

Institution: University of York
Unit of Assessment: 30 - Philosophy
<p>1. Unit context and structure, research and impact strategy</p> <p>1.1 Introduction The Department of Philosophy at York pursues an inclusive, integrated approach to philosophical research, which encourages dialogue between practical and theoretical philosophy, brings together 'analytic' and 'continental' traditions, and introduces historical insights into contemporary debates. We seek to maintain and further develop (a) a broad range of philosophical expertise, reflecting the scope and diversity of the discipline, and (b) a distinctive profile of world-leading expertise in Aesthetics, History of Philosophy, Moral and Political Philosophy, Philosophy of Medicine and Health, and Philosophy of Mind. During the current REF period, we have also prioritized the development of interdisciplinary, collaborative research. This has led to significant increases in external research income, public engagement, and impact.</p> <p>1.2 Research and Impact Objectives At the time of REF2014, our research strategy identified three main goals for the coming period:</p> <ol style="list-style-type: none"> 1. Maintain departmental strengths in Philosophy of Mind, Ethics, and History of Philosophy; 2. Further develop expertise in Aesthetics and increase integration with Philosophy of Mind and Psychology; 3. Establish a regular stream of external research income. <p>Following a post-REF departmental research review in 2015, priorities for the 2014-20 period were revised to reflect a higher level of ambition, and also combined with specific implementation plans. More emphasis was placed on <i>substantially</i> increasing research income, to ensure that the Department remains financially sustainable at its current size. The following priorities have also been added:</p> <ol style="list-style-type: none"> 4. Strengthen our portfolio of world-leading publications, spanning all main areas of departmental research; 5. Stimulate development of interdisciplinary and collaborative research projects; 6. Increase income generation, public engagement, and research impact by undertaking interdisciplinary research addressing social, cultural, and policy issues; 7. Take additional actions to ensure that our research environment provides equal opportunities and promotes diversity; 8. Increase PhD recruitment via a distinctive, attractive, and visible research profile, while also improving the gender balance among PhD students via (7); 9. Support (3) to (6) and also (8) by developing two areas of research: Philosophy of Medicine and Health and Political Philosophy (complementing the university-wide research themes of 'Health and Wellbeing' and 'Justice and Equality'; Institutional Environment Statement (IES) §4); 10. Accomplish (9) by making strategic appointments in both areas. <p>Priorities (4) to (8) were articulated in our December 2015 research strategy. They were supplemented in 2017 by the inclusion of (9) and (10), following input from Thomas (appointed as Professor and Head of Department (HoD) in 2016). Our 2017 revision also involved prioritizing (9) over (2) and the Department is now committed to maintaining, rather than expanding, its expertise in Aesthetics.</p> <p>1.3 Implementation The following measures were introduced to implement objectives:</p>

- Introduction of **Research Clusters** as organizational units for pursuing priorities (3) to (6);
- Expansion of the **Director of Research (DoR)** role to support (3) to (6);
- Increased use of **Humanities Research Centre (HRC; IES§46)** support for grant-writing and interdisciplinary activities;
- Engagement with University **Research Themes** (IES§4) to support interdisciplinary research;
- A departmental **Equality and Diversity Officer (EDO)**, to work with the **BPA/SWIP Good Practice Scheme** and lead engagement with the **Athena SWAN** process;
- A dedicated **Impact Lead** to support all stages of impact-development;
- **Strategic Appointments** in Political Philosophy and Philosophy of Medicine and Health, to produce world-leading interdisciplinary research, increase research income and impact, and boost PhD recruitment.

1.4 Success Indicators

Since REF 2014, the number of Category A FTE has remained fairly constant. Nevertheless, having implemented our new strategy, we have seen a significant positive shift in performance, evidenced by the following:

- A fivefold increase in research income (average of £100,937 p.a., compared with £18,351 p.a. previously), with a marked upwards trajectory set to continue (due to AHRC, EU, and EPSRC awards extending beyond the current REF period, and other planned projects);
- Two externally funded postdoctoral fellows (compared with none over the previous period), and two more starting in 2020-21;
- Over three times as many doctoral degrees awarded (38.6 FTE, compared with 11 previously);
- Thirteen monographs by Category A staff (more than doubling previous REF period);
- Sixteen co-authored interdisciplinary publications;
- New knowledge exchange partnerships and areas of impactful research (extending beyond previous strengths in medical and healthcare ethics, to areas including public policy and mental health);
- Strategic senior appointments in Political Philosophy (**O'Neill's** transfer from York's Department of Politics) and Philosophy of Medicine and Health (**Ratcliffe**) in 2018, associated with high grant income, impact, and PhD recruitment;
- An Athena SWAN Bronze Award in 2020, following a process involving extensive research into student and staff experiences of our research environment.

Success is further evidenced by substantially higher levels of research activities across all six Research Clusters: **Aesthetics, Art, and Literature; Ethics; History of Philosophy; Mind and Metaphysics; Philosophy of Religion; Political and Legal Philosophy**. These activities include forging new partnerships and collaborations, organizing high-profile events, initiating and building upon interdisciplinary projects, boosting research activities with external funding, and substantially increased co-authorship. Highlights are documented in §3 (funding) and §4 (projects, collaborations, and partnerships).

1.5 Future Research Objectives

Our approach is informed by the principles of the University's research strategy (IES§18) and, in particular, its commitment to producing excellent research that contributes to the public good. Department priorities now involve consolidating and building upon achievements during the current REF period. We aim to:

- Generate new areas of impact: emotion and mental health (e.g., via **Ratcliffe** and **Richardson's** project on grief) and emerging technologies (supported by a new appointment from September 2020);

- Maintain strengths in all priority areas, while continuing to develop a distinctive profile of interdisciplinary research;
- At least treble our average annual research income over the next period, by focusing on major research grants for collaborative projects;
- Conduct detailed annual reviews (by the Department Management Team (**DMT**)) of the financial and strategic case for making additional appointments in one or more priority areas;
- Continue embedding principles of Equality and Diversity into research structures, including implementing all actions identified in our Athena SWAN Bronze Award application and working towards a Silver Award.

1.6 Departmental Structures and Support for Research

The **DoR** oversees development, communication, and implementation of research strategy and also chairs the **Department Research Committee (DRC)**, comprising the DoR, Impact Lead, Director of Postgraduate Research, Early Career Representative and three other Category A staff. The DRC meets twice each term and manages all aspects of department research strategy. Other staff contribute to strategy via regular department staff meetings and a biannual research day.

During the current period, the DoR role has been expanded to include more one-to-one research support. The DoR obtains annual research reports from colleagues and then conducts one-to-one meetings, where objectives and funding plans are discussed and agreed. The DoR also identifies funding opportunities throughout the academic year, matches them with proposed projects, and provides support for all stages of application-development. As well as working with current staff on grant applications, the DoR encourages applications from promising postdoctoral fellowship candidates and assigns colleagues to help them develop their applications. (This is reflected a doubling of hours allocated to the DoR role by our workload model.)

Further support is provided by our six **Research Clusters**, each headed by a senior staff member. All academic staff belong to at least one cluster. Clusters act as foci for (a) providing feedback on work-in-progress; (b) organizing events; (c) establishing and building on collaborations; (d) developing ideas for funding and impact; and (e) providing financial, practical, and intellectual support for activities that advance department priorities. To help facilitate collaborations, clusters can also nominate **Honorary Visiting Professors** (colleagues from other institutions with whom members work closely) for approval by University Senate. Current titleholders are **Jenefe Robinson** (Aesthetics); **Wlodek Rabinovicz** (Ethics); **Sarah Hutton** (History of Philosophy); **Dorothea Debus**, **James Ladyman**, and **Jennifer Radden** (Mind and Metaphysics), and **Eleonore Stump** (Philosophy of Religion). Department funding covers the cost of their annual visits to York and associated activities. Each cluster has an additional budget of up to £1,500 p.a., to support other research activities.

The Department's commitment to a broad, integrated research environment is reflected in other activities involving all staff and PGRs: weekly **Staff Work-in-Progress** meetings; weekly **PGR Work-in-Progress** meetings; a regular **Research Colloquium** (visiting speaker series); and **Royal Institute of Philosophy Public Lectures** (three per year).

1.7 Support for Impact Generation

Consistent with the University's strategic vision for research impact (IES§§12,13), the Department has worked increasingly during the current period to embed impact into research activities. Since 2015, a staff member has acted as **Impact Lead**, coordinating impact activities in the Department and liaising with Faculty and University support (§3.3). In addition to sitting on the **DRC** and **Faculty Impact Subgroup**, the Impact Lead provides one-to-one support for colleagues in identifying, generating, and recording areas of impact. In their annual research plans, staff members outline plans for impact and public engagement. Subsequent conversations with the Impact Lead involve identifying priority areas and ensuring appropriate support is provided. The role also includes obtaining financial support by coordinating applications to York's Arts and Humanities-aligned **Impact Accelerator Fund (YIAF, IES§50)**.

Where impact activities are time-consuming and there is a good strategic case, the Impact Lead informs the DoR and HoD, so that a reduction of other duties or additional research leave can be approved.

This level of support has enabled us to achieve impacts in several areas. These include (a) providing a framework for public health research ethics (**Holland**; ICS1); (b) contributing to public policies relating to justice and equality (**O'Neill**; ICS2); and (c) working with therapists to develop support for trauma patients dealing with nightmares (**Stoneham**; §4.2.2). To further increase and diversify impact, the Department has prioritized strategic appointments with research programmes that integrate impact seamlessly (**O'Neill**; **Ratcliffe**), ensuring that future impact is 'baked into' current research activities.

1.8 Support for Interdisciplinary Research

To cultivate interdisciplinary research, the **HRC** and seven university-wide **Research Themes** provide financial support and facilitate collaborative activities (§3.3). Research priming from the HRC, Research Themes, and other University sources has helped boost interdisciplinary interaction with researchers inside and outside of the University, as illustrated by co-authored publications involving Department members and researchers in the disciplines of Archaeology, Biotechnological and Applied Clinical Sciences, Clinical Psychology, English Literature, Psychiatry, Politics, Social Anthropology, and Sociology (see also §4).

Recent appointments in Philosophy of Mental Health and Political Philosophy have increased the Department's engagement with the themes 'Health and Wellbeing' and 'Justice and Equality'. Interdisciplinary integration is further aided by the activities of **Allen**, who is University **Research Champion** (IES§4) for the Culture and Communication theme (2018-22) and former Deputy Director of the HRC (2017-20). The Department is also helping to intensify and diversify interdisciplinary mental health research across the University via **Ratcliffe's** participation, since early 2020, in the University's **Mental Health Research Steering Group**.

1.9 Open Research Environment

The Department is committed to ongoing development of an open research environment. We have strong institutional support for this (IES§§15-17), including **Gold Open Access** agreements with a number of journals and access to the **York Open Access Fund**. Over the period, we have published 33 articles and one monograph as 'gold' open access, with five funded by the OA fund (total £4,758) and nine through the library's OA agreements.

Colleagues are encouraged to go beyond the requirement to comply with REF and funders' OA rules by:

- Uploading chapters in edited collections to our institutional repository, White Rose Research Online;
- Considering wholly open access journals for submissions;
- Building open access fees into grant applications wherever possible (e.g. for a forthcoming MIT Press monograph associated with the 'Grief' project);
- Sharing research findings via publicly accessible fora, including dedicated project websites (e.g., [Grief](#), [Learning from Fiction](#)), the Department's YouTube channel, and social media accounts.

In addition, **Stoneham** promotes open access publishing through his activities as member of the Editorial Board for **White Rose University Press** (IES§16), an open access digital publisher of peer-reviewed academic journals and books.

1.10 Research Integrity

Research integrity is embedded in our research expectations (§2.1.2). Colleagues developing research proposals complete an Ethics Checklist, in line with the University's Code of Practice and Principles for Good Ethical Governance (IES§14). Where a project requires ethical approval (e.g. research involving human participants), an application is submitted to the **Arts and**

Humanities Ethics Committee (AHEC). A department member sits on AHEC and advises colleagues on all stages of the process.

Department members have taken on lead roles in supporting research integrity across the University. **Holland** has chaired the University's **Ethics Committee**. Now called the **Academic Ethics and Compliance Committee**, it is currently chaired by **Allen**, who previously chaired **AHEC**. **Leng** has contributed to the University's **Research Integrity Forum (IES§14)**, and **Stoneham** led the team that developed the University's **Research Integrity Tutorial**, a requirement for all York PGRs since 2015.

2. People

2.1 Staff

2.1.1 Staffing Strategy

Over the previous cycle, the Department grew from 13 to 19 FTE. Our 2014-20 strategy has instead involved maintaining a steady state, while boosting external research income to ensure longer-term sustainability. A dip to 16.57 FTE (plus one independent postdoctoral fellow) at the census date was due to the untimely death of **David Eford** in January 2020 and delayed starts (to September 2020) for two new appointments for EDI reasons (see §2.3.2).

During the period, we retained our strengths in Aesthetics, History of Philosophy, Ethics, and Philosophy of Mind, while expanding in two priority areas: Political Philosophy; Philosophy of Medicine and Health. Research areas for new posts are agreed by the **DMT**, with input from the **DRC**. Since 2019, there has been additional input from the department's **EDO**, including recommendations arising through the **Athena SWAN** process (§2.3.2).

As well as recruiting Category A staff onto open contracts, our approach to staffing involves attracting postdoctoral researchers to York. Increased emphasis on postdoctoral fellows has been enabled by an institutional commitment to support fellowships (IES§20), which allows us to support schemes that require matching funds. Aside from externally funded postdoctoral fellows, *all* current Category A staff are on open contracts. Department policy is to use fixed-term contracts only for fixed-term work (e.g., covering externally funded leave).

Departmental and institutional research structures are explained to new staff at a Departmental induction event. New staff are assigned mentors, who introduce them to the Department, discuss which cluster(s) to join, point out training opportunities, and encourage participation in Department research activities. For postdoctoral research fellows, mentorship includes addressing training needs and career development in line with the principles of the **Researcher Development Concordat** (IES§§27-28).

The Department's workload model, introduced in 2018, was developed to ensure that Category A staff can spend at least 40% of their working time on research and research-related activities (e.g., preparing grant applications and reviewing articles). A further percentage is sometimes allocated for services to the profession that are valuable and time-consuming.

2.1.2 Staff Development

Since 2015, the Department's **Staff Handbook** has included a clear, comprehensive statement of **Research Performance Expectations**, guided by institutional policy (IES§22). Staff therefore understand what is expected of them, by career stage, in terms of publications, grant applications, research supervision, support for research, and professional conduct. The following measures support them in meeting these expectations:

- **Annual Research Planning Meetings.** Staff have annual one-to-one meetings with the DoR, to discuss and update their written research plans (which include short- and longer-term plans for publications, grant applications, public engagement, and impact).

- **Mentorship.** In addition to overseeing research activities, heads of research clusters offer guidance and support to members.
- **Peer Support.** Support in developing research ideas is provided by other cluster members via meetings and working groups, and by colleagues in other clusters via departmental work-in-progress meetings.
- **Institutional Research Support Facilities.** Staff benefit from research development support from the **HRC** and the **Research Excellence Training Team (RETT)**, along with access to the University's broader mentoring, coaching, and leadership programmes (IES§§22,32).
- **Targeted Support for Early Career and Postdoctoral Staff.** A regular 'grant-writing bootcamp' is offered by the Research Champions. Early career staff also benefit from a reduced teaching load during probation, while completing the required Postgraduate Certificate of Academic Practice, which includes research-training modules (IES§29).

2.1.3 Research Leave

Research leave is managed at Department level (IES§23). Staff are eligible to apply for one term of leave in every seven. Appropriate timing and projects are discussed at annual research meetings with the **DoR**, after which applications are reviewed and approved by the **DRC** (which also monitors research leave outcomes). Where there is strategic need, research leave can be brought forward or supplementary leave awarded.

2.1.4 Recognition and Reward

Success in research and impact is acknowledged and celebrated at six-monthly meetings of the Department's **Research Forum**, in annual **Performance and Development Review** meetings with the **HoD**, and via social media. It is rewarded institutionally through the promotions process. Colleagues receive regular advice from mentors on how to develop a case for promotion and when to apply. Implementing a recommendation by the department's Athena SWAN committee, in 2019 the department introduced a **Promotions Committee**, consisting of three senior staff members. The committee is proactive in identifying colleagues for promotion, and those who may be eligible are encouraged to submit CVs to the HoD on an annual basis for consideration. At this stage, the department's **EDO** is also invited to raise issues for the Committee to consider, including issues raised via the ongoing **Athena SWAN** process. The Committee offers advice on when to apply and how to meet any outstanding criteria, and assists staff in developing their applications. In the 2019 round, all three applications submitted by Department members were successful.

2.2 Research Students

2.2.1 PGR Community

The Department treats PGRs as full members of its research community. They participate in all research activities and frequently collaborate with staff by contributing to projects, events, and event-organization. During the current period, ten PGRs also co-authored publications with staff members. 42 PGRs were supervised to completion by the Department (38.6 FTE), compared to only 11 completions in the period to REF2014. On the census date, 32 students were enrolled on research degrees, 13 of whom were female (40.6%), consistent with our goal of having a more even gender balance amongst PGRs (§1.2). Since 2015, PGRs at York have been supported institutionally by York's **Graduate Research School (YGRS)**, which oversees progression and training arrangements (IES§30).

2.2.2 PGR Recruitment and Studentships

Some PGRs join our programme having completed an MA at York or after approaching a prospective supervisor directly. Others are recruited via studentships advertised on the Department website, PHILoS-L, and social media. Sources of studentships include the Department's **Graduate Teaching Scholarship** scheme (providing fees and a stipend for two to three PGRs each year) and the **White Rose College of the Arts and Humanities (WROCAH)** doctoral training partnership. The latter involves open competition between participating institutions, but York has typically been successful in obtaining one or two Philosophy PGR

studentships per year (via the Philosophy Department and our shared PPE PhD programme). Since 2016, the Department has, due to **Currie's** Editorship of the journal *Mind & Language*, been able to support a **Mind & Language Research Studentship**. Another studentship is attached to **Currie's** Leverhulme Trust funded project, 'Learning from Fiction'. Other PGR students have secured funding from external sources, including the British Society of Aesthetics, the China Scholarship Council, and government funding bodies in Brazil, Mexico, and Thailand.

2.2.3 Progression

At Department level, PGR progression is overseen by the **Director of Postgraduate Research Students**, in line with processes developed by **YGRS** (IES§31). The on-line SkillsForge system provides a one-place record of meetings, progression points, and training. Students have a minimum of eight formal supervision meetings per year, and typically meet supervisors monthly. They also receive guidance from a **Thesis Advisory Panel (TAP)** member (who participates in six-monthly TAP meetings), and an annual **Progress Review** (with a Panel Chair who is not otherwise involved in the student's supervision). TAP meetings and Progress Reviews involve discussion of training needs and are followed by written progress reports that include, where appropriate, detailed guidance. PGRs are thus provided with clear expectations, on which progression to the next year of study is conditional.

2.2.4 Skills and Career Development

New PGRs receive inductions to the Department, University (including YGRS), and the HRC research student community. As well as taking research-training modules ('Becoming an Effective Researcher' and 'Research Integrity' (IES§32)), all Philosophy PGRs are required to attend the weekly Postgraduate Work-in-Progress meeting, where they present work to staff and fellow students at least once per year. These meetings provide training in disciplinary norms for presenting and discussing research in a supportive environment. Some are allocated to specific areas of training, including sessions on research skills, research integrity, and career guidance. PGRs also join research clusters as full members, attending reading groups, workshops, and work-in-progress sessions.

The HRC provides additional PGR training, spanning writing and publishing, careers, research ethics, research grants, and public engagement. The University's RETT offer a range of further, university-wide workshops (IES§32), which PGRs register for after development needs are identified via TAP discussions. PGRs with WRoCAH studentships also receive cohort-wide training via the WRoCAH doctoral training programme. There are targeted training events in every year of the programme, including an annual colloquium.

All PGRs can apply for Department funding to support research activities, from our dedicated **PGR Fund**. Self-funded students can apply for supplementary travel funding from the **YGRS Conference Fund**. Funding is also available, on a competitive basis, through York's involvement in the **Worldwide Universities Network (IES§6) Researcher Mobility Programme** (e.g., funding for a Philosophy PGR to visit the University of Sydney), and via the University's **Santander International Connections programme**. The latter funded a student's visit to CUNY. Connections made during this visit enabled the student to organize an international conference on 'The Nature of Logic' at York, involving Saul Kripke (2016). WRoCAH also provides funding for research activities. Second-year WRoCAH students have the opportunity to participate in a one-month **Researcher Employability Project** with an external partner organization, during which they complete a specific project with a tangible outcome, and since 2019 an **Internationalisation Project**. In addition, WRoCAH has competitive funding streams for event organization and knowledge exchange activities. For example, the 2019 conference 'Philosophy of Film: Without Theory' was organized by a York Philosophy PhD student and supported by WRoCAH (£1,302).

During the current cycle, 15 of the Department's 42 PGR graduates secured positions in academia. Seven are in permanent lectureships, three in temporary lectureships, and five in postdoctoral positions. Other destinations include teaching, policy advice, and accounting.

2.3 Equality and Diversity

2.3.1 Integration of Equality and Diversity into Department Policy

The Department's approach to Equality and Diversity is informed by the University's **Equality, Diversity and Inclusion (EDI) Strategy** (IES§35), which involves embedding EDI into all aspects of university life. EDI has been integrated into the Department's research strategy since 2015, occupying a prominent place. The Department's EDO liaises with University committees that engage with EDI (IES§36), chairs the Department's EDI Committee, reports back to DMT, and manages specific EDI initiatives within the Department. These include subscribing to the **British Philosophical Association / Society for Women in Philosophy (BPA/SWIP)** good practice scheme for the representation of women in philosophy since 2015 and participating in the **Athena SWAN** programme since 2018.

2.3.2 Actions to Support Equality and Diversity

In 2015, the Department adopted an implementation plan for **BPA/SWIP** good practice scheme recommendations, including research-related actions. For instance, we agreed that our visiting speaker programme would involve a more even balance of female and male speakers, with the range of topics better reflecting the diversity of the discipline. This is monitored annually by the DRC. We also took steps to ensure a more inclusive audience-environment by scheduling most events during the working day, making it easier for those with childcare responsibilities to participate. In addition, we invested in video-conferencing facilities, so that those unable to attend in person can do so remotely.

Another part of our BPA/SWIP implementation plan involved departmentally organized training on implicit bias for all staff (2015). We have since benefitted from regular, University-level EDI training, which incorporates this. The Department also hosted the successful 'SWIP-UK Women in Philosophy: A Mentoring and Networking Workshop' in summer 2015, an initiative organized by three female PGR students, two of whom remain in the profession.

Complementing this engagement with BPA/SWIP, another key strand of our EDI strategy is **Athena SWAN**. As with many UK Philosophy Departments, under-representation of women and minority groups in our staff and PGR communities remains a serious issue. Of particular concern has been a drop in the number and percentage of female academic staff during the current period, caused by a combination of departures and new appointments. This was a focal point for extensive research undertaken by our Athena SWAN team. Although the process unearthed no major concerns about the structure of our research environment, it did lead to several recommendations concerning recruitment processes. These included broadening advertised areas of expertise to increase diversity of applicants, offering flexible start-dates to accommodate a range of life-circumstances, and emphasizing the flexibility of departmental working conditions (§2.3.3). All recommendations were implemented during the most recent appointment process (2019-20) and are now fully integrated into departmental hiring practices. Of three appointments made in that round, two were female; both took advantage of the delayed start-date option. Even so, the imbalance remains an important concern for us, as does diversity more generally. These concerns will feature prominently when making future appointments, with recommendations feeding in from the ongoing Athena SWAN process and wider activities of our EDO.

With support from the Department, our PGR community has also been very active in addressing equality and diversity issues. One of our PGRs was Founding Director (2014-15) of **Minorities in Philosophy in the UK (MAP)**. York formally opened a MAP Chapter in 2018 and our PGRs have made significant contributions, organizing reading groups and speaking events to highlight the work of minorities in philosophy.

2.3.3 Flexible Working

The Department offers flexible working arrangements, which have been taken up by staff with caring responsibilities or health conditions that make daily attendance on campus difficult. Arrangements have involved adjusting the times when colleagues are expected to be available,

when they teach, and the kinds of duties they perform. The University Library has provided further support, by digitizing research resources for a Department member who was unable to visit the Library in person for health reasons. Institutionally, a carers' fund has been introduced to cover costs (such as childcare) incurred when attending events outside of normal working hours (IES§24).

Several staff have asked to reduce their hours to part-time for personal or professional reasons. In all cases, the department has approved these requests and organized workloads to reflect colleagues' situations and needs. Phased returns to work, involving a reduced workload, are offered after periods of illness and parental leave.

2.3.4 Approach to Equality and Diversity in the REF submission

Decisions on output submission were made so as to ensure that work by staff with protected characteristics is fully represented, while also including appropriate adjustments in expectations (e.g. for periods of parental leave and ill health). In annual research plans, staff are encouraged to mention any circumstances affecting research performance and to then discuss them (in confidence) with the DoR, so that appropriate support can be provided. All REF-eligible staff were able to submit at least one published output for inclusion in the submission and no exemptions from this requirement were requested.

3. Income, infrastructure and facilities

3.1 Research Income

During the period, we have (a) boosted our external research funding fivefold, compared to the preceding period, (b) increased the number of staff involved in successful funding applications fourfold, (c) diversified our sources of funding, with awards obtained from eleven different bodies, and (d) increased our capacity to apply for major grants in future, by facilitating development of networks and collaborations (see also §4). Significant awards during the current cycle include:

Large collaborative grants

- 'Grief: A Study of Human Emotional Experience' (**Ratcliffe & Richardson**, AHRC, £814,153, with £94,677 during the assessment period);
- 'Learning from Fiction' (**Currie**, Leverhulme Trust, £342,223, with £82,293 to York (£45,995 during the assessment period)).

Research networks

- 'History of Analytic Philosophy' (**Beaney**, AHRC, £32,172);
- 'Cognitive and Aesthetic Values in Cultural Artefacts' (**Lamarque**, AHRC, £26,038);
- 'Reason, Right and Revolution: Practical Philosophy between Kant and Hegel' (**Clarke**, AHRC, £35,514);
- 'Analytic Perspectives on the Beatific Vision' (**Efird**, John Templeton Foundation (JTF), £9,286).

Research fellowships

Staff members have been awarded 10 personal research fellowships from 6 different funders:

- **Debus** (JTF, £46,597);
- **Leng** (Leverhulme Trust, £44,543);
- **O'Neill** (Institute for New Economic Thinking (INET), £50,648; Independent Social Research Foundation (ISRF), £46,168; Leverhulme Trust, £46,157; ISRF, £49,719);
- **Piller** (Fonds National de la Recherche Luxembourg, £46,899);
- **Thomas** (JTF, £26,308, ISRF £42,829);
- **Wigglesworth** (EU Marie Skłodowska-Curie Actions, £169,123 (£6,533 during the assessment period)).

3.2 Department Structures for Supporting Research, Funding, and Impact

Current structures were devised specifically to advance our ten strategic priorities (§1.2), with an emphasis on significantly revising our approach to external research funding. As detailed in (§1.6), the **DoR** has overall responsibility for implementing research strategy and assessing staff members' research needs. This includes (a) chairing regular meetings of the **DRC**, which implements strategy, monitors research leave, and reviews proposals from prospective postdoctoral fellows; (b) holding annual one-to-one meetings with staff, to advise on research and funding plans; and (c) supporting grant applications in progress. The DoR is supported by a dedicated **Impact Lead** (§1.7), also a member of DRC. Significant recommendations made by the DoR, Impact Lead, and DRC are discussed at meetings of the **DMT**, where Department-level decisions are made concerning any changes to strategies and procedures. Although the DMT does not involve all staff, it includes an 'open seat', so that others who wish to do so can participate and contribute to policy.

This organizational structure is complemented by structures to facilitate the research process itself. The six **Research Clusters** (§1.5) support production of high-quality research, interdisciplinary activities, and funding applications in specific areas of departmental expertise. In conjunction with these, department-wide activities (such as the Research Colloquium, Royal Institute of Philosophy Public Lectures, and Work-in-Progress meetings) sustain an integrated, inclusive research culture, where colleagues learn about one another's research and share ideas.

The Department occupies its own building, with individual staff offices with up-to-date IT equipment, a dedicated seminar room for group research and social activities, and IT facilities for use by PGRs. There is a substantial, open-plan social area immediately inside the main entrance, with comfortable furniture, coffee-making facilities, and a kitchen. It provides a lively, convivial atmosphere, generating constant research conversations between staff members and PGRs throughout the day, furthering our goal of maintaining a cohesive, supportive research community.

Staff have access to an annual research allowance of £1000 p.a. from the Department, to support research-related travel and other activities. Applications for expenses are required to explain how the activities support the Department's research strategy. Where those activities contribute to funding applications or impact plans, the amount awarded can be significantly higher.

Since 2015, the Department has focused strategically on developing new structures and processes to support research funding applications (see also §§1.6-7). We entered the current assessment period without a history of prioritizing research grant capture. Management and research structures introduced since then have elicited a marked change in research culture. We have achieved our goal for the current period of a fivefold increase in the Department's average annual research income. With large grants already in place and others in the pipeline, we can already be confident of doubling this during the coming period and our aim is at least to treble it. For instance, the AHRC-funded project 'Grief' (**Ratcliffe** and **Richardson**), which began on 1st January 2020, involves an average expenditure of approximately £200,000 p.a. over four years. Two other large projects begin in 2020-21: 'Deluded by Experience' (**Noordhof**, Co-I, AHRC, £194,542 (£67,923 to York) and 'Trustworthy Autonomous Systems Node in Resilience' (**Thomas**, Co-I, EPSRC, £3 million, with £206,015 to York Philosophy).

This pronounced shift in our research funding culture has been aided by significantly increased integration between Department- and University-level infrastructure (in particular, the **HRC** and **Research Themes** (§§1.8; 3.3)). This has proved especially helpful in promoting a more outward-facing, collaborative ethos, resulting in a pronounced intensification of interdisciplinary research by Department members, with associated research funding plans.

3.3 Institutional Level Support for Research and Impact

The **HRC** (IES§46) provides invaluable additional research support. Its team of specialists assists with grant applications by identifying funding sources and potential collaborators, providing detailed feedback on applications in-progress, and calculating costs. The HRC also facilitates interdisciplinary research by organizing and hosting collaborative activities involving multiple departments (e.g., a Medical Humanities day in Spring 2019, which led to ongoing interactions between the 'Grief' project and researchers in York's Social Policy Research Unit). Other activities are supported by interdisciplinary centres, such as the Centres for Renaissance and Early Modern Studies (**CREMS**) and Modern Studies (**CModS**) (see §4.1.1), and by the university's **Research Themes** (see §1.8).

The HRC also provides workspaces for PGRs, postdoctoral researchers, and visiting researchers, cultivating a richly interdisciplinary research community that complements the Department's strategy. Additional bookable rooms are used by staff and research students for events such as seminars, lectures, and conferences.

The HRC's **Impact Managers** and **Impact Administrator** work closely with the Department's **Impact Lead** and those Department members directly involved in impact-generation, to help develop partnerships and provide administrative support for recording research impacts (IES§49). At University level, an annual **Research Impact Conference** promotes interdepartmental sharing of expertise and best practice.

Staff members can apply to University-wide funds to support collaborations, grant applications, and impact activities. Funds include the **Research Champions' Priming (RCP)** funds, **University Research Priming (URP)**, **Global Challenges Research Fund (GCRF)**, and **YIAF** (§1.7, IES§50). A total of £47,621 from these funds was awarded to eight projects by six Department members during the period, to facilitate some of the international and interdisciplinary collaborations described in §4 (e.g. **Stoneham's** work on trauma and dreaming in UK and Africa; **Allen's** work on perception).

Across HEIs, collaboration with Leeds and Sheffield is supported by the White Rose Universities Consortium (IES§6). Over the assessment period, White Rose funding has supported the following cross-institutional initiatives, in which the Department participates: the Centre for the History of Philosophy, currently based at York (ChiPhi); the White Rose Aesthetics Forum; the White Rose Early Careers Ethics Researchers group; the White Rose Postgraduate Philosophy Forum; and collaborative projects on 'AI Law and Ethics' and 'Luther as Philosopher'.

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

4.1 Research Collaborations

4.1.1 Interdisciplinary Collaborations

Since 2015, our research strategy has involved developing extensive interdisciplinary research collaborations, in order to bring fresh perspectives from other disciplines to our research, uncover new applications for philosophical ideas, open up funding opportunities, and generate impact. Highlights include:

Cross-disciplinary Approaches to Issues in Perception: **Allen** has collaborated on the theme of 'experimental philosophy of perception' with **Quinlan** (Psychology, York) and psychologists and philosophers at Manchester and UEA, leading to several co-authored papers. A 2017 British Society of Aesthetics-sponsored workshop brought together our philosophers of perception, with aestheticians and artists to explore how thinking about art can illuminate the limits of perception.

Ethical Issues Surrounding Autonomous Systems: **Holland, Porter, and Thomas** (PGR) have developed close links with Computer Science at York, via shared interests in the ethics of autonomous systems. **Holland** advised on the 'Culture Aware Robots and Environmental

Sensor Systems for Elderly Support' (CARESSES) project, co-funded by the EU and Japan's Ministry of Internal Affairs (2017-2020), while **Porter** co-authored with Computer Scientists two publications on the ethics of autonomous systems. Collaboration between Philosophy and Computer Science on this topic will continue beyond the REF period, through our involvement in the multi-disciplinary EPSRC 'Trustworthy Autonomous Systems Node in Resilience' project (**Thomas**, 2020-24), also involving collaboration with Mathematics and Law.

Healthcare Ethics: Holland is a joint appointment with the Department of Health Sciences, which involves him in a number of collaborations on healthcare ethics. He is a Co-I on 'Partnership for REsponsive Policy Analysis and Research' (PREPARE) project, which supports policy-making by providing fast, responsive analysis for the Department of Health and Social Care. Holland co-created the 'Chronic Disorders of Consciousness' research centre with Law and Sociology, leading to his co-authored research on the ethical treatment of patients in a persistent vegetative state.

History of Philosophy: Department members participate in York's period-based research centres, **CREMS** and **CModS**, bringing them into dialogue with colleagues from across the Arts and Humanities. Collaborations with these centres include **Allen's** convening of a CModS phenomenology research strand, 'Back to the Things Themselves' (2015-16), and **Stoneham's** 2016 workshop on 'Edward Herbert on Reason, Religion, and Toleration'.

Justice and Equality in Political Institutions: We collaborate extensively with colleagues in Politics, Law, and Economics, e.g. **Thomas's** work on financial regulation, and **O'Neill's** work on taxation, which led to the co-edited volume *Taxation: Philosophical Perspectives* (2019), with contributions by economists, legal theorists, and political scientists. O'Neill has also collaborated with the Joseph Rowntree Foundation and the Democracy Collaborative on philosophical issues surrounding flood insurance and community wealth building (ICS2).

Non-perceptual Sensuous States: Several researchers have longstanding interests in 'non-perceptual sensuous states', including dreaming, imagination, memory, and hallucination. This has generated a number of research and impact collaborations. E.g. **Stoneham's** work on dreaming led to a collaboration with Dzmityr Karpuk of the **Complex Trauma Therapists' Network UK (CTTN)** on (a) the risk of re-traumatization associated with narrative therapeutic approaches and (b) evidence for the effectiveness of embodied approaches (§4.2.1); **Ratcliffe's** work on bereavement hallucinations led to participation in an International Consortium for Hallucination Research interdisciplinary working group on the topic, culminating in a multi-authored article in *Schizophrenia Bulletin* (2020). Work on non-perceptual sensuous states is also integrated into **Ratcliffe** and **Richardson's** 'Grief' project, which involves working with researchers in several disciplines, along with clinicians, and into **Noordhof's** 'Deluded by Experience' project, developed over the assessment period with Sullivan-Bissett (Birmingham).

Philosophical Issues Concerning the Significance of Cultural Artefacts: The AHRC-funded network, 'Cognitive and Aesthetic Values in Cultural Artefacts' involved three interdisciplinary workshops with philosophers, archaeologists, palaeontologists, literary theorists and film theorists (**Lamarque**, 2014). In his Leverhulme-funded 'Learning from Fiction' project, **Currie** is also engaging with cultural artefacts, by working with philosophers and psychologists to develop cutting-edge experimental methods to improve our understanding of learning from fiction.

4.1.2 International Collaborations

We have collaborations with philosophers and researchers in other disciplines from all over the world, giving our work considerable international reach and supporting our strategic priorities (§1.2) to build our portfolio of world-leading research (4), develop collaborative projects (5), and strengthen our research profile and ability to attract PGR students (8). Examples include:

Europe

- **Italy:** An ongoing collaboration (**Ingram**, **Stoneham**) with the Centre for Philosophy of Time in Milan included the 2018 'York-Milan Conference on Mind & Metaphysics', organized by **Ingram**, a Senior Member of the Centre.

- **Luxembourg:** The Luxembourg National Science Foundation (Fonds National de la Recherche) funded the project 'Epistemic Normativity: Configuring the Debate' (ENCODE) (2017-18), enabling **Piller** to work with Frank Hofmann (Luxembourg University). A joint paper appeared in *Analysis* (2019).
- **Netherlands: Holland's** 2019-20 'Trust and Public Health Information' project is funded by the York-Maastricht Partnership (IES§6), as is the 'Ethics of Debt Network' with **Thomas** as Co-I (2019-present).
- **Portugal: O'Neill** is a collaborator on the project 'UBIEXP - The Political Philosophy and Epistemology of Basic Income Experiments', funded by the Portuguese Foundation for Science and Technology at the University of Minho, Braga.
- **Spain: Leng** was involved in two consecutive Spanish government-funded research projects on abstract objects, with colleagues at the University of Santiago de Compostela. This included editing a journal special issue comprised of project articles and co-supervising a project PGR.
- **Sweden: Gustafsson** is a core member of the 'Climate Ethics and Future Generations' project, funded by the Swedish Foundation for Humanities and Social Sciences (2018-2023).
- **Switzerland: Currie and Lamarque** collaborated on the Aesthetic Mind project (Fribourg/Goettingen Research Group), at the University of Fribourg.

Africa

- **Ghana/Kenya/Uganda: Stoneham** has co-hosted three workshops with the Universities of Nairobi, Ghana, and Makerere on 'Dreams and Dreaming: African Perspectives' (2018-20), funded by the Worldwide Universities Network and the GCRF QR allocation. He is now co-editing a collection of essays by African researchers on the topic.
- **Tanzania: O'Neill** has published an exchange with Zitto Kabwe (leader of the ACT Wazalendo party in Tanzania) on African Socialism, in the journal *Renewal* (2018).

Asia

- **Israel: Currie's** collaboration with Tzachi Zamir (Department of English, Hebrew University) involved a research visit in 2017, leading to a joint paper.
- **Japan: Stoneham** co-hosted a 2016 conference with the University of Kyoto on 'Reason: Difference and Toleration in Early Modern Europe', funded by the Daiwa and Sasakawa Foundations. It was co-organized with Takefumi Toda (Kyoto), who had been a visiting academic at York. This led to a special issue, with English language papers by **Stoneham, Hutton** and **Thorsson** (PGR) translated into Japanese.
- **Turkey: Lamarque** has an ongoing research collaboration with Stein Haugom Olsen at Bilkent University. In 2019, they published a revised edition of their co-edited anthology, *Aesthetics and the Philosophy of Art*.

The Americas

- **Canada: O'Neill** is External Advisor to the Social Justice Centre at Concordia University, Montreal.
- **USA: Clarke's** collaboration with Gabriel Gottlieb of Xavier University, Cincinnati, included the AHRC-funded project, *Reason, Right, and Revolution: Practical Philosophy between Kant and Hegel* (2017-2019).

4.2 Engagement with Key Research Users and Society

4.2.1 Knowledge Exchange Partnerships

We have strong institutional support for knowledge exchange, including the YIAF scheme (IES§50, which has supported the development of valuable collaborations in line with our strategic priorities. In addition to engagements detailed in our impact case studies, knowledge exchange partnerships include:

- **The Blazing World of Margaret Cavendish (Allen, Stoneham):** This project, sponsored by CREMS and the Culture and Communication Research Theme, included production of a pamphlet for **English Heritage** for use at Bolsover Castle.
- **Dreams, Nightmares, and Complex Trauma (Stoneham):** Stoneham's collaboration since 2017 with Dzmitry Karpuk of the **(CTTN)** has led to the development of a new

therapeutic technique, the SEER method, which, by 31st July 2020, had been disseminated via CPD training sessions to 315 therapists.

- **Philosophy and the Spiritual Life (Efird)**: Working with **York Minster**, Efird co-hosted a workshop on the spiritual life and contributed a session on 'Philosophical Issues in Theology' to the York Diocesan training programme.
- **Public Health Research and Communication (Holland)**: As well as helping to establish a Research Ethics Committee for **Public Health England (PHE)**, Holland has advised PHE on the conduct of public health campaigns, via the PHE-funded research study, 'Be Clear on Cancer'.
- **The Value of Ruins (Lamarque)**: Work with Nigel Walter, of the firm **Archangel Architects**, articulated aesthetic issues relating to conservation of historic buildings, leading to two co-authored publications.

4.2.2 Public Engagement

We have been proactive in developing our public engagement activities to raise the profile of our research. We host a Royal Institute of Philosophy funded public lecture series, along with various other themed lecture series (e.g. 'Doing the Right Thing', 2015). Our social media accounts and YouTube channel also disseminate our research in accessible ways, including a series of recent videos on 'Philosophy in a Time of Coronavirus'. Institutionally, public engagement by staff and PGRs is supported via media including the annual YorkTalks series, the York Researchers' Night (YorNight), and York's annual Festival of Ideas (IES§13). Staff are involved in many other external public engagement activities nationally and internationally, including public lectures, podcasts (e.g. PhilosophyBites), radio broadcasts (e.g. In Our Time, Free Thinking), blog posts, and magazine and newspaper articles (including newspaper interviews with **O'Neill** (Chile) and **Stoneham** (Iran)).

4.3 Sustainability of the Discipline and Indicators of Influence

4.3.1. Learned Society Roles

In 2019, **Currie** was elected a **Fellow of the British Academy**. Other staff have occupied roles on the following learned societies: *British Philosophical Association* (Executive Committee member: **Stoneham**), *British Society for the History of Philosophy* (Management Committee Secretary: **Clarke**); *European Society of Philosophy and Psychology* (Programme Chairs: **Debus**, **Richardson**); *International Association for the Philosophy of Time* (Advisory Board Member: **Ingram**); *International Berkeley Society* (Vice-President, 2016-20; President, 2020- : **Stoneham**); *Mind Association* (Executive Committee member: **Leng**); *Society for Christian Philosophers* (UK Region Chair: **Efird**).

4.3.2 Advisory Roles

Advisory roles contributing to sustainability of the discipline include:

- **Secondary Education**: **Stoneham** advised the DfE on the Subject Content for the revised Philosophy A-level (including adding female authors to all key text lists).
- **Higher Education**: **Stoneham** is Honorary Treasurer for the UK Council for Graduate Education. Other staff have acted as External Programme Reviewers for universities including Liverpool (PPE, **O'Neill**), Oxford (PPE, **Stoneham**), and Nazarbayev University, Kazakhstan (Foundation Programme in Humanities and Social Sciences, **O'Neill**). Staff members currently act as External Examiners for seven HEIs.
- **Government**: **Currie** advised the Czech Ministry of Higher Education on their review of Philosophy Departments. **Noordhof** was on the German Government's DFG Excellence Initiative Review Panel for *Clusters of Excellence* and *Graduate Schools*.

4.3.3 Editorial Roles

The journal *Mind and Language* has been based at York since 2016 (Editor-in-Chief: **Currie**; Associate Editor: **Richardson**). **Clarke** is Commissioning Editor (Translations) for the *British Journal for the History of Philosophy*. **Leng** is Associate Editor of the *British Journal for the Philosophy of Science* and Consulting Editor for *Theoria*. **O'Neill** is Commissioning Editor for

Renewal and Associate Editor of the *Journal of Moral Philosophy*. **Richardson** is Associate Editor of *Philosophical Explorations*. The Department hosted *Mind* until 2015 (with **Allen**, **Efird**, and **Stoneham** serving as Associate Editors, and **Noordhof** as Reviews Editor). **Efird** was Assistant Editor for the journal *Religious Studies* (2016-18).

Department members sit on the Editorial Boards of 14 other journals, White Rose University Press (**Stoneham**), and Oxford Bibliographies Online (**Lamarque**). We are also very active in refereeing books and articles for a range of UK and international journals and publishers.

4.3.4 International Talks

Department members have given numerous invited lectures during the current cycle, in 35 countries. Three staff members spoke at events dedicated specifically to their work: an Italian Society of Aesthetics Conference on **Lamarque's** book *Work and Object* (Verona, 2018), which featured an Italian translation of the book and led to an edited volume on Lamarque's work; two workshops on the work of **Currie** (Valencia, 2016; Miami, 2018, where he gave their annual Olazabal lecture); and a workshop on **Allen's** colour perception research (Potsdam, 2020). Examples of other high-profile international Keynote Lectures include: 'Perceiving at a Distance' (**Richardson**, Antwerp, 2016); 'Annual Conference of the International Merleau-Ponty Circle' (**Ratcliffe**, Fordham, 2019); 'Political Philosophy and the Future of Capitalism' (**O'Neill**, Waseda University, Tokyo, 2019); 'Taiwanese Metaphysics Colloquium' (**Leng**, Taipei, 2020).

4.3.5 Developing Collaborative Arrangements for PGR Training

As Dean of the York Graduate School (2015-2020), **Stoneham** was closely involved in the WRoCAH doctoral training partnership throughout the assessment period. He was PI on a successful £14.2m bid for renewal of the Doctoral Training Programme in 2017-18, securing 240 AHRC-funded PhD studentships over five years from October 2019 (IES§34).

4.3.6 Services to Research Councils

Stoneham is a Strategic Reviewer for the AHRC Peer Review College (2014-), and served as Panel Chair (2015, 2019) for Leadership Fellowships. He has also led induction training for new members and chaired focus groups for the AHRC. He received Outstanding Contribution Awards in 2017, 2019, and 2020. **O'Neill** is a member of the AHRC review panel for Impact and Engagement funding (2016-), the ESRC Peer Review College, and the peer review group for the UKRI and British Academy Global Challenges Research Fund (2016-2020).

Department members have also assessed grant and fellowship proposals for the following bodies: AHRC (**Currie**, **Ratcliffe**, **Stoneham**); Australian Research Council (**Currie**); British Academy (**Currie**); Belgian FWO (**Leng**, **O'Neill**); Einstein Foundation, Berlin (**Thomas**); Irish Research Council (**Leng**, **O'Neill**, **Stoneham**); Independent Social Research Foundation (**O'Neill**, **Thomas**); Israel Science Foundation (**Leng**, **O'Neill**); Leverhulme (**Currie**, **Ratcliffe**); Lingnan University (**Currie**); National Science Centre of Poland (**Stoneham**); Netherlands NWO (**O'Neill**); Royal Irish Academy (**Lamarque**); Royal Society of Canada (**Lamarque**); Wellcome Trust (**Thomas**).