational research.

Measures of success will include the number of major longer-form outputs produced; increasing the number of grants with attached PGR funding; increasing post-doctoral placements in academic (and academic-related) posts.

(ii) *Maximise the recognition and esteem of researchers in order to sustain the researchers, the unit and the discipline.*

This will be achieved by maximising excellent research, leading on grant applications and delivery, research dissemination, and promotion. The unit supports research by hiring world-leading staff (§2b) and then supporting co-operation through regular discussion fora (§2c). Focussing on major long-form outputs will maximise the reach of that research. Regular grant applications from staff at all levels are encouraged via Five Year Plans, School meetings, and PDRs (§3a). Researchers—staff and PGR alike—are encouraged and supported in disseminating research at conferences worldwide (§3c), as well as sharing their research openly (§1h) with academics and with the public (§4f). The School deploys a successful strategy for encouraging promotion to senior positions (§2c).

Indicators of esteem will include increased value per grant application, diversified sources of funding, increased quality and quantity of PGRs recruited, maintenance of the unit's Group 4 positions in the Philosophical Gourmet Report, improved ranking among UK Philosophy faculties, continuing success in staff promotion (§2c), and evenly-distributed success among researchers within the unit. This indicator of success will be achieved through the consistent application of ED&I principles to all aspects of staffing and staffing strategy (§2d).

- (iii) *Support researchers at all levels in engaging in exciting, dynamic collaborations (in research and impact) with philosophers, other academics, and non-academic publics and stakeholders.*

Through staff development (e.g. PDRs, research mentoring, reading groups) and the supervisory process (for PGRs), all researchers are encouraged to collaborate. The unit is custom-built to support interdisciplinary collaborations (§4b): it is home to both the Centre for the Study of Global Ethics and Birmingham Centre for Philosophy of Religion. These centres also facilitate non-academic collaborations, with NGOs, practitioners and policy-makers (§4c). By pooling their knowledge and connections, researchers in the unit will contribute to deepening and extending the cultivation of future collaborations and networks.

Measures of success will include increasing total value of external grant capture, the proportion of grants with interdisciplinary/non-academic partners, the number of collaborative and interdisciplinary research outputs, the number of PGR supervisory teams that are multidisciplinary and include non-academic partners, and maximising global footprint (measured by being in the top 100 in the QS rankings).

f. Success of 2014 Impact Aims & Strategy

The prior aims were:

- (i) To expand and enrich the unit's relationships with key stakeholders, to ensure reach and significance of future impact.
- (ii) To embed impact expectations into the research agendas of all researchers, as befits their areas of expertise.

Vis-à-vis (i) the unit successfully cultivated its stakeholder base. In its Impact Case Studies, **Bortolotti** has connected with mental health organisations and **Widdows** has reached a diverse section of public via her media engagements, as well as policy-makers and NGOs. Staff outside of case studies have developed connections grounding impactful research (§4a-c, f) maximising the pipeline of future impact.

Vis-à-vis (ii), impact has been successfully embedded. Staff are invited, during Five Year Plans, to consider their contribution to the unit's impact profile. Impact features at CPD workshops and School/Department meetings. Impact activity is taken into account in promotion and study leave applications. The University grants 'Outstanding Impact Awards', recognising the hard work and dedication of researchers committed to impact (REF5a, 2.1.3).

g. 2021 Impact Aims & Strategy

The unit's impact plays a role in addressing global challenges and contributing to the knowledge economy. The unit's aims are as follows, underpinned by clear targets:

- (i) *Grow competence for, and collaborative ownership of, impact amongst all researchers.*
The unit will encourage skills-sharing with researchers with existing excellence in impact (e.g. **Bortolotti**, **Widdows**, and—from within the School—Jhutti-Johal and Brown). School-level management by Heads of Research and School Impact Leads will ensure that impactful research programmes are collaboratively owned, rather than being attached to a single researcher.

Measures of success will include the number of staff applying for promotion on the grounds of impact, and impactful research programmes featuring the research of more than one permanent staff researcher.

- (ii) *Support researchers in identifying and maximising the impact potential in their research.*
The unit has given a workload allowance to staff involved in developing impact. This workload allowance will be further honed in the future and allocated on a 'sliding scale'. This will allow for a greater number of embryonic impactful research projects, and for

support to be 'dialled up' when there are opportunities to scale up impact and bring projects to fruition. The School will encourage staff to develop existing inter-disciplinary connections (§4b) and build new ones. The school will ensure that 'engagement and impact', one of six pillars in the University's new strategic framework, is central to the School's activity going forward, also informed by KEF and Knowledge Exchange Concordat measures, particularly around public engagement. Staff will be asked to embed engagement and impact in how they plan and enact their research, and they will be encouraged to take advantage of the University's expertise and support for impact. Support available includes the School's Research Development Officer (Green) (§3e); a School Impact Lead; one-to-one sessions with the College Impact Lead; extensive support and expertise at University level, including, but not limited to, central public engagement, public affairs, business engagement and press and communications teams.

Indicators of success will include an increased number and diversity of staff participating in impact and engagement across impact types (§4c).

(iii) *Maximise the unit's positive impact on making society inclusive.*

During the current cycle, the unit's impact has contributed to a more inclusive society: **Bortolotti's** research changes public perceptions of mental illness, while **Widdows'** work on beauty has positively influenced the debate about lookism and structural injustice. The unit will continue to encourage staff with research of similar potential to pursue such impact. Extra support, on the sliding scale described above, will be given to impactful research projects with inclusive elements.

h. Open Research Aims & Strategy

To best contribute to the knowledge economy, the unit has the following aims concerning open research:

- (i) *Researchers should maximise the proportion of their research that is openly accessible.* Led by a School Open Access Champion (S. Jones), staff are pointed towards—and currently make extensive use of—relevant funds for making research open access. PERFECT and FraMEPhys are notable; these projects have produced 47 open access outputs, including a book (**Bortolotti's Delusions in Context**). PGRs all make their theses available via the University's online open access repository (REF5a, 4.5).
- (ii) *Research should be promulgated in the public sphere.* To achieve this aim, researchers routinely share research via social media. BeautyDemands, PERFECT and FraMEPhys operate blogs (respectively: 150,000 unique views since 2018, 1m unique views since 2013, and 8,000 unique views since 2019). Researchers are encouraged to disseminate research in public fora; §4f details this cycle's extensive successes. Increased participation in public engagement will be the result of meeting aim (ii) of our impact strategy.
- (iii) *We aim to shape discipline's open research efforts.* **Wilson** is a Managing Editor at *Ergo: An Open Access Journal of Philosophy*; **Suikkanen** (and, previously, **Nagasawa**) is an area editor. **Nagasawa** instituted the open access 'Religious Studies Archives' for *Religious Studies*. **Suikkanen** and **Wilson** curate open access PhilPapers bibliographies. The unit seeks to maintain and extend these efforts.

i. Research Integrity

The unit's strength in ethics exemplifies its commitment to research integrity, which informs not only the unit but also the University's approach. Law, a Senior Lecturer in the Department, is co-chair of the University's Humanities & Social Sciences (HaSS) Research Ethics Committee, of which **Suikkanen** is also a member. As a result, all researchers in the unit, staff and PGRs, benefit from excellent ethics support throughout the life-cycle of each research project.

The unit rigorously follows the University's Codes of Practice for both Research and Ethics, ensuring that research practices are in line with the UK Concordat to Support Research Integrity (REF5a, 2.2).

2. People

a. Staff Overview

The unit currently consists of 17 researchers, with a good balance from early career researcher to professor:

Full Professors: Bortolotti, Nagasawa, Sturgeon, Widdows, Wilson.

Readers: Effingham, Florio, Jones, Suikkanen.

Senior Lecturers: Silk, Sullivan-Bissett.

Lecturers: Marway, Peeters, Reglitz, Spener.

Birmingham Research Fellows: Taylor, Williams.

The unit's gender ratio (12 men to 5 women) is slightly less balanced than similar UK units—although the unit has a notably better ratio at the professorial level (3 men to 2 women). The ratio of non-BAME to BAME is 2:15, roughly mirroring the UK ratio of 13:87. On both characteristics, gender and ethnicity, the unit aspires to improve significantly by paying rigorous attention to following current best practice in its hiring procedures (see below).

b. Staffing Strategy

In the previous REF period, Birmingham grew significantly, becoming one of the larger Philosophy departments in the UK. In this period, we have sustained and consolidated that level of growth, with ambitions to continue to grow our distinctive core areas (see §1), making Birmingham a 'destination of choice'. The unit's aims are to:

- (i) *Hire world-leading researchers, with a focus on its core areas.*
Capitalising on the high quality of junior researchers in the global market, the unit recruited mainly junior staff since 2014, ensuring a vital and sustainable body of scholars in the unit's core areas.
- (ii) *Take advantage of opportunities to attract world-leading researchers and grant winners.*
The unit has been successful in hiring via the University's Birmingham Research Fellows programme (REF5a, 3.4.1) (**Jones, Taylor, Wilson and Williams** and, previously, Clarke-Doane and Parrott), as well as via Leverhulme Early Career Fellowships (**Williams**). The unit will, in future, also pursue the UKRI Future Leaders Fellowships.
- (iii) *Use open-area and closed-area searches as context dictates.*
To maximise open searches and global recruitment, the unit advertises in line with the American autumn schedule. For open-area searches, whilst considering candidates in subjects currently unrepresented (e.g. aesthetics and history of philosophy), the unit appropriately weights candidates' expertise in the unit's areas of excellence. This resulted in hires to our core areas. Specific area searches have also been used. Recognising the importance of inter-disciplinary collaboration to address global challenges and of sustaining and embedding impact, the unit specifically expanded EGE, hiring **Marway, Peeters and Reglitz**.
- (iv) *When we have to employ on temporary contracts, we aim to ensure that staff are on Research and Teaching contracts (not Teaching only) in order to bolster the unit's vitality and the sustainability of the discipline.*
Barn, Pepper, and (prior to becoming permanent), **Marway** were hired on such contracts.
- (v) *Operate rigorous and inclusive hiring procedures.*
Job adverts are completed by Head of Department and the Equality and Diversity Officer and advertised in multiple venues (e.g. jobs.ac.uk, PHILOS-L, Philjobs). Staff are urged to make specific efforts to encourage applications by world-leading researchers from

underrepresented groups. The hiring committee is drawn from across the Department and all hiring committee members undergo equality and diversity training; indeed, **Sullivan-Bissett** (an expert in implicit bias) has, in liaison with the College, developed new resources so that training is in-line with current thinking.

c. Staff Development Strategy

Ensuring that staff development is embedded and routine is central to the unit's research strategy (§1e). The aim is to ensure that staff feel supported and empowered to undertake research over the short-, medium- and long-term which will deliver individual, unit and institutional success. The unit's aims are to:

- (i) *Ensure that communication is open; staff feel supported by, and identify with, the University, College and unit; are aware of relevant targets/goals; and feel confident and comfortable communicating with others (especially line managers).*
 Numerous points of contact are in place to facilitate communication and research planning, all clearly marked as distinct exercises with distinct aims (as per the Concordat to Support the Career Development of Researchers):
- Personal Development Reviews: Meeting at least annually with a senior member of staff to assess career progress, and set objectives (REF5a, 3.4.3).
 - Five Year Plans: Held annually with Head of School and Head of Research to discuss plans concerning outputs, impact, grant applications, and public engagement.
 - Mandatory CPD sessions: Research components covered include grant capture, open research, and the REF. Every year, there are 2-3 meetings plus a one-day away day.
- (ii) *Facilitate regular contact between researchers.*
 Achieved in three ways:
- Mentoring: All staff have a mentor whose primary role is career progression advice. The mentor is not always in the Department; some are external to UoB, most often in the case of senior staff. Mentoring arrangements are checked annually in Five Year Plans.
 - Groups of readers: The unit ensures every staff member has a group of (possibly external) individuals to read and comment on their research-in-progress. The presence of such readers is written into Five Year Plans; where staff cannot source appropriate readers, the School assists them in doing so.
 - Regular Department Research Events:
 - A bi-weekly seminar series, divided equally into 'Philosophy Society' seminars aimed at all areas of philosophy and 'Global Ethics Tea Seminars' aimed specifically at Global Ethics staff. Past speakers have been drawn from the UK, Europe, Australia, New Zealand, Japan, China, Canada, the Middle East and USA. In future, the aim is to achieve programmes comprising 50% women speakers and a substantial proportion of speakers from otherwise under-represented groups.
 - A fortnightly 'work in progress' by unit researchers, delivered to Department staff and postgraduate students.
 - Reading groups, including on women in philosophy, feminist philosophy, metaphysics, explanation, implicit bias, philosophy of psychology, and current staff research projects.
 - Unit researchers also participate in seminars in other Departments in the University, reflecting the unit's emphasis on interdisciplinarity.
- (iii) *Provide institutional research/impact leave.*
 Every non-probationary staff member (15 researchers) is eligible to apply for up to two semesters of study leave (to generate outputs, write grant applications, and focus on impact) every seventh semester. **Nagasawa, Sturgeon, Widdows** have all been awarded two semesters of College-funded leave.
- (iv) *To sustain the unit's research by strongly encouraging promotion applications.*
 The promotions process is transparent and well-advertised via internal communications, PDRs, and one-on-one advisory sessions with the Head of School. Evidence of past

success upon which the unit can build, and in particular speed of promotion, includes **Wilson's** progression to Senior Birmingham Fellow, then to Reader, then to Professor over a seven-year period; **Effingham** and **Suikkanen's** progression to Reader; **Sullivan-Bissett** and **Silk's** promotion from Lecturer to Senior Lecturer; **Florio** and **Jones's** progression to Senior Lecturer and then to Reader.

(v) *Encourage staff to make appropriate use of training programmes.*

Including the UoB Emerging Leaders Programme (**Effingham, Wilson**), Research Leaders Programme (**Wilson**), Academic Team Leader Training (**Jones**), UBIAS Intercontinental Academia exchange between Singapore/Birmingham (**Wilson**), Early Career Researchers Workshops (**Reglitz**) and the College Early Careers and Research Staff team (**Marway**, who also sits on the Early Career and Research Staff Committee (ECARS)) (REF5a, 3.3).

(vi) *Support temporary staff appropriately.*

We offer the same career support to temporary academic staff (both fixed-term lecturers and Category C postdoctoral researchers) as we do permanent staff. The efficacy of our support is evidenced by the number of temporary staff who have gone on to prestigious posts elsewhere: Barn (KCL), Crosilla (Oslo), Devine (Swansea), Downey (Sussex), Jefferson (Cardiff), Miyazono (Hiroshima), Pinder (Open University), Pepper (Roehampton), Puddifoot (Durham), and Smart (Johannesburg). Most of these positions are permanent.

(vii) *Focus on the support of early career permanent staff.*

Early career permanent staff benefit from bespoke training programmes and reduced workload (a reduction of one-third FTE in the first year, and one-fifth FTE second and third years of probation). In addition to a mentor, they can also pair up with an ECR from in another School; this 'Buddy System' is run by the ECARS group. Birmingham Fellows receive further dispensation, starting on contracts exclusively dedicated to research before slowly increasing to include teaching/administrative responsibilities over five years. Fellows have annual funding of £5k for research expenses and teaching relief, and are appointed high on the salary scale. Post-fellowship, fellows become permanent lecturers/senior lecturers (REF5a, 3.4.1).

d. Equality and Diversity

UoB's Philosophy Department has long been passionate about Equality and Diversity. This began when Helen Beebee, one of the founders of Women in Philosophy and an Athena Swan Patron, was Head of Department. It has been continued in particular by **Bortolotti, Sullivan-Bissett** and **Widdows**, all of whom champion inclusion and gender justice in their research and leadership roles, through their co-authorship and support for women RAs and PGR students. The unit has consistently sought to recruit and promote female researchers, and ensure that research leadership is not the preserve of senior men. The unit's aims are to:

(i) *Ensure practices create inclusive research environment.*

The School has an Equality and Diversity officer (**Williams**), who sits on the School Executive and School Research Committee. Williams, with **Sullivan-Bissett**, led on producing the Department's Statement on Aims, Values, and Principles; Sullivan-Bissett's research on implicit bias fed directly into this statement. Both staff members play key roles in developing the School in preparation for its 2021 Athena SWAN application.

The Equality and Diversity Officer actively considers workload distribution, alongside the Head of Department. The unit has also aimed for, and achieved, a gender balance in filling School and University roles (§1a).

The REF 2021 Output Selection Group was chaired by the Head of School and had majority female membership. In adherence with UoB's REF Code of Practice, it considered EIA data to ensure that the profile of our selected publications appropriately reflected our staff cohort. Concerning age and ethnicity, the selection was in line with the distributions of both across the unit's staff. With regard to gender, women accounted for a slightly smaller share of selected outputs (23%) than of the staff cohort (29%). This was due largely to the impact of personal circumstances on research productivity for some

- members of staff over the REF period. The disproportionate nature of this impact on the unit resulted in a REF6b request for unit reduction in the number of outputs required.
- (ii) *Ensure researchers are fully informed of relevant equality and diversity issues.*
All staff undergo training in equality and diversity awareness, delivered both at the mandatory CPD days as well as via on-line courses (REF5a, 3.4.2).
- (iii) *Make appropriate adjustments to ensure an inclusive environment.*
The Department consults extensively on central timetabling decisions to ensure favourable working hours. Department-focussed social events take place at lunch, rather than in the evening, to avoid disadvantaging those with child-care commitments. Social events connected to research activities (e.g. conference dinners/meals) are a mixture of evening and afternoon events, to accommodate different staff circumstances. Staff returning from periods of leave because of, e.g., ill health or parental leave, have the option of a phased return.
The School has also made efforts to accommodate remote working requests, allowing staff more flexibility by working away from the office at least two days a week.

e. Postgraduate Research Student Overview

Over the review period, the unit supervised 30 PhD students to completion. At 31 July 2020, 67 PhD students and 7 MRes students were enrolled with the unit. It operates a successful PGR distance-learning scheme, with 5 completions since 2014 and 26 students on the programme. Supervisions are held via Skype/Zoom. Distance-learning students spend two weeks/year in Birmingham, with travel and accommodation covered as part of their tuition. They are considered full members of the PGR community and the unit works hard to integrate them by ensuring that they have the opportunity to present their work when visiting.

PGR Recruitment

Year	FTE
14/15	4.5
15/16	9.0
16/17	10.5
17/18	4.5
18/19	16.0
19/20	15.5

f. PGR Recruitment

The unit's reputation in its areas of excellence has secured a growing, sustainable flow of research students constituting a strong PhD community, the quality of which is evidenced by their promising publication records (see §2.g (ii) below).

The unit encourages PGR recruitment in two ways.

First, staff include doctoral funding as part of grant applications; this is actively encouraged in Department meetings, and part of the peer-reviewing process of applications (§3a).

Second, the unit's highest-quality students come from the AHRC Midlands4Cities DTP. The unit has robust procedures to ensure the maximum recruitment through the M4C. Two members of the Department's staff dedicate 10% of their time identifying promising candidates for M4C scholarships (basing their decision on academic track record, references, and interview performance). They then provide extensive feedback to applicants prior to submission for funding, as well as dedicated one-on-one support to supervisors, helping to craft the best institutional support statements. The unit is awarded 3-4 M4C scholarships a year.

g. PGR Development

The Philosophy Department has been innovative in PGR development and provision, developing annual progress panels and introducing some of the first distance-learning PhD programmes in the arts and humanities.

The unit's aims for PGR development are to:

- (i) *Operate the highest standards of supervision.*
Supervisory teams have at least two supervisors, including, in the M4C DTP, supervisors from other universities in the consortium (especially Nottingham and Nottingham Trent). Further, PGRs have an 'advisor' external to the supervisory team.

All supervisions are recorded electronically and include explicit written requirements of the PGR for the next meeting. The frequency of meetings is monitored by the School; low-level attendance triggers a Progress Review Panel to determine the root cause. Progress panels with academics outside the supervisory team are mandatory after one year, and additional panels may be held at any point at the request of students or supervisors. Panels are an opportunity for students to discuss, in confidence, any issues they are experiencing with their supervisory arrangements.

(ii) *Encourage PGR research, develop PGR research profiles, and support the academic credentials of PGRs.*

The most important thing is encouraging PGRs to publish. Sometimes PGRs sole author, with articles appearing in *Philosophy Compass*, *Religious Studies*, *Mind & Language*, *Topoi*, and the *Journal of Medical Ethics*. Supervisors are encouraged, where possible, to co-publish with PGR students. **Bortolotti** (sometimes alongside **Sullivan-Bissett**) has co-authored with Antrobus (two OUP collections, *Filosofia Unisinos*), Bongiorno (Routledge collection), Gunn (Routledge Encyclopedia, *Phenomenology and the Cognitive Sciences*, a Legenda collection), and Lancellotta (*WIREs Cognitive Science*). **Nagasawa** has co-authored with Wager in an OUP collection. **Widdows**, with Marway, co-edited a Palgrave-Macmillan book and wrote two papers, including on in *Public Health Ethics*, and one book chapter, and, with West-Oram, one paper published in *Journal of Global Ethics* and two book chapters.

PGRs can apply for financial support to attend and organise conferences/workshops to the School, College and University-level funds.

Training is assessed annually with the 'Development Needs Analysis' process at every PGR's annual review. A wide range of training programmes and on-line courses are offered by both the University Graduate School and the College Graduate School. Many of the on-campus PGR training courses are run at the Westmere Hub (REF5a, 3.2). The Department offers bespoke training; for instance, interview preparation is offered in both group and one-to-one formats. PGRs can apply for Teaching Assistantships, which include mandatory teaching training. **Sullivan-Bissett** made available School-level Beacon workshops (delivered by herself and UoB's Higher Education Futures Institute staff) to enable PGRs to qualify as Associate Fellows of the HE Academy, increasing their competitiveness on the academic job market.

(iii) *Ensure the involvement of PGRs in all aspects of research culture.*

PGRs are involved in the full range of Department research activities (§3c). Transport to speaker dinners is paid for by the unit, and the food is always affordable. Where possible, no costs fall on the PGR. Further, there are PGR-specific activities:

- Most external speakers at the Department seminar give 'pre-seminar talks' aimed at postgraduate students. They introduce their research, outlining difficult material, and seek to make topics accessible and show openness.
- The unit arranges weekly postgraduate seminars, led by PGRs. All on-campus postgraduates are expected to attend; distance learning students present at the seminar during their annual visit. Feedback is given by both peers and members of staff. Some students attend, and present at, seminars in other departments (e.g. Law, Computer Science).
- As part of the M4C DTP, the unit co-organises an annual postgraduate conference with Warwick and Nottingham.

That we successfully equipped PhD students for success is shown by the significant number who have been appointed to academic posts: Alsamaani (Qassim), Betenson (Bangor), Dew (New Orleans Baptist), Eck (Mount San Jacinto), Intelisano (Ruhr-Universität Bochum), Leland (Siena Heights), Marway (Birmingham), Miller-Tate (KCL), Owen (Gonzaga), Thompson (Southampton), Traczykowski (Aston), Wareham (Warwick), West-Oram (Brighton and Sussex Medical School).

h. PGR Equality and Diversity

The School E&D strategy (§3d) is embedded in all Department activity and applies across all activity of staff and students. The unit aims for diversity in PGR recruitment, welcoming new students into an inclusive graduate community. Between 2016 and 2020, the unit increased recruitment of PGRs with various protected characteristics (see table).

Year	Female	Disabled	BAME	Not Heterosexual	TOTAL PGRs
16/17	10	5	6	2	21
17/18	7	4	6	1	28
18/19	13	3	8	6	33
19/20	14	9	11	9	34

PGRs operate a very successful 'Women and Non-Binary People in Philosophy' ('W*iP') student group, which has hosted both social and research events. Most significantly, in 2018, Birmingham students successfully bid to host the BPPA Annual Conference and Careers Day on the topic of 'Women* in Philosophy'. W*iP receives financial and professional services support from the School.

In 2019, a 'Minorities and Philosophy' student group was launched, with School support. It has delivered a conference on 'Micro-aggression' at UoB's European Hub in Belgium; delivered health and well-being seminars for students; organised a student-led podcast, an 'ask-a-philosopher' pop up booth; and panel discussions on EDI.

3. Income, Infrastructure and Facilities

a. Grant Aims & Strategy

Successful grant capture is key to the unit's future success: it is crucial for enabling individual researchers to pursue the world-leading research that they are passionate about, for the unit's reputation and resilience, and to ensure that Birmingham remains an exciting destination of choice for aspiring and ambitious philosophical researchers. The unit's aims are to:

- (i) *Achieve an average of one grant application per unit member per year.*
The unit expects all staff to apply for grants at a rate of at least one per two years. Across the unit, this has yielded an average of one application per researcher per year.
- (ii) *Maximise success rates by (a) sharing best practice and (b) utilising University infrastructure.*
 - a) Researchers share knowledge within and beyond the unit. All applications are peer-reviewed, to capitalise on existing knowledge of successful grant-getters, and PIs across the School meet on a regular basis. In the future, the unit aims to diversify its income streams and respond to challenge-led calls for funding. Elsdon-Baker (Theology and Religion) provides bespoke advice within the School, particularly regarding Templeton Foundation funding. **Bortolotti**, **Nagasawa**, **Widdows** and **Wilson** mentor staff to maximise grant capture opportunities.
 - b) Staff are supported by the College's Research and Knowledge Transfer Office, with a Research Facilitator dedicated to the School. The Research Facilitator provides one-on-one advice on applications and on the research funding landscape. Plans for grant capture is explored with mentors, and (via Five Year Plans) with the Head of School and Head of Research. Successful applications are shared across the College. Mock interviews are held to prepare colleagues for funder interviews (ERC, Leverhulme).

b. Grant Income

The success of the unit's strategy is reflected in its excellent grant capture (and research income) profile, which underpins the sustainability of research within the unit. Over the REF period, the unit won research income of £3,082,711.

The majority of funding comes from **Bortolotti's** (£1.1m) and **Wilson's** (£1.2m) ERC Grants, and **Nagasawa's** Global Templeton Grant (£1.7m). The remainder comes from smaller awards

from a number of scholars in LLM (e.g. **Jones** £90k; **Silk** £110k; **Suikkanen** £107k), as well as **Widdows** (£150k) in EGE. The unit's main funders are the ERC (£2.3m) and AHRC (£479k), with future efforts aiming to diversify beyond those two funders. The unit received three Leverhulme Fellowships (Jefferson £90k; **Florio** £26k; **Taylor** £26k) and one Marie Skłodowska-Curie Fellow (Kalmykova €195k).

c. Infrastructure

Grant development and capture is supported by academic and professional services colleagues, including an Operations Manager and Operations Assistant, who support the School across the breadth of its activities. A School Research Development Officer (RDO) provides dedicated support for research and impact development, including social media support, consultation and policy-briefing scoping and delivery, and public engagement organisation and evaluation.

All core-funded research-active staff are entitled to an annual personal research allowance (PRA) of up to £1k. Staff also can make termly applications to the College Impact and Research Fund (CIRF). Further funds are available for both research and impact activity, including:

- School discretionary funds: The School's annual budget of c. £30k can be spent on anything that does not result in a recurring charge. Researchers and PGRs have received allocations of funds from this source.
- College Undergraduate Research Scholarships: Staff may apply each year for an Undergraduate Research Scholar to work as a research assistant for five weeks over the summer. The Department has had five UGR scholars over the cycle; two working on time travel, and the other three on climate change, the fine-tuning argument for God, and counterfactual scepticism, respectively.
- PGRs can apply to the College Postgraduate Research Development Fund to support conference attendance, fees, travel expenses etc.
- The University's Institute for Advanced Studies (IAS) and Institute for Global Innovation (IGI) both provide funding (REF5a, 2.3). **Wilson** received such funds to collaborate abroad (Singapore, Princeton, Marseille), while **Bortolotti** received IAS funding for a workshop.

The Department and School Head of Research encourage all staff and PGRs to pursue relevant available funds.

d. Facilities

The School of Philosophy, Theology, and Religion is housed in a single building, the 'European Research Institute' (ERI). The ERI is located on UoB's main Edgbaston campus, and the School occupies two of its four floors. Co-location of all staff (including research fellows) maximises opportunities for collaboration, co-working, and knowledge exchange within the unit. At the same time, most unit members have their own individual offices, enabling concentrated working.

PGRs have their own dedicated desk (rather than a 'hot desk'), situated in a shared open-plan space alongside PGRs from a variety of disciplines; this fosters academic interactions, interdisciplinary exchange, and a communal, collegiate atmosphere. Much of this desk space is located in the ERI, giving most research students ready access to academics. The remainder are located within the Westmere Hub, run by the University Graduate School, a recently-redeveloped building dedicated to PGR students (REF5a, 3.2). Students also have access to a dedicated PG Study Space within the new Main Library.

School researchers have access to the newly-built Library and electronic access to books and journals, which is of particular importance to the Department's distance-learning PGRs. Access to journals is covered by University-level funds (REF5a, 4.3). The School has a budget of c. £55k/year with which to purchase library resources, managed by two academic members of staff, one for each department.

IT support is on hand from the College and University. Staff can access information off-campus using the University VPN, BearShare and Onedrive (REF5a, 4.5).

4. Collaboration and Contribution to the Research Base, Economy and Society

a. Academic Collaborations (Intra-disciplinary)

The unit's collaborations within philosophy—particularly international collaborations—play a key role in furthering the unit's vision of leading philosophical debates and contributing to the vitality of the discipline.

The University's International Relations Team engages with units and fosters collaborative projects. Working with that team, **Nagasawa** has collaborated and organised conferences with the University of Tokyo. Further, Nagasawa also collaborates with Rutgers and Marist College as part of his 'Pantheism and Panentheism' project.

Wilson is named as a Co-I on grants in both Sydney and Lisbon. Some staff have made contributions to PGR communities elsewhere—**Effingham** gave sessions at Sydney and Belfast, while **Sullivan-Bissett** taught classes in Princeton. Unit members have given papers and talks across the UK and across the globe. Talks have been delivered in North America (Auburn, Boston, Harvard, Caltech, University of California, Colorado, Duke, Mexico City, Rutgers, Western Institute), Europe (in over 30 locations), Asia (Hong Kong, Tokyo), and Australia (Monash, Queensland, Sydney, Western Australia).

There have also been numerous fellowships during this period: **Effingham** was Anderson Visiting Fellow at Sydney (2017); **Jones** was a Visiting Fellow at both the University of Oslo and MIT (2018); **Suikkanen** was Visiting Scholar at Brown University (2016); **Sullivan-Bissett** was Visiting Scholar at Macquarie University (2014); and **Wilson** has been a Visiting Fellow at the University of Sydney (2014).

b. Academic Collaborations (Inter-disciplinary)

The unit's numerous interdisciplinary collaborations cross over into psychology, law, politics, sociology, and epidemiology.

Sometimes the unit collaborates with organisations. **Sullivan-Bissett** collaborates with Macquarie's Centre of Excellence in Cognition and Its Disorders; **Widdows** has long been involved with the Nuffield Council; **Wilson** worked on the Intercontinental Academic Programme in association with the Nanyang Technical University. **Parry** was a research associate with the Stockholm Centre for the Ethics of War and Peace (Stockholm), ELAC (Oxford), and was part of the Core Research Group for an AHRC Cultural Heritage in War project, a collaboration between the Open University and Stockholm.

Researchers also collaborate with individuals on interdisciplinary research. **Bortolotti**, **Sullivan-Bissett**, and **Taylor** all co-publish with psychologists at UoB; **Taylor**, working with Bilge Sayam (Bern), discovered a new perceptual illusion (published in *Psychological Science*). **Effingham** collaborated with a colleague in UoB's Institute of Applied Health Research to produce an output on the philosophy of epidemiology. **Peeters** works with Bell and Swaffield (Newcastle University, Department of Politics). **Widdows** works with psychologists at Warwick and lawyers in both Birmingham and Manchester, co-supervises with a sociologist, Shelley Budgeon, in Birmingham, and is on the advisory board of the [mHealth](#) project led from **Munich**. These interdisciplinary collaborations not only foster the leading of debates, but also contribute to the knowledge base and meet the unit's goal of maximising interdisciplinary connections in order to best meet global challenges.

c. Non-academic Collaborations

The unit's vision includes addressing global challenges from a philosophical perspective, which necessitates delivering impact and working closely with a diverse range of non-academic publics. **Bortolotti** collaborates with both the Mental Health Foundation and the mental health charity Mind, as well as with organisations like SureSearch, the National Service User Network, the Mental Health Foundation, Mind in Camden, and Inside Out (Australia). **Marway** and Law

are both on the Ethics Advisory Group for the Birmingham Women's and Children's Hospitals. **Marway** is founding chairperson of the Surrogacy UK Ethics Committee. **Florio**, via the BORO Academia-Industry Collaboration Programme, was seconded at 100% FTE for 12 months to work with BORO Solutions Limited, bringing formal ontology to bear on various technology problems. **Parry** worked with ForcesWatch UK on army recruitment and **Barn** collaborated with the BBC when she was named one of their New Generation Thinkers 2018. **Widdows** collaborates with various NGOs, including the Anti-bullying Alliance, Ditch the Label, Face Equality and the Mental Health Foundation, as well as with key social-media influencers and policy-makers.

The unit encourages and supports such engagements, through mentoring, Five Year Plans, RDO support and workload allocation which makes it possible to give time to such collaborations.

d. Conferences/Workshops

The vitality of the unit's research environment is supported by regular conferences and workshops. Since 2014, the unit has arranged over 60 workshops and conferences, such as 'Belief, Imagination, and Delusion', 'The Demands of Beauty', and 'Probability and Time Travel'. There is also a regular annual conference associated with the Centre for the Study of Global Ethics. Conferences arranged by the unit have taken place internationally, in Milan, Gothenburg, and Sydney.

e. Contribution to the Sustainability of the Discipline

The Unit's Role in Professional Subject Associations, Learned Societies, and Grant Funding Bodies

Jones is a member of the Advisory Board for the Aristotelian Society. **Nagasawa** has just completed his term as President of the British Society for Philosophy of Religion. **Suikkanen** is on the Analysis Committee. **Wilson** served both as President of the Society for Metaphysics of Science and Secretary for BPS.

Wilson is currently a member of the AHRC Peer Review College, as was **Widdows** previously. Further, unit members are active in grant application reviewing. The unit has an international reach, having reviewed grants not only for domestic organisations like the AHRC, but also for the Austrian Science Fund; Belgian and Netherlands' Organization for Scientific Research; Brazilian Association for the Philosophy of Religion; Fund for Scientific Research, Research Foundation Flanders; German Research Foundation; Killam Trust (Canada); National Science Foundation of the United States of America; National Science Centre (Poland); South African National Research Foundation; Social Sciences and Humanities Research Council of Canada; and the Swiss National Science Foundation.

Journals/Book Series

Editing responsibilities are crucial to the sustainability of the discipline, and the unit ensures that those responsibilities are met. Further to the unit's engagement with *Ergo* (§1i), **Bortolotti** is series editor for OUP's Interdisciplinary Perspectives on Philosophy and Psychiatry, as well as sitting on the editorial board of *Ethical Theory and Moral Practice*, *Topoi*, *Frontiers in Theoretical and Philosophical Psychology*, *International Journal of Wellbeing*, and *RIFAJ – Rivista Italiana di Filosofia Analitica*; she is also an Advisory Board member of *philing – Philosophical Inquiries*.

Nagasawa is Editor of *Religious Studies*, Philosophy of Religion Editor for *Philosophy Compass*, Series Editor for both CUP's *Elements in Philosophy of Religion* series and Palgrave's *Frontier in Philosophy of Religion* series, and is on the Advisory Board of Routledge's *BSPR Book Series*. He sits on the editorial board for both *International Journal for Philosophy of Religion* and *European Journal for Philosophy of Religion* (the latter of which he served as Editor during this REF period). In addition to being on the board of *Ergo*, **Suikkanen** is on the editorial board of *Thought*. **Williams** is on the editorial board of *Bioethics*.

Unit members are also active in refereeing for all major journals and publishers.

f. Public Engagement

The unit is committed to engagement beyond academia, contributing to the knowledge economy and changing public understanding. In particular, to engage with key debates of public and social interest which shape how we understand human beings and the world. Our open research strategy (§1h) promotes and encourages academics to actively engage in public spaces and with different audiences.

Media Engagement

Unit members frequently appear on radio and TV, give newspaper interviews, and write blog posts (some with views in excess of 340,000). There have been two TedX talks: **Bortolotti** on mental health stigma and **Effingham** on the philosophy of time travel. **Widdows** featured in the Royal Institute Christmas Lectures (2018).

Events

Many of the unit's events embed a public-facing aspect; **Bortolotti**, **Widdows**, and **Wilson** have all given public lectures alongside unit-organised academic conferences/workshops. The unit has hosted public-facing events as part of conferences/workshops programmes, bringing academic debate into the public sphere. Speakers at public events include Jonathan Wolff (Blavatnik School of Government), Leif Wenar (KCL), Carl Hart (Columbia), Daniel Stoljar (ANU), Jeff McMahan (Rutgers), John O'Dea (Tokyo), Jerry Walls (Houston Baptist), Eric Steinhart (William Patterson), and William Lane Craig (2015). Lane Craig participated in the week long 'Cadbury Lectures', arranged by the School. Further, the unit arranges dedicated public events: in addition to Royal Institute of Philosophy workshops (including 'Philosophy of sport' and 'Well-being and Time'), **Sullivan-Bissett** arranged a (British Academy-funded) one-day series of public lectures at the Birmingham Science Museum.

Unit members frequently speak at external public events. Engagements at larger events include the Hay Festival (**Bortolotti**, **Widdows**), Cheltenham Literature Festival (**Nagasawa**), Oxford Literary Festival (**Nagasawa**, **Widdows**), British Science Festival (**Widdows**) and Belfast Festival of Ideas (**Widdows**). Academics routinely speak at the University's Arts and Science Festival, held in both the city centre and University (**Bortolotti**, **Effingham**, **Sullivan-Bissett**, **Widdows**). Academics contribute to smaller events, giving diversity to unit interactions.

Nagasawa presented to the Google London Office, **Sullivan-Bissett** at *Pint of Science* events and Cardiff BookTalk, and **Effingham** to Flat Earth groups in London. Unit staff also speak at theatre and cinema events, giving talks before and after performances: **Bortolotti** arranged a screening of 'Red Hands' (2019), followed by a panel discussion; **Effingham** often speaks at time-travel movie screenings in Birmingham and London; **Marway** spoke in both Birmingham and Nottingham; **Nagasawa** gave a talk to the Headlong Theatre Company; and **Widdows** led discussions at Birmingham Museum and Art Gallery on Body Image.

Schools

The unit contributes to the knowledge economy through working with schools, both locally (Birmingham, Worcester, Malvern) and farther afield (Wokingham, Petersfield), and academics deliver regular sessions at the University of Birmingham. **Effingham** served as a judge for a national debating competition, *Debating Matters*.