REF2021

Institution: University of Stirling

Unit of Assessment: Philosophy D30

1. Unit context and structure, research and impact strategy

Stirling Philosophy is part of the Division of Law and Philosophy, in the Faculty of Arts and Humanities. It is a collegial, supportive and ambitious research community combining a range of approaches – empiricist, rationalist, naturalist, idealist – spanning the analytic tradition broadly construed and the borders with continental philosophy. We have 12 permanent academic staff, joined during the census period by 16 further researchers (postdoctoral fellows, fixed term lecturers, emeritus staff). Our strategy is defined by four goals, chosen to enable a unit of our size to sustain a robust high-quality research culture:

- (A) To advance our three clusters of research strength
- (B) To develop our world-leading graduate programme
- (C) To sustain an open, diverse, and inclusive research community
- (D) To integrate impact and interdisciplinarity with core philosophical research

(A) To advance our three clusters of research strength:

- (i) Legal, Moral and Political Philosophy
- (ii) Mind and Knowledge
- (iii) Philosophy of Logic and Language, including History of Analytic Philosophy

Built around members' work, these clusters focus our research, impact and interdisciplinary activities, funding applications and appointments. The clusters are chosen to concentrate Stirling Philosophy in the medium term on areas in which we excel, while maintaining the breadth necessary for a strong research culture. This approach has led to an exceptional success rate in grant applications, winning 63% of total external funds applied for in the period.

During the census period, the Legal, Moral and Political cluster worked on the foundations of human rights, the legitimacy of legal and policy interventions, and the nature of practical reason and its relation to politics (Cruft, Duff, Hope, Hurtig, Niker). Our Mind and Knowledge cluster worked on extended cognition and AI, the epistemology of modal claims and risk, formal epistemology, perceptual knowledge, self-consciousness and a priori knowledge (Ebert, Haddock, Mandrigin, Millar, Milne, Niker, Roca-Royes, Wheeler, Wright). The Philosophy of Logic and Language cluster worked on the nature and epistemology of logic, and on the foundations of analytic philosophy including Frege, Ramsey, Russell and Wittgenstein (Ebert, Johnston, Milne, Roca-Royes, Sullivan, Wright). Our clusters are supported by and contribute to overarching University mission-oriented research themes which bring together staff across faculties: *Cultures, Communities and Society*; *Global Security and Resilience*; and *Living Well*.

Each cluster contributed to Stirling Philosophy's external grants of £1.7M during the census period, with new projects from 2020-21 onwards so far totalling an additional £1.3M. Each cluster is a centre of international activity: each held 8-10 conferences in Stirling, elsewhere in the UK and US – drawing in 250 philosophers since August 2013.

The clusters shape our recruitment strategy. In 2014 we appointed a senior research chair (Wright) whose work encompasses Mind & Knowledge and Philosophy of Logic & Language, and who has led research project development across these two clusters: as PI for major projects during the period, and as advisor/mentor developing future projects. During the period each cluster recruited 3-6 staff funded by research projects and attracted 2-5 visiting scholars and 9-10 PGRs each.

Our clusters focus both on maintaining income from established sources (AHRC, British Academy, Leverhulme, Royal Society of Edinburgh, Scots Philosophical Association, UKRI), and on attracting income from funders new to Stirling Philosophy, including EU Horizon 2020, Humboldt Foundation, Medical Research Council, Templeton Foundation.

To achieve robust, sustainable excellence in each cluster, cross-cluster interaction is essential. Five staff belong to more than one cluster, and all in Stirling Philosophy come together every Thursday for a lunch seminar focused on a member's work in progress, followed by a visiting speaker talk. These events are core to the non-hierarchical ethos in which staff work together on each other's research – an ethos developed by those who built Stirling Philosophy including active emeritus professors Duff, Marshall, Millar. Every output in this submission has been discussed with colleagues, and many began as Thursday work-in-progress seminars.

Additional specialist cluster seminars have met regularly, including *Knowledge Beyond Natural Science* Templeton seminars twice per week, timed to include members online in Canada and USA; *Norms for the New Public Sphere* online meetings fortnightly with members in London and Warwick; the 2-monthly Stirling Political Philosophy Group (based in philosophy with regular participants from Criminology, Law, Politics); plus, the Frege@Stirling and Early Analytic workshop series. Two recently-awarded projects – Ebert's *Varieties of Risk* (AHRC) and Melis's *Agency, Rationality, and Epistemic Defeat* (UKRI Future Leaders Fellowship) – emerged from work in *Knowledge Beyond Natural Science* seminars. Ebert's AHRC project now holds its own regular seminars, from which new project planning will emerge.

(B) To develop our world-leading graduate programme:
We are equal partners in the outstanding St Andrews-Stirling Graduate Programme in Philosophy (SASP). Our programme is ranked 3rd in the UK and 24th worldwide (cf. 2019 *Philosophical Gourmet Report*). Every aspect of the programme is co-operative and collaborative. Students are taught and supervised by members of both St. Andrews and Stirling departments. Policy is formulated by the joint management committee with equal representation from the two universities. Students graduate with degrees from both universities. We attract 50-80 PhD applicants p.a., with 40-60 PGRs registered at any time, 10-15 graduating per year, with Stirling staff providing 30% of PGR supervision reflecting our staff numbers (c. 30% of combined total programme staff).

The graduate programme plays a central role in Stirling Philosophy's research culture, enabling staff to share ideas, talks, papers with strong research students, who go on to Philosophy jobs worldwide. The large graduate body attracts visiting students and researchers, helping maintain our three clusters of research strength. During the census period 9 graduate/ECR conferences were hosted in Stirling. Since 2014, 39 PhDs have gone on to postdocs, lectureships and teaching posts in 18 countries in Europe, Africa, North and South America, Asia and Australasia.

Our PGRs are fully integrated into our research community – as co-researchers in our Thursday work-in-progress and visiting speaker seminars. They participate alongside staff in the training, mentoring, networking events offered by the Institute of Advanced Studies (IAS), and benefit from a range of PGR funding support. Many PGRs enter via our SASP PGT MLitt. Our programme is designed to build a diverse, intellectually vibrant body of graduate students that enhances our research culture.

(C) To sustain an open, diverse, and inclusive research community.
We strive to be an open, welcoming unit that recognises and respects individuals' differences, including the Equality Act's Protected Characteristics encompassing age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion or belief, gender or sex, and sexual orientation – as well as social class, multilinguality and nationality. We are committed to improving our inclusiveness and to resisting exclusionary, silencing practices.

One step towards this goal is the *British Philosophical Association - Society for Women in Philosophy* good practice scheme. We were the first Scottish philosophy unit to implement this (Dec. 2014), introducing policies for curriculum change, recruitment, speaker seminars, staff training, office/equipment provision.

A further step towards our inclusivity goal is our support for the SASP Minorities and Philosophy chapter: http://stirlingbus.com/map/ The chapter's inaugural conference – on Silencing, Prejudice, and Resistance – was held at Stirling, June 2019.

This work is complemented and informed by the University's Equality, Diversity and Inclusion (EDI) policies, as realised through the Faculty of Arts and Humanities EDI Action Plan (instituted 2018). Philosophy's approach is often taken as an example of best practice for the University. Wider institutional structures, including Athena SWAN action, Aurora and 'Stepping Stones' career development programmes support our inclusivity goal.

Recent recruitment has altered the gender balance in the unit: eight women have been recruited during the census period. Three, recruited on fixed-term contracts as research fellows or replacements for staff with research buy-out, have gone on to permanent or tenure-track positions in Tilburg, UC Davis and Kent, and one to the Bios Centre think-tank. From early 2020 we planned our hosting of the annual conference of the Society for Women in Philosophy (held online Jan. 2021).

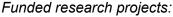**(D) To integrate impact and interdisciplinarity with core philosophical research**
We are committed to interactive interplay between practice and academic philosophy, and between philosophy and related disciplines.

Two assumptions underpin our approach to impact. First, we believe impact benefits philosophical research: work with practitioners (activists, business, lawyers, policy-makers, technologists, members of the public) deepens philosophical understanding, just as philosophical work helps shape practitioners' conceptions. Secondly, we see academic philosophy as firmly within the public sphere and believe our academic work should speak to or benefit all. We do not insist that impact be built into all work (e.g. Roca-Royes's AHRC Leadership Fellowship on epistemology of modality focused on strong 'pure research'); but we have had success integrating even 'abstract' work into dissemination, e.g. through Cafés Philosophiques (Blackwell's Bookshop, Edinburgh) in which novels/films underpin public debates on scepticism, personal identity, conceptual loss.

We are committed to interdisciplinary and multidisciplinary research, just as we are committed to co-research with non-academic practitioners. We see impact and interdisciplinarity as connected: both bring philosophical research into creative interplay with complementary perspectives, practical and intellectual.

Our impact and interdisciplinarity strategy builds on staff interests within Philosophy's research clusters, utilising a diverse collaborative network – across the University and globally – to incorporate successful impact practice, and to develop interdisciplinary/practitioner relationships for each cluster. Within the University we benefit from an Impact Officer, impact training via IAS, and an Impact Champions group. We benefit from the University research themes, supported by cross-disciplinary awaydays, Faculty research showcases, and Stirling's annual Festival of Research. Philosophy's members contribute as convenors of the Political Philosophy Group, participants in the Behavioural Science Centre, as co-researchers with Computing Science, Media Studies, and as mentors for interdisciplinary Research Fellows affiliated to Computing Science, Literature, and Psychology.

The practices and relationships developed through this strategy – organic development of our clusters' impact and interdisciplinarity through institutional and global connections – are supported by three mechanisms: funded projects, workload allocation, and engagement activities:

Funded research projects:

We strongly support interdisciplinary projects involving co-research with or dissemination to non-academic practitioners. During the census period, thirteen staff have been PI/CI in seven such projects. Highlights include three projects focused on Distributed Cognition, working with colleagues at Durham, Edinburgh, Oxford and QMU, partnering with National Museum Scotland, Talbot Rice Gallery (£600K, £80K, C$120K, 2014-22); the *Diaphora* Horizon 2020 project seconding Stirling-supervised PGRs to NGOs working on irresolvable political disagreement (£425K); the *Norms for the New Public Sphere* AHRC project integrating staff from a technology think-tank and a media regulator (£413K, 2019-21). Two major new projects, starting after the REF period, were developed from projects during the period, one combining philosophy of behavioural science with partners Glenmore Lodge and Scottish Avalanche Information Service (£614K, 2020-23), the other integrating epistemology with Stirling Psychology and Vienna University of Veterinary Medicine (£1.02M, 2021-25).

Allocating staff time

We support impact and interdisciplinary work through mentoring and targeted hours within the Faculty's Workload Allocation Model. Supported activities during the period include our Impact Case Studies, the funded projects above, and further activities including: collaboration with Cyborg Nest (human enhancement company, generated Innovate UK Smart application with Philosophy and Law); nudge management research with corporate partner, Porsche Consulting (now regularly used for client incentive schemes); work with Stirling Computing Science, Economics and Psychology colleagues (incl. Leverhulme application), and with LSE, UGhana and Ibadan colleagues on African approaches to moral and political theory.

Public engagement events/writing:

Project funding supports public events, including Cafés Philosophiques and public lectures in Stirling/Edinburgh (*Knowledge Beyond Natural Science* Templeton project, £646K, 2017-20). Our work as a Royal Institute of Philosophy branch funds regular public discussions, including Liviu Babitz (Cyborg Nest) on human enhancement, Jonathan Coffey (BBC Panorama) on impartial broadcasting. Staff receive workload allocation to write for non-academic outputs and social media and have authored widely.

Impact Case Studies

Our impact and interdisciplinarity strategy underpins all activities above plus our two impact case studies.

Building Rights into UK Media Regulation: Major impact on media regulators emerged from links forged in four interdisciplinary funded projects held by Cruft as PI (AHRC network (2009-12), AHRC early career grant (2010-12), BA Mid-Career Fellowship (2015-16), current *Norms for the New Public Sphere* AHRC project (2019-22). Cruft used dedicated workload time to develop these building on his philosophical research on rights. Cluster colleagues and further collaborators (e.g. Onora O'Neill, Leif Wenar) advised on incorporating practitioners through co-research workshops and policy briefs; institutional media training assisted practitioner-focused dissemination; workload allocation was used to develop the network built through past landmark impact (e.g. Leveson Inquiry evidence, 2012), in order to deliver new impact in the current period.

Philosophical insights to improve outdoor sports decision-making, education, and practice: We developed this potentially life-saving impact on outdoor sports educators by allocating Ebert's time to share research on risk/rationality with Stirling's Behavioural Science Centre, plus a wider network including academics and professionals (e.g. L. A. Paul, Mark Diggins (Scottish Avalanche Information Service)). This delivered major cross-disciplinary outputs in philosophy and specialist sports journals. Travel funding, plus institutional media training, built strong relationships, further supported by RSE (2018) and current *Varieties of Risk* AHRC (2020-22) projects building in practitioner co-research.

Our strategy supports impact across the research clusters, not limited to the two case studies above. Workload allocation (including grant development resulting in £80K AHRC follow-on

award), along with institutional funding enabled Wheeler and Anderson to collaborate with Edinburgh's Talbot Rice Gallery to co-create *The Extended Mind* exhibition: https://www.trg.ed.ac.uk/exhibition/extended-mind, 12 artists, 3500 visitors, reported in *The Times* and *New Scientist*, building on the *History of Distributed Cognition* project with Edinburgh Classics and Philosophy colleagues. The exhibition learning space broadcast podcasts by Anderson and Wheeler; catalogue and podcasts reference their outputs; both co-authored the catalogue with curator James Clegg, who writes:

> '[W]e have received numerous proposals to create exhibitions based on academic research; The Extended Mind is the first proposal of this nature we made this kind of commitment to. [...] The distributed cognition research programme – by validating embodied experiences, thinking through materials, and a broad spectrum of ideas about how and where thinking takes place – really emboldened the curatorial vision for the project'.

Artist Myriam Lefkowitz writes: 'the exposure to the underlying research ideas in the context of the exhibition has prompted me to think again about some of the themes that shape my artistic projects'. Artist Marcus Coates writes: 'following my involvement in 'The Extended Mind' project, it has now become… obvious to me that... embodied thinking... [is] absolutely central in art. In a sense, all art exemplifies the extended mind.' The closing public-facing event drew on Anderson's and Wheeler's network including philosophers Andy Clark, Jesse Prinz, Giovanna Colombetti who spoke alongside the artists. Wheeler, Anderson, and gallery staff ran exhibition workshops with primary schoolchildren, trainee psychotherapists, the Ragged University, people affected by homelessness, and maximum security prisoners at HMP Shotts.

The activities above demonstrate ongoing success for our impact and interdisciplinarity strategy. We will continue to use workload allocation, institutional structures and external funding to foster connected research that draws academic and practitioner strengths from our diverse networks.

Open Access and Research Integrity
Stirling Philosophy's strategic research goals (A)-(D) are supported by strong policies on open access and research integrity:

Stirling is a pioneer in open access to research. The institutional repository STORRE provides green open access to all outputs. Listed on staff webpages, searchable at the University Research Hub, outputs are made available automatically or, if under publisher embargo, by automated request enabling communication between requesting individual and author. Philosophy publications were downloaded from STORRE 30,000 times during the census period, with 34 months in Stirling's top-10 downloads, 2014-20. The University also has a generous, dedicated fund supporting gold open access publishing, plus agreements with Brill, Springer, Wiley. All Philosophy applications to this fund have been successful, supporting 13 publications in the period.

Stirling has a rigorous research ethics system, whose running and design draws on Philosophy expertise. Stirling subscribes to UK Research Integrity Office, Scottish Research Integrity Network, and the Concordat to Support Research Integrity. Ethics applications are managed through the secure online Ethics Research Manager.

2. People

Our staffing strategy is at the core of our research goals. Since REF2014, we have made strategic **appointments** to bolster research clusters:

- One world-leading, cluster-spanning senior research chair (Wright); fractional retention of two emeritus professors for continuity, mentoring and research strength (Duff and Millar, until late 2015);
- One EC permanent lectureship (Niker), replacing Tomalty in our Legal, Moral, Political cluster;
- Targeted appointment of 13 further EC researchers, through Stirling's Anniversary and Impact Fellowship schemes, through external funders including AHRC, Leverhulme, Templeton

Foundation, and buyouts for permanent staff with research grants from AHRC, BA and Humboldt Foundation. Since the census period, we have appointed one further ECR as RA within the AHRC *Varieties of Risk* project, and a former RA is returning as UKRI Future Leader Fellow. When replacing permanent staff bought out externally, we are committed to funding full lectureships with teaching and research responsibilities, whenever permitted by funder and University.

Of the 14 ECRs in Stirling Philosophy during the census period, four are attached to research projects rather than independent researchers, four have gone on from temporary positions at Stirling to permanent posts, two to further temporary posts, and three interdisciplinary fellows (two with outputs to B11 and D27, one (Mandrigin) to Philosophy) and one lecturer (Niker) are in post at the census date.

We made these appointments against a background of strong staff retention (of the 15 staff submitting outputs to REF2021, 12 were in post for REF2014), reflecting our ambitious, long-view collegial research clusters, our strategies for organic growth on impact and interdisciplinarity, and our development-focused, supportive staffing policies. Below, we outline (i) research-focused support structures for staff; (ii) mentoring and support schemes underpinning these structures, including for EC staff and staff with caring responsibilities; (iii) support for research students; (iv) structures to address our equality and diversity challenges; (v) research administration and communication structures.

(i) Research-focused support for staff

Stirling Philosophy has a research director responsible for research policy, support and mentoring. They regularly discuss research goals with colleagues at the earliest stages, before they take shape in written work or funding applications; further colleagues in the area of the project – including cluster leaders – share this mentoring role. Most staff work is tested prior to publication at our weekly Thursday staff work-in-progress lunch, and staff are encouraged to present work widely elsewhere at conferences/seminars. Grant funding applications are conceived as collective endeavours and are revised after comments from at least two colleagues with relevant experience. In the census period, nine have held external project funding.

We make full use of **institutional research leave**. Staff can apply for one semester's leave after six semesters teaching (or two semesters after twelve). We strongly encourage staff to apply as soon as eligible, targeting this to what suits the staff member. Time spent on temporary contract or on parental, caring or compassionate leave contributes to research leave entitlement. We work with staff to coordinate plans for institutional leave with external research applications. The University formally monitors the scheme. We are committed to regarding research leave as a normal and essential part of our research culture, and we plan for this accordingly. Since 2014, leave has been awarded to nine staff members, five of whom took two separate semesters during the period, and one for a year.

Our divisional budget supports all staff (permanent and temporary) with an **annual research budget** for conference travel and related costs: currently £500pa per member, with additional funds (e.g. for extra travel or specialist software) allocated on application to the Head of Division. Funds are regularly used to support rail travel over air. Since March 2020 we have been signatories to the British Philosophical Association good practice Environment scheme, with commitments to avoiding air travel and meeting online.

The Researchers' Concordat, renewed in 2020, has a positive influence within Stirling Philosophy and includes University research induction programmes upon employment (matched by Faculty interdisciplinary induction) and the multi-faceted Stirling Researcher Development Programme, mapped to the Vitae Researcher Development Framework and managed by IAS available for all staff. This programme offers research-focused training courses provided by the University's Research and Innovation Service (RIS), including on publication, grant writing, management of research staff, research impact, plus media training.

RIS also offers personal **support for research grant applications and research administration support,** including a dedicated Faculty Research Officer; researchers know RIS staff well with strong lines of communication. Stirling Philosophy staff (e.g. Ebert, Mandrigin) have benefitted from competitive University funding schemes (Connect (<£5k), Connect+ (<£10k) and Spark (<£10k)) to support activities from which larger research projects will emerge. Major grants – such as the £646K Templeton *Knowledge Beyond Natural Science* project, the £413K AHRC *Norms for the New Public Sphere* project, and the £614K AHRC *Varieties of Risk* project – were developed in close consultation with RIS, who provide extensive support including on costs, staff time, and through significant contributions (total £370K) to projects from University research funds additional to external funds.

(ii) Mentoring and career development support

Our suite of policies and opportunities for **early career researchers** includes:

- New lecturers, permanent and fixed term, benefit from Stirling's 3-year probation scheme with reduced teaching loads (initially 50%, reducing to 25% in year 3) and no major administrative roles;
- ECRs are assigned a Senior Colleague, who advises on research plans required by the probationary scheme, as well as providing mentoring. Senior Colleagues work closely with probationers, reading drafts, suggesting promising directions, advising on outlets for presentation/publication and research grants;
- The research clusters serve an important role in developing ECRs, inducting them into funded research projects from which plans emerge.

External project funding for permanent staff means we typically employ at least one lecturer on a temporary contract at any time. In addition, the Philosophy division is committed to attracting and supporting Postdoctoral Research Fellows. Temporary lecturers are treated as full Early Career members of the division, benefitting from the same supportive provisions as new permanent lecturer ECRs. Both temporary lecturers and postdoctoral fellows are given special support: in addition to draft-reading and project advice, Senior Colleagues read temporary staff CVs, advise on writing samples, run mock interviews.

University and Faculty schemes support all staff, and allow all the opportunity to review circumstances:

- The University's 'Achieving Success' staff development system: an annual opportunity to plan research and teaching, to review progress against previous plans, and to discuss opportunities and difficulties. All non-probationary staff are involved. Reviews are conducted by cluster leaders, who are themselves reviewed by the Head of Division, who is reviewed by the Faculty Dean. A key element is to identify ways to help individuals realize research goals, e.g. through planning teaching load, workshop support, time for impact and interdisciplinary work, reviewing drafts and proposals;
- The Faculty mentoring scheme offers targeted mentoring for staff in the following areas: Promotion, Applying for Grants & Managing Awards, Taking & Returning from Parental Leave, Women Working at Stirling University, Working on Casualised & Temporary Contracts, Taking on & Shaping Administrative Work. Stirling Philosophy staff offer services as mentors and benefit as mentees – this also fosters cross-disciplinary links.

The prospects for **career progression** are a topic for every 'Achieving Success' meeting, as well as of informal mentoring discussions with Senior Colleagues. The Head of Division works closely with colleagues in constructing the case for advancement. Promotion data are published annually. During the REF period, two staff have been promoted: to Senior Lecturer (Roca-Royes) and to Professor (Cruft), and one Senior Lecturer has been uplifted from 0.5 to 1.0FTE (Johnston). This builds on staff promotions (Ebert, Haddock, Johnston, Wheeler) made in the previous REF period.

In line with our inclusivity commitments, Stirling Philosophy supports the University's **maternity, paternity and parental leave schemes**, alongside possibilities for fractional contracts and flexible working for caring or other reasons. We work with the individual staff member to find the best approach for them, and during the census period have supported 3 staff members on fractional contracts, 4 further with flexible working hours and 4 with parental leaves. We provide reduced loads for staff returning from parental leave and use both the Faculty mentoring scheme and informal discussions to help staff returning to work. We are committed to normalising parental leave and fractional working for caring and other reasons.

(iii) Support for research students

Developing our graduate programme, one of the UK's most successful, is central to our research strategy.

PhD students have a first **supervisor**, meeting every 2-3 weeks, and a second supervisor, meeting at least once per semester. Supervisors within SASP are allocated according to expertise. By providing access to both universities the partnership greatly increases the range of expert supervision available. Each student has an annual review with two staff members not involved in their supervision. PGRs are required to submit chapters and plans for annual review, along with supervisors' assessments and the student's assessment of supervision. The review focuses on the supervisory arrangement and on progress to completion, with students invited to raise issues and reflect. Reviewers act on students' feedback, making recommendations for interim reviews or supervisory changes where needed, and identifying strengths for dissemination. Students are offered a mock viva on thesis submission.

61 PhDs graduated during the period. Of these plus research MPhils, Stirling's total supervisory contribution is detailed below:

SASP PGRs: number of students with Stirling staff supervision each year

Year	1st supervisor	2nd supervisor
2013-14	23 (18 PhD, 5 MPhil)	22 (18 PhD, 4 MPhil)
2014-15	18 (16 PhD, 2 MPhil)	23 (22 PhD, 1 MPhil)
2015-16	13 (11 PhD, 2 MPhil)	18 (all PhD)
2016-17	12 (all PhD)	16 (all PhD)
2017-18	13 (all PhD)	19 (all PhD)
2018-19	17 (15 PhD, 2 MPhil)	22 (20 PhD, 2 MPhil)
2019-20	22 (all PhD)	18 (all PhD)
2020-21	22 (all PhD)	19 (18 PhD, 1 MPhil)

This represents supervision of 30% of SASP PGRs, reflecting Stirling's relative staff numbers. A high proportion of our PGRs receive AHRC funding from the Scottish Graduate School in Arts and Humanities (SGSAH). We work closely with candidates: both potential supervisors help the drafting to ensure strong applications built around innovative projects reflecting supervisor strengths and impact potential; SASP gained 40% of SGSAH Philosophy funding during the period. We also attract non-AHRC funding, including the following for Stirling-supervised PhDs: Templeton *Knowledge Beyond Natural Science* project (2017-20) funding for four PGRs; *Diaphora* European Training Network (2016-19) with Universities of Barcelona, Stockholm, Munich, Edinburgh, Neuchâtel, École Normale Supérieure, involving training with non-academic partners.

PGRs have a dedicated weekly seminar (Fridays) where they present work to peers; this is widely attended, with a minimum of one presentation compulsory for PhD students. Annual reviews monitor participation and identify training needs. Each PGR has an annual travel budget for conferences (£200 with more on application), and all travel between the two Universities is reimbursed. Stirling-based PGRs are provided with office space and workstation. In addition to the Friday graduate seminar, all PGRs are strongly encouraged to attend Stirling's Thursday weekly staff work-in-progress seminars and visiting-speaker seminars. Funders (e.g. Scots

Philosophical Association) regularly support graduate/ECR-organized conferences (9 at Stirling in the period).

Our range of training and support events for PGRs includes generic skills training (e.g. time management, academic writing), networking events and interdisciplinary graduate workshops, provided by Stirling's IAS, and by the parallel St Andrews Gradskills. PGRs can also contribute to Stirling's IAS international PG journal. For discipline-specific training, Roca-Royes is SGSAH Co-Lead, Philosophy Catalyst, organising wide-ranging events that bring together Philosophy PGRs across six Scottish institutions. Supplementing this wider support, our graduate programme offers dedicated workshops supporting PGR careers, personal development and well-being – including annual workshops on publication in philosophy, on how to apply for jobs, on postgraduate-entry jobs outside academia, plus mock academic-job-talks and interview advice; the programme has a dedicated Placement Officer. The programme also provides extensive workshops and services on inclusion and equality, for current students and at recruitment stage.

Where possible we offer assistantship or co-researcher roles in funded projects: eg within the *Norms for the New Public Sphere* project, our PGRs have participated as co-researchers in workshops alongside academics and practitioners. We allocate fractional lecturing contracts (to cover research leave or staff time allocated to impact or administration) where helpful to our PGRs, assisting them with experience necessary for job market success. We regard career preparation and placement as a priority; see p. 2 for placement record.

(iv) Equality and diversity

One of our core Strategic Goals is to build an open, diverse and inclusive research community. In adopting the British Philosophical Association (BPA) – Society for Women in Philosophy (SWIP) good practice scheme for women in philosophy (Dec. 2014), we developed ongoing policies central to our strategic direction and collective self-conception:

- We changed recruitment procedures: using anonymised writing samples; designing 'essential criteria' to avoid excluding people unintentionally (e.g. by linking to a narrow recruiting pool); signalling that we think about the social background of our group and want to encourage Black, Asian, and Minority Ethnic people and women to apply; making sure that short-listed candidates are fully informed about our recruitment processes;
- We adopted a new approach to conference/speaker-series planning: targeting invitations to under-represented groups, offering childcare provision to all speakers, ensuring suitable access for all speakers and participants;
- We provide workshops, run specifically by and for Stirling Philosophy, drawing on colleagues' research expertise, that focus on inclusion and exclusion in the academy. These present and discuss evidence on implicit bias and stereotype threat. The workshops are compulsory for all staff, with new staff (including TAs) given catch-up sessions on appointment;
- We provide central offices for new and temporary staff who might otherwise be given accommodation less close to the heart of Stirling Philosophy;
- We redesigned our curriculum at all levels to include diverse authors (incl. percentage targets for reading lists by gender), and to introduce new option modules.

We keep these policies under review and since their 2014 adoption have added:

- Commitment to the proactive invitation of applicants from under-represented groups when advertising for jobs;
- Changing the time of our visiting speaker seminar to enable attendance by staff and students with caring commitments;
- Commitment to an annual internal report on progress against our policies.

Note that the child-care provided for visiting speakers is offered through an arrangement with a local nursery, with alternative direct funding to pay for carers at the speaker's home.

We have supported students (PGR and UG/PGT) in founding the St Andrews-Stirling joint MAP chapter (Minorities and Philosophy). Stirling Philosophy works with students running the chapter: through advocacy and advice, through staff time for the chapter's Stirling Faculty Adviser, through financial support - e.g. for the launch event, Stirling 2019. The chapter initially surveyed the student body, sharing results with the SASP graduate programme joint management committee; the Stirling Faculty Adviser worked with students to develop recommendations including MAP's integration at welcome/recruitment events, biweekly well-being lunches, a mentoring programme for under-represented groups in Stirling and St Andrews (staff and students), plus links to useful resources (including diversity philosophy reading list) and sessions on the inclusive classroom.

Several of our current policies focus on gender; we are committed to learning lessons for other Protected Characteristics including disability, race/ethnicity, gender reassignment, sexual orientation. Plans include:

- From Dec. 2020, we ask visiting speakers and conference participants to complete an equalities monitoring form, enabling us to review diversity of invitees;
- Build new divisional policies by looking at elements of best practice in recent funded projects (e.g. *Norms for the New Public Sphere* offers honoraria payments for research partners without academic jobs, the position of many in under-represented groups);
- Our members are contributing to and learning from Stirling's current lead role in the 'Decolonising the Curriculum' collaborative cluster, developing digital teaching resources within the QAA Scotland Enhancement Theme, Resilient Learning Communities (2020-23).

Underpinning these policies and activities are the University's Equality, Diversity and Inclusion (EDI) policies, operationalised in the Faculty of Arts and Humanities EDI Action Plan. Originally focused on gender, from 2020 the University has adopted a more intersectional approach, with key aims across the University being:

- To address structural barriers to promotion/advancement from PGRs through to Chairs;
- To support continuing professional development for fixed-term research staff;
- To widen accessibility of training materials to PGRs studying part time;
- To embed equality into all committees with decision-making power.

Stirling Philosophy has incorporated these policies, and contributes to ongoing development via the Faculty Athena Swan committee and through showcasing best practice. The diverse streams of the Faculty mentoring scheme are designed to promote equality and inclusion. Staff are encouraged to engage with structured career development support for female staff, including Aurora (provided by Advance HE) and 'Stepping Stones' (an internal programme).

Our approach to equality and diversity is reflected in our REF output selection process. We are committed to full representation of staff: all are supported to develop excellent research, while recognising and supporting varied circumstances. Within the framework set by the University and through transparent processes, we have ensured that outputs ranked highly by internal and external assessors are submitted, and that unpromoted staff and staff from under-represented groups are full contributors to the submission. Regular communication on process and rapid notification of outcomes has occurred throughout. The process was Equality Impact Assessed.

(v) Research administration and communication

Departmental meetings of all staff are held twice per semester, including a Research Committee comprising the entirety of Stirling Philosophy. This focuses on research strategy and administration, while the weekly Thursday seminars and regular cluster meetings focus on intellectual development. Between these meetings, the research director maintains regular discussion with all staff about plans including for grant funding, and circulates research

opportunities, convening ad hoc committees to determine e.g. targeting of Leverhulme early career fellowship applications. The director sits on the Faculty Research Committee (meeting twice per semester – fortnightly since Covid-19) which reports to the University Research Committee. For communication with students and externally, the @StirUniPhil twitter account is used to share engagement and celebrate successes, as is our website.

3. Income, infrastructure and facilities

Research Income

Our four Strategic Goals have successfully delivered research income across the staff range. Total grants won from applications submitted during the period come to **over £3 million**. Total grants **won and begun during the period are over £1.7 million** – compared to £0.9 million during the REF2014 period. This reflects staff dedication and the success of our Strategic Goals.

We build on our research cluster strengths to develop staff as grant winners. This means supporting varied projects dependent on staff career stage and current trajectory, and valuing CI as well as PI roles. Central grant-winning practices are: a focus within clusters, supporting redrafting of applications; our Thursday work-in-progress seminar trialling research; staff research budget supporting exploratory workshops and networking; induction of EC staff into grant success through early involvement with established projects (e.g. Melis worked within the *Knowledge Beyond Natural Science* project before winning an UKRI Future Leader Fellowship). Established staff's grant successes followed involvement in senior colleagues' projects (e.g. Cruft's BA/AHRC awards followed work with Duff's projects; Haddock's Humboldt Fellowship followed work in Millar's earlier AHRC project; Roca-Royes's co-leadership in *Knowledge Beyond Natural Science* followed earlier RCUK/AHRC awards). We are strongly committed to grant applications that enhance research growth and career development in the round for all staff across clusters and career stages. We use Strategic Goals (A)-(D) to serve these aims.

Our research grant success derives primarily from the following major funded projects (external income cited, not FEC). The projects below ran during the period:

- *Norms for the New Public Sphere*, AHRC project (£413K of which £360K to Stirling, 2019-22), Cruft (PI), Fabienne Peter (Warwick CI), Ashton (Stirling ECRA), Heawood (Stirling industry RA), project partner Doteveryone;
- *The Art of Distributed Cognition*, AHRC follow-on grant (£80K of which £13K to Stirling, 2019-20), Anderson (PI), Wheeler (CI). Following the *History of Distributed Cognition* project (see below);
- *Knowledge Beyond Natural Science*, Templeton project (£646K to Stirling, 2017-20), Wright (PI), Ebert, Haddock, Roca-Royes, Sullivan, Wheeler (CIs), Carrie Ichikawa Jenkins and Jonathan Ichikawa Jenkins (CIs, University of British Columbia), Melis and Merlo (Stirling ECRAs) plus 4 PGRs;
- *Diaphora: Philosophical Problems, Resilience and Persistent Disagreemen*t (£425K to Stirling, 2016-19), Wright (PI), with Ebert, Roca-Royes, Sullivan (CIs); Marie Curie European Training Network grant with six European universities plus NGOs;
- *Rights, Roles, and the Individual*, Cruft, British Academy Mid-Career Fellowship (£93K, 2016-17);
- *The Two Side of Self-Consciousness*, Haddock, Humboldt Fellowship for Experienced Researchers (£67K, 2017-19);
- *Towards a Non-Uniform Epistemology of Modality*, Roca-Royes, AHRC Leadership Research Fellowship (£53K, 2015);
- *History of Distributed Cognition*, Wheeler (CI) (£23K to Stirling, £600K in total, 2014-18), with Universities of Edinburgh, Durham and Oxford, and National Museums of Scotland.

These awards are supplemented by twelve awards of £10K or less (totalling £43K) including from Mind Association, Royal Society of Edinburgh, Scots Philosophical Association, Society for Applied Philosophy, Thought Trust, and from CI participation in larger grants.

The following two applications were developed, submitted and awarded during the census period, although the project commencement dates are outwith the current assessment period:

- *Agency, Rationality, and Epistemic Defeat*, UKRI Future Leader Fellowship (£1.02M, 2021-25), Melis (PI), formerly *Knowledge Beyond Natural Science* ECRA, with Stirling Psychology and Vienna University of Veterinary Medicine.
- *Varieties of Risk*, AHRC project (£614K of which £311K to Stirling, 2020-23), Ebert (PI) with Edinburgh CI and 2 RAs.

We aim to have at least two project/fellowship applications submitted at any one time. We work together, using cluster seminars, work-in-progress discussions and staff time, alongside close support from RIS on administration and finance, to ensure reworkings succeed. We have an exceptional success rate, winning 63% of total external funds applied for in the period, 45% of the applications submitted – compared to AHRC's 23% success rate for responsive-mode funding (2017/18 data, https://ahrc.ukri.org/about/competitionstatistics/).

Research infrastructure

Our primary research infrastructure comprises practices/policies already mentioned: cluster subdivisions (Strategic Goal A); strong PGR community (Strategic Goal B); supportive staffing structures committed to equality and diversity (Strategic Goal C); and a strong combined impact and interdisciplinarity strategy (Strategic Goal D). Before Covid-19, we subsidised weekly post-talk dinners after our Thursday seminars, enabling students (PG and UG) and unpromoted staff to take a subsidised meal with our visiting speaker (promoted staff attended unsubsidised), regularly attracting 8-15 and fostering a connected community of researchers working together.

These structures are supported by the University's interdisciplinary research themes and programmes. Staff also learn about other disciplines' work through the annual University Festival of Research: all Philosophy staff have presented here. Together, these institutional structures generated interdisciplinary interactions with Computing Science, Economics, Health Sciences, Law, Literature, Media Studies, Psychology leading to funding from AHRC, MRC, UKRI.

Alongside cluster members' and RIS Faculty Research Officer's support, funding applications are supported by the Worktribe automated system. Applicants upload funding drafts to Worktribe and name internal peer reviewers (often current Philosophy staff), who are alerted alongside the research director with a deadline; automated costings data are generated and validation checks run. The RIS Faculty Research Officer negotiates the specific requirements of different funding regimes, including costings, proof-reading, fact-checking, monitoring peer review and advising on ethics/GDPR compliance and impact – alongside advice from Stirling Philosophy cluster members.

Information Services make tailored IT support available to all staff, and the Library provides comprehensive online subscriptions alongside document delivery for external material.

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

Collaboration and contribution to the research base

Stirling Philosophy staff play a full role in the development of the discipline globally. This furthers and is supported by our Strategic Goals. National and international collaboration builds on the connected work of our research clusters, and their networked position within the discipline. We encourage staff to use research budgets to travel for collaborations to develop joint work, including discussion/development meetings. Throughout the census period we also provided equipment for regular collaborations online. Supported by the University's strategic commitment to raise its networking profile nationally and internationally, we use Stirling and external project funding to host events elsewhere (e.g. interdisciplinary/impact workshops held in Miami Law School, Royal Society of Edinburgh, Doteveryone London). These policies mean that throughout the period staff

have met regularly, online or in person, with collaborators in Europe, Africa, Asia, Australasia, North and South America.

Our approach has generated a very broad network of collaboration, with staff presenting at 250 national and international conferences/workshops, 130 as invited/keynotes. EC staff are mentored within research clusters, in support of conference presentations and networking. Collaborative highlights include:

- Distinguished Visiting Professor roles at New York University (Wright, Global Professor), University of Texas San Antonio (Wheeler), invitation as Visiting Lecturer, University of Ghana (Hope);
- Book symposia held on staff draft/recent monographs, in King's College London and Stirling (Cruft, *Human Rights, Ownership, and the Individual* (OUP 2019)), in Leipzig and Utrecht (Haddock, *Subject and Object* (forthcoming, 2021)), and in Barcelona, Edinburgh, Jerusalem, King's College London, Rutgers (Duff, *The Realm of Criminal Law* (OUP 2018)). Four of these events are producing journal special issues/symposia. The second volume of a 2-volume festschrift for Wright was published (OUP 2020);
- Examination of 51 research students (47 PhDs), including in Europe and North America, as well as across the UK;
- Visiting scholars drawn from Beijing, Kyoto, Mexico, Nebraska, Neuchâtel, Prague, San Jose, São Paulo, Warsaw, among others;
- Four staff members are honoured as fellows of learned societies: Duff (FBA, FRSE), Millar (FRSE), Sullivan (FRSE), Wright (FAAAS, FBA, FRSE).

Staff are encouraged, compatible with career stage and wider responsibilities, to undertake service to the discipline. Time and mentoring are provided for staff for this purpose. During the census period, our contributions to the discipline included the following:

- Roles as Principal Editor (Wright) and Managing Editor (Melis) of *Thought* (Association of American Publishers PROSE Award for best new humanities journal, 2015), as Associate Editor at *British Journal of the Philosophy of Science* (Wheeler), at *Erkenntnis* (Ebert), as well as on the Editorial Board of *Journal of Social Philosophy*, of *The Philosophical Quarterly* (four staff during the period) and on its Management Committee;
- Serving on AHRC Peer Review College, Executive Committees of the Aristotelian Society and Scots Philosophical Association, Council of the Royal Institute of Philosophy, and reviewing for thirteen further Research Councils, Trusts and research bodies;
- External reviewers for Philosophy departments at Aberdeen, Dundee, Edinburgh, and external professorship referees, Australia and USA;
- Co-Lead, Philosophy Catalyst, Scottish Graduate School for Arts and Humanities, leading Philosophy PGR training across Scotland;
- Reviewing over 350 articles for 60 journals, as well as manuscripts/proposals for CUP, HUP, OUP and others.

We regard this service, with participation by all staff at different stages, as essential to career development, and the consequent progress of our research clusters, our PGR programme, and inclusivity goals.

Collaboration and contribution to economy and society

We are committed to integrating impact with core philosophical work, to benefit both society and our research (Strategic Goal D). In addition to work showcased earlier, staff have used their allocated time and support for impact by contributing to working groups, public talks, discussions spanning our three research clusters, including the following, all developed organically from staff research interests via their networks:

- Panellist, Melvyn Bragg's *In Our Time*, focused on truth;

- Institute of Chartered Bankers sessions on the automated future of banking;
- Science Europe's Advisory Committee and Euroscience Open Forum on transparency of smart technology;
- Alpbach Technology Forum on human enhancement technologies;
- Microsoft Research Labs with Microsoft staff and academics on human and artificial intelligence;
- St George's House Windsor Castle Consultation, Democracy in a Post-Truth Information Age;
- Meeting with Electoral Commission on fair elections and campaign finance;
- British Academy working group for report, 'A Presumption against Imprisonment';
- Howard League Scotland Committee, submissions to Scottish Government consultations, evidence to Scottish Parliament's Standards, Procedures and Public Appointments Committee;
- Being Human Festival, Science Museum London, on the hidden senses and Head-to-Head 2017 Birmingham on colour perception and pain.

Alongside these public events and targeted meetings with academics and practitioners, staff are encouraged to use allocated time for public writing and non-academic outputs. During the census period, this includes writing, co-creating or being interviewed for AHRC Arts in Sciences blog, AHRC Heritage blog, EUP blog, *iCog* blog, *Imperfect Cognitions*, *Open for Debate*, *33 Senses* Blog, the Institute of Art and Ideas website, *The New Scientist, The Philosopher's Magazine*, the *Smithsonian Magazine*, the *Guardian*. We regard this work as important both for disseminating research that engages the public, and for building networks for future impact.

We also support staff undertaking major commitments, such as co-editing the *Justice Everywhere* blog *(*Niker) and the forthcoming *Pandemic Philosophy* (Bloomsbury) collection for non-academics. Further staff advised BBC Radio on planned programmes 'Beyond Belief' (Wheeler, on religion and AI) and 'Call Yourself an Impartial Journalist?' (Cruft) and advised Scottish TV on planned drama on robotics (Wheeler) and helped plan and participated in *Comfort Zones* film (Ebert with Morocco media).

We aim to have multiple strands of impact at different stages of development at any one time, reflecting our ethos to support staff appropriate to their career and research development stage, and our commitment to involve all three clusters in impact. We are aided by the Faculty Communications Officer: alongside press-releases, colleagues' work is showcased on our external webpages and disseminated through institutionally connected media outlets: the Communications Office provides workshops on non-academic writing and media training.

Our examples demonstrate how Stirling Philosophy engages in co-research and develops impact with diverse audiences within and beyond academia. The results are institutionally-grounded, networked and supported collegial research clusters that advance our four strategic goals.