

Institution: Keele University
Unit of Assessment: UoA30 Philosophy
<p>1. Unit context and structure, research and impact strategy</p> <p><u>1.1 Unit's context and structure</u></p> <p>Philosophy is a small but research-intensive unit in the faculty of Humanities and Social Sciences. It has a substantial graduate community and a lively programme of conferences and graduate events. In this REF period, Philosophy exponentially increased its range of collaborative projects. It also reshaped its research environment by establishing itself as a centre for Kantian Studies and expanded the research base for its impact activities.</p> <p>In REF2014 Philosophy was part of the School of Politics, Philosophy and International Relations, which reconfigured in 2019 into the School of Social, Political and Global Studies where it was joined by Criminology, Sociology and Education. At School level, research is managed by the Head of School (HoS) and the School Research Director, supported by the School's Research Committee, which includes the School's UoA Leads, the PGR student Lead, and the Senior School Manager. Research strategy, priorities and performance are the responsibilities of Heads of School, supported by the Faculty Dean of Research and the Faculty Executive Dean, and are coordinated through the Faculty's Research Committee.</p> <p>The five core researchers in the unit (Allen, Baiasu, D'Oro, Head, Tartaglia) have crosscutting research strengths in the areas of Kantian studies (Baiasu, D'Oro, Head), history of philosophy (Baiasu, D'Oro, Head, Tartaglia), metaphysics (Allen, Baiasu, D'Oro, Head, Tartaglia), and a shared underlying concern with metaphilosophical questions. They also have intersecting research interests with colleagues submitted to other UoAs in ethics and professional ethics (Baiasu, Jonathan Hughes, Wrigley) and normative political philosophy (Baiasu, Monica Mookerjee).</p> <p>This extended cross-school research environment is overseen by the Forum for Philosophical Research, which coordinates, and provides a public front for, the activities of two centres: the Centre for Professional Ethics at Keele (PEAK), created in 2002; and the Keele-Oxford-St Andrews Kantian (KOSAK) Research Centre, which began its activities in 2014. Since its inauguration in 2008, the Forum has a yearly lecture (The Jean-Jacques Rousseau annual lecture) and conference with international speakers. Other routine activities of the Forum include the following fixtures: reading groups; staff work in progress seminars, graduate seminars, the organization of the Royal Institute of Philosophy lectures and of other conferences in conjunction with PEAK and KOSAK.</p> <p><u>1.2 Progress against 2014 research objectives</u></p> <p>In 2014 Philosophy had just embarked on a strategic redirection of its research environment motivated partly by a decline in professional doctorate applications and partly by an attempt to reflect its growing reputation as a centre for Kantian Studies and a shared concern in metaphilosophical issues.</p> <p>In the period 2014-2020 the unit faced the following challenges:</p> <ol style="list-style-type: none"> Growing PhDs in more traditional areas of the subject in response to declining demand for professional doctorates in medical ethics Maintain a high level of grant capture per capita despite a shift in the predominant research focus. Explore new avenues for achieving impact beyond the area of professional ethics <p>Philosophy's objectives in the period 2014-2020 should be understood against the background of this intellectual re-orientation, from professional ethics to more traditional areas. These objectives were:</p> <ol style="list-style-type: none"> 1) to develop further excellence in individual research

- 2) to increase the external visibility of the unit through funded collaborative projects
- 3) to increase the number of research students beyond the area of professional ethics

The unit has achieved all of its aims, and exceeded them, in a number of areas as detailed below:

1) All colleagues have made important contributions to the discipline during the assessment period. Dr Allen is a metaphysician whose expertise on properties has led to invitations to provide expert evidence to The House of Commons and the Scottish Parliament (cf. 1.4). Prof Baiasu has made extensive and significant contributions to Kant studies and ethics which have been recognized by the award of the prestigious Ad Astra prize and the nomination for a Humboldt Research Prize by the University of Siegen for his work on Kant (cf. 4.4). Dr D'Oro has made a long-standing contribution to Collingwood studies and metaphilosophy. Dr Head has brought the philosophy of Anne Conway to the attention of a larger audience. Prof Tartaglia has made a significant contribution to metaphilosophical debates on the meaning of life, and through his ICS (Jazz-Philosophy fusion) to the public understanding of philosophy. Prof Wrigley's research (outputs entered in Law UoA) has made major contributions to professional ethics that greatly influenced the shaping of public policy and significantly contributed to the use of an analytic philosophical approach to engage with issues of applied ethics and policy. Noteworthy among those selected as outputs are Allen's "Kinds behaving badly: intentional action and interactive kinds", (*Synthese*, which prompted the invitation to provide expert evidence), Baiasu's "Right's Complex Relation to Ethics in Kant" (*Kant Studien*) and "Constitutivism and Kant's Transcendental Philosophy: how to pull the Rabbit out of the Hat" (*Philosophia*); D'Oro's "Collingwood's idealist Metaontology" in D'Oro and Overgaard (ed.) *The Cambridge Companion to Philosophical Methodology* (2017); Head's *The Philosophy of Anne Conway* (Bloomsbury 2020) and *Philosophy in a Meaningless Life* (Bloomsbury 2016) *God and Titans*, (Bloomsbury 2020) both by James Tartaglia. Researchers in philosophy presented at a large number of conferences as invited and keynote speakers and took up several non-stipendiary fellowships (cf. 4.4). The outputs selected are the tip of a large iceberg. Publications during this period soared (with approximately 100 items uploaded to the Keele repository) and included several high-profile edited collections and numerous guest-edited special issues (cf. 4.1).

2) The unit increased its external visibility by intensifying research collaborations (cf. 4.1) often enabled by substantial external grant income from a wide and diverse range of funders (such as Marie Curie, British Academy, Templeton, Royal Institute of Philosophy, APRAF, Nuffield Council on Bioethics Commission, ECPR, Barrow-Cadbury Trust) which facilitated research cooperation between academics from different institutions and between academic and non-academic partners (cf. 3.2). Philosophy also enhanced its external visibility through the organization of many events at Keele and other venues. In addition to the yearly conferences supported by the Forum for Philosophical Research and KOSAK ("Themes from the Work of Howard Williams", 2014; "Kant's Doctrine of Virtue", 2015; "Justice and Responsibility", 2016; "The Moral Law", 2017; "Kant's Republican Idea: Ethics, Politics and the Problem of Progress", 2018), the following conferences also took place at Keele: "Schopenhauer's *Fourfold Root*" (2014); "Loss, bereavement and compassionate care: Challenges and Opportunities in the Criminal Justice System" (2014); "The Ethics of Disordering" (2016); "30 Years of Medical Ethics and Law: looking back, moving forward" (2017); "The Role of Compassion in decision-Making when working with Vulnerable and Marginalized people" (2018). Conferences and panels were organized outside Keele in Berlin, Siegen and Oxford with funding from Baiasu's British Academy Newton grant (cf. 3.2) and other venues with ECPR funding to The Kantian Standing Group and Templeton.

3) PhD completions in the assessment period closely approximated to an average of one PhD per member of staff. This is a significant result obtained against the background of a re-direction in the areas of supervision. This objective was achieved by:

- a) Boosting recruitment through the unit's participation in the AHRC North-Western consortium Doctoral Training Partnership (AHRC NWC DTP).
- b) Promoting the Philosophy MRes and MPhil as feeders to the PhD.

- c) The organization of several summer schools for graduate students and postdocs and graduate conferences funded by the AHRC NWC DTP, aimed at raising the visibility of the unit among the UK postgraduate community (cf. 2.3)

1.3 Strategic objectives for 2025

In the next five years, Philosophy will seek:

1. To continue to support excellence in individual research by nurturing the environment for the preparation and submission of work to high-quality journals and top publishers.
2. To further enhance visibility of the unit through collaborative projects supported by external funding bodies (as well as internally); and the organization of events supported by the Forum, KOSAK and PEAK.
3. To maintain and, if appropriate, increase, in a sustainable manner, the number of research students registered on PhD degrees.
4. To pursue a broad-based approach to impact development aimed at widening further the research base from which impact activities are pursued.

1.4 Enabling Impact

Colleagues engaged in impact activities are supported by the Research and Innovation Support Enhancement (RaISE) team (cf. 3.1). This support includes extensive training in impact and public engagement activities and access to the faculty's Impact Acceleration fund. Support mechanisms to incentivise impact activities are also built in the School's approach to staff development and include flexible research leave (for time-sensitive work) and a flexible work allocation model for additional research time. (cf. 2.2). The support mechanisms within the faculty and the school ensure that Philosophy is well-equipped to navigate the challenges faced by relatively small units which seek to generate high-quality impact activities from their research.

At unit level the main strategy regarding impact has been that of:

- a) broadening the research base from which impact cases are drawn, reflecting the adjustment in research focus and areas of postgraduate supervision.
- b) enabling early identification of impact activities to ensure the vitality and sustainability of the unit beyond 2021.

The unit identified several impact activities underpinned by research outside the area of professional ethics. Allen's contribution to the public understanding of the sex-gender distinction on social media platforms (cf. 4.2) drew attention to her work as a metaphysician of properties and kinds and led to an invitation to provide an expert opinion for the House of Commons Consultation on the Revision of the 2004 Gender Recognition Act. October 2018. (Letter sent to Baroness Nicholson on October 12th, 2018). She was also asked to provide the Scottish Parliament with an expert opinion on the proposed Census (Amendment) Scotland Bill, Published 7th February 2019 regarding the proposed change to the wording of the Scottish census to remove the category of 'sex' and replace it with self-identified gender. Baiasu's British Academy Newton Advanced Fellowship which sought to develop a theoretical framework for the resolution of deep ethical conflicts through ethical reasoning (cf. 3.2) would have led to the creation of a Research Centre for Justice and Critical Ethics at the University of Kocaeli (Turkey), had it not been for the unfair dismissal of many academics, including the co-applicant Ruhi Demiray due to the political situation in Turkey. Baiasu's extensive research in Kant's ethics also informs an attempt to influence public policy regarding the distribution of health resources. He is working closely with James Doble, Assistant Director Governance and Monitoring Officer at Stoke-on-Trent City Council and a member of the Senior Management Team, to develop an application for an AHRC Collaborative Doctoral Award on distributive justice and desert in association with the Council and the Labour Party. Tartaglia's has captured themes from his two monographs in song by fusing Jazz and Philosophy. The two impact cases selected, James Tartaglia's "Jazz-Philosophy fusion" and Anthony Wrigley's "Integrating Ethics into Policy and Practice for Issues on the Margins of Life", reflect the unit's strategy to broaden the research base from which its impact cases are drawn

while maintaining continuity with its past. Tartaglia's impact case reflects the unit's attempt to broaden its portfolio of impact activities; Wrigley's impact represents continuity with areas of research excellence from REF 2014.

The impact activities not selected as case studies in this assessment period will be nurtured in the next and will benefit from the same school and faculty level support mechanisms.

1.5 Interdisciplinary research

The promotion of interdisciplinarity has a long pedigree at Keele since the university started its life as an institution that offered only or primarily joint honours degrees and has been recently further consolidated by the creation of three interdisciplinary Research Institutes, amongst these the Keele Institute for Social Inclusion (KISI), a pan-institutional, interdisciplinary institute that enables researchers to develop new communities for impact of which all philosophers are members (cf. 3.1). The two impact cases submitted are highly interdisciplinary. Tartaglia's impact case study (Jazz-Philosophy Fusion) involves a close collaboration with jazz musicians and actors. Wrigley's impact case study (Integrating Ethics into Policy and Practice for Issues on the Margins of Life) involves collaborations with academics in Law and Medicine and Health Sciences. Baiasu's research on Kant's ethics and its implications for the distribution of health resources have involved a collaboration with John Solas, a sociologist at Bradford University, and some of Jonathan Head's work on Anne Conway is at the intersection of Philosophy and Theology and has appeared in theological journals. In addition, the co-presence of Philosophy and Politics within the same school enabled the joint organization (by Politics and Philosophy) of reading groups and seminars for staff and visiting speakers which funded through the School's Research Strategy Fund (RSF3).

1.6 Open research environment

This Unit is at the forefront of developing an open research environment; research outputs are made openly available, which began in advance of the current REF policy and is reflected in its 100% open access compliance for REF 2021. The Unit goes beyond the REF policy by also making book chapters openly available for others to utilise. The Unit works with partners to seek external funding for open research and has secured Gold access for three publications in this REF period. Where this has not been possible, it utilises Keele's research repository.

1.7 Research integrity

Keele has an effective system in place for sustaining and enhancing research integrity, with which the unit engages, including through the Faculty's Research Integrity Champion (cf. REF5a). This ensures that our research complies with frameworks and standards set by funders and other bodies, and it provides colleagues with opportunities to attend seminars and training on a range of topics, including conducting research with vulnerable participants, exploring sensitive topics, and managing research data. The Faculty's Ethics Research Committee reviews all grant applications including sections on ethical information. These faculty-wide systems ensure that Philosophy can nurture a culture of good practice and research integrity without imposing a disproportionate burden on a relatively small unit.

2. People

2.1 Unit profile and staffing strategy

Philosophy comprises 5 full time members of staff (Dr Sophie Allen, Prof. Sorin Baiasu, Dr Giuseppina D'Oro, Dr Jonathan Head, Prof. James Tartaglia). Dr Allen (whose areas of expertise are metaphysics, philosophy of language metaphilosophy and philosophy of mind) and Dr Head (whose areas of expertise are history of early modern philosophy, Kant and Schopenhauer and who completed his PhD at Keele under the supervision of Prof Baiasu) were appointed in this REF period to complement existing research strengths and ensure appropriate coverage of supervisory needs at postgraduate level. The unit is well-balanced in terms of seniority (of the five, two are lecturers, one reader, and two professors, with two promotions to professor in the REF period: Sorin Baiasu and James Tartaglia). There is also a good gender balance (2 female / 3 male). The unit is internationally and ethnically diverse with 2 out of 5 being citizens of states other than the UK and one from an ethnic minority group.

Philosophy's research environment is enriched by colleagues in the School of Social Political and Global Studies (Dr Monica Mookherjee), philosophers in Centre for Professional Ethics (PEAK) in the School of Law (Prof Anthony Wrigley, Dr Jonathan Hughes), Philosophy's Senior Research Fellow, Dr Stephen Leach, who completed his PhD under the supervision of Dr D'Oro, Dr Ruhi Damiray, mentored by Sorin Baiasu as part as the Intra-European Marie Curie Fellowship 2013-15, (cf. 3.2) as well as four post-doctoral visiting fellows (cf. 4.1). From September 2020, Dr Gabriel Dupré joined Keele on a three-year Leverhulme Early Career Fellowship, mentored by Dr Sophie Allen.

2.2 Staff development and support mechanisms for research and impact activities

Philosophy has a full and active commitment to Vitae's Concordat for Promoting Excellence in Research. Colleagues at all career stages benefit from professional training and development opportunities (including training on dissemination strategies, enhancing people's online research identity, open access and PGR student supervision) organized by the University's Academic Development team. At school level, researchers are supported through mentorship arrangements and ongoing appraisals.

Postdoctoral fellows are mentored by the member of staff leading the research project, are integrated in the unit's research culture, and are entitled to financial support for the organization of events. Early career staff have a mentor who advises them on all matters including research. Their workloads allow for more time to prepare new modules and for taking part in the Teaching and Learning in Higher Education Programme that leads to HEA fellowship accreditation.

All academic staff are appraised yearly by the HoS and School Director of Research. Discussions include past activities, plans for publications, grant applications and impact activities as well as consideration of milestones for progression in accordance with Academic Role Expectations.

As a norm, colleagues with significant responsibility for research have 20% of their time ring-fenced for research, with additional time awarded for significant public engagement and impact work. Research active staff are eligible to apply for one semester research leave every eight semesters (early career staff apply after 6 semesters), with pro-rata arrangements for part-time staff. Applications are reviewed by the Faculty Research Committee. Research leave may be brought forward (or postponed) to fit externally funded leave, accelerate time-sensitive impact work or allow for better management of teaching. For example, Tartaglia's leave was anticipated to enable him to step up the impact activities early in this REF cycle.

2.3 Research students

During the REF period 6 PhD students completed successfully with an average of 12 students registered each year on the PhD programme. The female to male ratio is approximately one to five, which is low but in line with the national average for Philosophy. The unit considered these figures as part of the Athena Swan submission (the School was awarded bronze in 2019) and deliberated on ways to encourage more vigorously talented female students to consider graduate studies in Philosophy.

Philosophy aims to recruit PGR's both internally and externally: the total population during the REF period was 84 FTE. Internally students are recruited through the MRes (which has a focus on Metaphilosophy) and the MPhil. There is a good balance of internally and externally recruited students with 11 students currently registered on the MPhil, indicating a steady flow of internal progressions to PhD beyond 2021.

A significant number of PhD students are in receipt of either external or internal funding. 6 are recipients of AHRC NWC DTP studentships (Philosophy is a member of the AHRC North-Western Consortium Doctoral Training Partnership with Prof Baiasu currently acting as lead for the Philosophy Pathway); 4 were awarded the faculty's Graduate Teaching Assistantships; 2 were funded by a combination of the Adrian Piper Research Archive & Keele Acorn Funding and Faculty funding; 1 received Faculty support through a fee-waiver and 1 was funded from the government

of their native country. Of these Gonzalez Estrada is now a Professor of Philosophy and Head of Department in Costa Rica and Head is a permanent lecturer at Keele. In addition, Adam Balmer, who completed in 2019 is now a teaching fellow at Leeds.

The Code of Practice on Postgraduate Research Degrees is the framework through which Keele University delivers its postgraduate research (PGR) degrees. All postgraduate researchers are also members of the **Keele Doctoral Academy (KDA)**, which was established in 2020 to encourage research collaboration across faculties, promote best practice, enhance the training opportunities available to postgraduates, and prepare them for careers beyond Keele. Responsibility for PGR students lie with the Faculty of Humanities and Social Sciences. The Faculty's Postgraduate Research Committee monitors student progress oversees student support and administers supervision and examination arrangements ensuring that the academic and pastoral needs of PGR students are fully met, thus enabling supervisors to focus on academic needs. Upon arrival PGRs receive an induction into the Faculty and the School during which they are acquainted with the facilities and support available to them, and the monitoring and progression requirements. Students have a lead supervisor with subject expertise and a second supervisor with complementary expertise. Colleagues with no prior supervisory experience are required to complete the 'Research Supervisor Development Programme' and are allocated a 'supervision mentor' until they have seen one research student through to successful completion.

Student progress is recorded on their Personal Development and Learning Plan (this outlines students' research objectives, programme of work, and supervisory meetings) and monitored via formal milestones which ensure students complete on time which are aligned with the Keele's PGR Code of Practice.

Training needs are identified and regularly reviewed through students' Personal Development and Learning Plans. Generic research training needs are met by the KDA, which offers a range of training events on topics including conference presentations, dissemination and networking strategies, grant applications and writing for publishing. Subject specific training needs are met through research training modules (e.g., "Metaphilosophy", "Philosophy of the Social Sciences", "Individual Research Orientation"). Students are encouraged to attend specialist courses, such as the yearly ECPR Summer School in Methods in Normative Political Philosophy organised either at Keele or other participating institutions by Prof Baiasu and other summer schools such as the 2017 Idealism and Autonomy of the Human Sciences Summer School with funding from the Templeton Foundation (D'Oro, Giladi Papazoglou). The doctoral pathway conference of the AHRC NWC DTP at which students from the 5 participating institutions showcase their research is often held at Keele and enables networking with PhD students from other institutions. Students who take the Higher Education Practice programme, leading to HEA accreditation, are allocated a teaching mentor.

PGR students are provided with high-quality and well-equipped office space and integrated in the unit's research culture. They are invited to present their research at the Philosophy Postgraduate Research Seminar, the conferences organized by the KDA, and to participate in all research events, including public activities. For example, Amy Kings and Aaran Burns took part with Sorin Baiasu in the Pint of Science series on "Are my shares different to yours? Probably; should they be? Probably not" (<https://pintofscience.co.uk/event/philosophically-speaking>) - the event sold out. Students are encouraged to apply for funding to present at conferences and to organise their own events. Adam Balmer and George Carpenter obtained school funding to organise the student-led "Scientism and Consciousness" conference at Keele in 2017. Amy Kings secured funding from the Udo Keller Stiftung Forum Humanum to present at the Claremont Philosophy of Religion Conference in February 2019. A good number of our PhD students successfully apply for internal faculty funding to present their research at conferences: Adam Swinbank received funding to present aspects of his PhD thesis at the British Idealism conference (Gregynogg 2015) and at the British Idealist Specialist group of the Political Science Association (Bristol 2016) by for the Research Strategy Fund (RSF2).

The faculty infrastructure for the administration of research, the internal funding available to research students and the participation in the AHRC Northwestern Consortium DTP have enabled a small unit to support a large graduate community relative to its size.

2.4 Equality, diversity and inclusion

The unit values diversity and is committed to equality of opportunity. The Chair of the Faculty Research Committee is one of our LGBTi role models. Our championing of diversity is evidenced in our explicit messaging in job adverts, and colleagues involved in staff and PGR recruitment undertake mandatory EDI training. EDI training (including 'bullying and harassment' procedures supported by awareness raising and training) is part of our induction processes for new staff and PGR supervisors. Senior colleagues receive additional training, including unconscious bias training (now being rolled out to all). Our commitment to EDI is also embedded in our structures the School has an EDI Committee (with an EDI Lead), which considers the EDI implications of decisions and procedures. The School received an Athena SWAN Bronze award in 2018, and the University has received a Bronze Race Equality Charter Award in 2019 and is now working towards its Race Equality Action Plan and is recognised as a Level 2 Disability Confident Employer.

New colleagues attend a day-long induction, including a session on EDI. Further training is offered via several other programmes, including the 'Research Supervisor Development' one (which all new PGR supervisors take) and the 'Recruitment and Selection' one (for staff on interview panels).

The unit further promotes gender equality by encouraging colleagues to engage with the relevant development opportunities offered by the University. Female colleagues have taken part in the Springboard programme and Aurora leadership development initiative and have benefited from women-focused promotion workshops and the female-only promotion mentoring scheme.

Support to colleagues with specific needs is provided through several channels. The 'Maternity Returners Fund' is aimed at colleagues coming back from maternity or adoption leave (cf. REF5a) and helps buy in sessional teaching or marking support. The School in which the unit is based is responsive to requests for flexible working (including timetabling adjustments) following maternity and adoption leave, as well as for colleagues with other caring responsibilities and those suffering bereavement. In addition, the School (working with Occupation Health) has ensured that any colleagues with disabilities or in need of specialist equipment have received the appropriate logistical support. Over the last cycle this has included furnishing individuals with voice-recognition software, specific hardware equipment, and appropriate office furniture. The research leave policy invites applicants to outline any circumstances (such as maternity or adoption leave, caring responsibilities, disability/ill health, or career breaks) that may have restricted their ability to demonstrate a track record of excellent performance in research and to communicate these, confidentially, to their Head of School and the Faculty Dean of Research, who will together assess the case. Colleagues on fractional contracts have the same opportunities to apply for research leave as those on full-time contracts.

The University has a mentoring scheme for female colleagues who are within a couple of years of promotion and offers specific promotion workshops for such colleagues. There are also opportunities to take part in the Springboard female personal development programme, and the Aurora female leadership development initiative, delivered by Advance HE.

All aspects of equality and diversity are taken into careful consideration in reviews of staff performance and promotions. The University-wide Academic Role Expectations explicitly state that career breaks, fractional appointments and personal circumstances are taken into consideration. They are similarly considered in annual staff appraisals, when past performance and future strategies and targets are discussed and agreed upon, as well as in promotion applications.

Close attention was paid to equality and diversity issues in the construction of the unit's REF submission, and all those in decision-making roles undertook specific REF E&D training. Outputs were selected for submission on the basis of quality, which was ascertained through a process of internal reading and assessment overseen by the UoA Lead. This was complemented by external assessment of outputs.

3. Income, infrastructure and facilities

3.1 Strategies for generating research income and supporting infrastructure

Philosophy's main challenge during the period, was to broaden the research base for funding applications to reflect the adjustments to its research foci.

At unit and School level the key strategy for generating research income has been to incentivise applications for external funding through operating a flexible work allocation model which considers time dedicated to grant applications (cf. 2.2) and encouraging the organization of internally funded small-scale events leading to larger projects. Colleagues can apply either for faculty funding aimed at pump-priming activities that will lead to grant proposals, or for school funding to enable small-scale activities leading to grant proposals such as travel to meet up with collaborators. To enable sharing of good practice the school runs workshops on grant writing and funding strategies, engagement, and impact activities as part of its annual research away day.

Colleagues are also encouraged to apply for funding for interdisciplinary collaborations from Keele's interdisciplinary research institutes, in particular, the Keele Institute for Social Inclusion (KISI) of which all philosophers are members. KISI offers a space for discussion, debates, and ideas-sharing between academics and non-academics, and provides an effective platform for researchers to build partnerships with civil society, creative organizations and businesses to develop coproduced projects. KISI provided small funding for a collaboration between Wrigley and Dana Rosenfeld (now at the University of Westminster) to carry out a rapid literature review, "Mental Health Across the Life Course and its Implications for Social Inclusion and Human Rights". It co-funded, together with the Royal Institute of Philosophy, the conference on "The Role of Compassion in decision-Making when working with Vulnerable and Marginalized people" (Keele 2018) which brought together academic and non-academic staff from health and palliative care, social work, justice and the prison service and charity sectors and enabled some of the impact activities detailed in Wrigley's ICS. KISI also enabled a collaboration between Baiasu and John Solas (Sociology, Bradford) on the distribution of health care resources from a Kantian perspective.

At faculty level the implementation of the unit's strategy is supported by the Research and Innovation Support Enhancement (RaISE) team. RaISE draws together professional services staff with expertise in research development, governance, integrity, ethics, contracts, public engagement, commercialisation, and impact. The team provides support for the development of research and innovation projects involving Keele University and its external partners, it routinely alerts the school to specific funding calls or new schemes and overviews a cross-disciplinary anonymous peer review system on grant applications which has improved the quality and effectiveness of research proposals, implementation and impact.

There has been considerable investment in training and personal development programmes related to research and impact at faculty level. DRIE organized workshops (often with external experts) on grant applications to specific funders or schemes and provided advice on navigating European funding opportunities post-Brexit. Similarly, there have been workshops on public engagement plans and activities, engaging effectively with policy makers, and developing links with charities and arts organizations, as well as the annual 'Impact and Engagement Festival' at which colleagues showcase impact arising from their research, and share best practice. Visiting speakers have included experts from Research England, Fast Track Impact, the National Council for Voluntary Organisations, the National Coordinating Centre for Public Engagement and other organizations. There has also been media and communications training with external coaches. This specific training is accompanied by a range of opportunities for personal development around

research, including programmes for early-career colleagues, coaching for mid-career staff, and schemes for the development of research leadership.

3.2 Research income

Philosophy's total grant income for this REF period exceeded £300,000, with an average of 43k for each year (26K in 2014), equivalent to a 66% increase in the yearly average income from the previous REF period. This was a significant achievement obtained against the background of a significant, strategic reshaping of the unit's research environment. The unit secured substantive external grant income from a wide and diverse range of funders including Marie Curie, British Academy, Templeton, Royal Institute of Philosophy, APRAF, Nuffield Council on Bioethics Commission, ECPR, Barrow-Cadbury Trust. Amongst the funding received are:

“A Kantian Approach to Current Tensions between Modern Law and Religious Commitments” (Marie Curie Intra-European Fellowship October 2013-September 2015, €310,000. Prof Baiasu - Scientist in Charge and Team Leader, Dr Ruhi Demiray (Kocaeli University, Turkey) - MC Postdoctoral Fellow. The research focused on the problematic relations between modern law and religious commitments, as they have been arising in contemporary European societies and Turkey, for instance, the French ban on face-veils or the new Turkish law on education envisioning courses on the Koran in public schools. The project enabled several publications by Ruhi Demiray as well as S. Baiasu (2017) "Kant's Critique of Religion: Epistemic Sources of Secularism", in *Diametros*.

“Dealing Ethically with Conflicts between deep Commitments: A Dual Critical-Hermeneutic Account” (Baiasu, Co-Applicant, 50% British Academy Newton Advanced Fellowship 2015-19, £56,000.) aimed to establish long-term cooperation between the host institution (Keele University) and the university of the applicant (Kocaeli University, Turkey) and consolidate the relation between Prof Baiasu and Dr Demiray first established in 2013-15. The project is designed to formulate a theoretical framework for the resolution of deep conflicts through ethical reasoning, it led to a special issue (2016) of *Studi Kantiani* on 'The Ethical and the Juridical in Kant', co-guest-edited by S. Baiasu and R. Demiray, including a co-authored introduction and single-authored paper by S. Baiasu, "Ethical and Politico-juridical Norms in the *Tugendlehre*", as well as Baiasu's "Staying Philosophically on the Surface: Constitutivist and Naturalist Quests for Normativity") in Demiray, R. and Wall P. (eds.) *Reason, Normativity and Law: New Essays in Kantian Philosophy* (University of Wales Press, 2020).

“Hope and Death: Despair and Absolute Hope in the Face of Inevitable Death” (Wrigley, The John Templeton Foundation) \$65,500 [£46,988]. Hope and Optimism: Conceptual and Empirical Investigations, Philosophy Non-Residential Fellowship with the University of Notre Dame and Cornell University USA, 2015-16, \$65,500 [£46,988]. The project aimed at establishing how hope might be maintained in situations that we might otherwise consider as being entirely hopeless, such as the prospect of death. It developed a secular account of hope and made a case for maintaining hope without deceit in the face of inevitable death.

“Distortions of Normativity” (Baiasu, Senior Visiting Research Position at the University of Vienna, ERC Advanced Grant, 2013-2014, €50,000) The fellowship enabled the publication of Baiasu, S. (2014) "Kant's Justification of Welfare, in *Diametros*; Baiasu, S. (2017) "Sincerity, Desert and Institutions", in Baiasu, S. and Loriaux, S. – eds, *Kantian Sincerity in Politics and International Relations* (Routledge) as well as many other papers and two guest edited special issues (*Philosophia* and *Kant-Studien*).

“Integrating Loss and Bereavement Assessment” (Wrigley, 33%; Barrow-Cadbury Trust 2016, £19,735). The project aimed at making recommendations on how to achieve high-quality care for young people in the criminal justice system who have experienced loss and bereavement by identifying the ethical foundations of such care provision. It began with a workshop on 'Loss, bereavement and compassionate care: Challenges and Opportunities in the Criminal Justice System', an interdisciplinary seminar to explore collaborative research and promote networking

opportunities (December 2014) with approximately 30 attendees from academia and professional areas such as palliative care, social care, chaplaincy and the prison service. This event received **RSF3** funding and consolidated the Palliative and End of Life Care Research Group at Keele. It led to a collection co-edited by the project investigators: Read S, Santatzoglou S, Wrigley AJ (Eds.). 2018. *Loss, Dying and Bereavement in the Criminal Justice System*. (1st ed.). Routledge.

“Idealism and the Philosophy of Mind” (D’Oro, Giladi Papazoglou, Templeton Foundation 2015-16 £ 15,967, D’Oro 100%) explored the metaphilosophical implications of non-reductive philosophy of mind and enabled the organization of a conference in London in 2016 and a summer school at Keele in 2017, a special issue of *Inquiry* and enabled the writing of one of the outputs submitted, “Between Ontological Hubris and Epistemic Humility: Collingwood, Kant and Transcendental Arguments”.

European Consortium for Political Research ECPR

Smaller but regular pots of funding for a sum in excess of £15,000 from the ECPR to the Kantian Standing Group enabled Prof Baiasu to organize numerous international symposia.

“Multi-disciplinary Fellowship” (Tartaglia, APRAF Berlin, 2015-2016, €5,000). This, together with faculty RSF4 funding kicked-started Tartaglia’s collaborations with musicians which enabled the recording of the album *Continuum of Selves and* led to the ICS Jazz-Philosophy fusion.

“Genome Editing” (Wrigley and Dr Aisley Newson, Sydney Health Ethics, University of Sydney) Nuffield Council on Bioethics, 2014, £3,000). The project resulted in the writing of “Background Research Paper on Genome Editing”, commissioned by the Nuffield Council on Bioethics that eventually led to various submissions of evidence to the UK government and the Australian Government’s Senate Inquiry, as detailed on Wrigley’s ICS.

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

4.1 Research collaborations

Effective support exists to foster meaningful collaborations with colleagues from other academic institutions; and to develop relationships with non-academic partners. In addition to funding from KISI, collaborations are also encouraged through the Faculty Visiting Fellowship scheme which, in this REF period enabled Dr Christopher Chapman, Dr Simon Reader (post-doctoral visiting fellows 2015-18 and 2017-18); Dr Tracy Llanera and Prof Nick Smith (faculty visiting fellows 2018), to spend an extended period of time at Keele.

This REF period has seen a marked acceleration of collaborative projects aimed at increasing the visibility of the unit (one of the strategic objectives for REF 2021 cf. 1.2). Some of these collaborations were externally funded (cf 3.2), some unfunded. Many of them resulted in the production of high profile edited collections and special issues of journals. Some partnerships were the result of public engagement and impact activities.

Allen is a member of the Sex and Gender Network, which include philosophers from Sussex (Kathleen Stock), York (Mary Leng), UCL, MIT (Alex Byrne), University of Melbourne (Holly Lawford-Smith), Pepperdine University (Tomas Bogardus), The Open University (Jon Pyke), University of Barcelona, Leeds University, among others) which have led to engagement with the public and research users (cf. 4.2 and 4.3 below). Baiasu has an ongoing collaboration with John Solas (Sociology, Bradford) aimed at developing impact activities relating to his research on desert. Baiasu’s collaboration with Ruhi Demiray resulted in a guest edited special issue of *Studi Kantiani* with papers from the 2014 Keele Kant festival funded by Marie Curie; with Sylvie Loriaux (Laval) resulted in the publication of a co-edited collection of *Sincerity in Politics and International Relations* (Routledge 2017); with Christoph Hanisch (Ohio) led to a special issue on constitutivism of *Philosophia* (2016); with Herlinde Pauer-Studer (Vienna) led to a special issue of *Kant-Studien* on ethics and politics in Kant (2016); with Adrian Moore (Oxford) and Edward Kanterian (Kent) led to a special issue of *Kantian Review* on Moore’s reading of Kant; with Alberto Vanzo to an edited collection, *Kant and the Continental Tradition* (Routledge 2020). In addition his collaboration with

Mark Timmons (Arizona) led to the co-edited volume *Comparing Kant and Sartre* (Palgrave 2015) and *The Kantian Mind* (Routledge March 2021). D'Oro's collaboration with Soren Overgaard (Copenhagen) led to the co-edited volume *The Cambridge Companion to Philosophical Methodology* (CUP 2017); with Karim Dharamsi (Mount Royal) and Stephen Leach (Keele) to the co-edited volume *Collingwood on Philosophical Methodology* (Palgrave 2018); with Paul Giladi and Alexis Papazoglou to a guest edited issue (*Inquiry* 2018) on *Idealism and the Metaphilosophy of Mind*, with funding from Templeton; with James Connelly (Hull) to a special issue on Collingwood's philosophy of history for the *Journal of the Philosophy of History* and on Collingwood's philosophical methodology for *Collingwood and British idealism Studies*. Head's collaboration with Dennis Vanden Auweele (Leuven) led to a co-edited volume, *Schopenhauer's Fourfold Root* (Routledge, 2016). Tartaglia's collaboration with Stephen Leach (Keele) led to two co-edited collections: *Consciousness and the Great Philosophers: What would they have said about the mind-body problem?* (Routledge 2016) and *The Meaning of Life and the Great Philosophers* (Routledge 2019). Wrigley's collaboration with Prof Sue Read (School of Nursery and Midwifery, Keele) and Dr Sotirios Santatzoglou (School of Law, Keele), funded by the Barrow-Cadbury trust led to the co-edited volume *Loss, Dying and Bereavement in the Criminal Justice System* (Routledge 2018). These are just some examples but provide an illustration of how the outputs selected represent only the tip of a large iceberg.

4.2 Contributions to public understanding

Allen has enhanced the quality of public debate by engaging with transgender debates on social media platforms such as twitter and contributed to the public understanding of the sex-gender distinction in debates concerning the identity of transgender women in non-academic journals, including: "If transwomen are women, what is a woman?", <https://medium.com/@s.r.allen/if-transwomen-are-women-what-is-a-woman-d36121bdd926>; How not to find out who counts as woman: a response to Carol Hay, <https://medium.com/@s.r.allen/how-not-to-find-out-who-counts-as-a-woman-a-response-to-carol-hay-f3b48e7dad80>; Doing better in arguments about sex and gender (with Jane Clare Jones, Holly Lawford-Smith, Mary Leng, Rebecca Reilly-Cooper, and Kathleen Stock): <https://medium.com/@s.r.allen/doing-better-in-arguments-about-sex-and-gender-f8f02258aff8>). Baiasu contributed two pieces to *The Conversation* on the themes of 'Justice and Critical Ethics' (<https://theconversation.com/elin-ersson-plane-protectors-brave-solo-stand-for-human-rights-proves-the-power-of-action-100546>) and "Distributive Justice and Desert" (<https://theconversation.com/why-fairness-matters-more-than-equality-three-ways-to-think-philosophically-about-justice-140954>) (over 23,000 readers, shared on Twitter and Facebook over 2,500).

Wrigley contributed a number of widely read articles in *The Conversation*, including the lead article on *The Conversation's* topic series 'On Human Experiments': <http://theconversation.com/human-experiments-the-good-the-bad-and-the-ugly-39876> and a major article on the development of genome editing with Prof Ainsley Newson of Sydney University: <http://theconversation.com/genome-editing-poses-ethical-problems-that-we-cannot-ignore-39466>. His article for *The Conversation* on the Paralympic athlete Marieke Vervoort's position on euthanasia was republished in *Newsweek* in Japan ahead of their hosting the Olympic Games: <http://www.newsweekjapan.jp/stories/world/2016/09/post-5878.php>

There were also several contributions to popular philosophy magazines, such as *Philosophy Now* (D'Oro, Tartaglia), public lectures at the Ashmolean Museum and the Bloomsbury Institute of philosophy (D'Oro).

4.3 Engagement with research users

Colleagues have engaged with a range of key research users and beneficiaries to develop impact from their research. Allen provided expert opinion to the House of Commons and the Scottish Parliament (cf. 1.4). Baiasu collaborates with Stoke-on-Trent City Council and the Labour party (cf. 1.4). Collaborations between Wrigley and Prof. Sue Read (School of Nursing and Midwifery, Keele) and Dr. Sotirios Santatzoglou (School of Law, Keele) on the Barrow- Cadbury Trust (2016-18) funded project "Integrating Loss and Bereavement Assessment" (cf. 3.2) provided a guide for professionals with recommendations specifically for practitioners working with those who were

dying in prisons through terminal illness and with young people in the criminal justice system who had experienced loss and bereavement as to how to achieve high-quality care. Collaborations between Wrigley and Dr. Ainsley Newson (Sydney Health Ethics, University of Sydney, Australia) on a project on the ethics of Genome Editing funded by – *Nuffield Council on Bioethics* (cf. 3.2) resulted in an ethical evaluation for an emerging biomedical technology (gene editing). That led to various submissions of evidence to the Australian Government's Senate Inquiry on this topic. Wrigley also published in the *Pulse* (the leading publication for GPs in the UK), and *The Nursing Times* (the leading publication of nurses in the UK) as detail in his ICS.

4.4 Contribution to, influence on, recognition by the discipline and indicators of wider influence

Colleagues contributed to the discipline through editing collections and special issues, membership of editorial boards, external grant reviewing, journal refereeing, hosting of visiting fellows, organization of conferences and doctoral summer schools.

Colleagues guest edited special issues for (among others) the *British Journal for the History of Philosophy*, *Collingwood and British idealism Studies*, *Inquiry*, the *Kantian Review*, *Kant-Studien*, the *Journal of the Philosophy of History*, *Philosophia*, *Studi Kantiani*. They have a presence on the editorial boards of several philosophical journals. Baiasu is Chair of the Steering Committee of the ECPR Kantian Standing Group and one of the editors in chief for *Public Reason*. He is a member of the Advisory Board of *Estudos Kantianos* and on the Editorial Board of *Con-textos Kantianos* and *Cilicia Journal of Philosophy*. He is also Member of the Board of Trustees for the Adrian Piper Research Archive Foundation Berlin (2014-2017) and on the advisory board the UK Kant Society. D'Oro is an executive editor of the *Journal of the Philosophy of History*; Tartaglia is associate editor of *Human Affairs* and editor of the Routledge series *The Great Philosophers* and Wrigley is a member of the editorial board for *The Journal of Medical Law and Ethics*. They are regularly asked to act as external assessors for a varieties of funding bodies such as the European Science Foundation, The British Academy, The DAAD, the Social Sciences and Humanities Research Council of Canada, The Australian Research Council, The Romanian National Research Council, the Research Foundation Flounders, the Aarhus Institute of Advanced Studies, and the National Science Centre. Additionally, Baiasu and D'Oro have been members of the AHRC peer review panel since 2017 and all members of staff are routinely involved in the refereeing of papers ranging from *Mind* and the *Australasian Journal of Philosophy* to *The Journal of Medical Ethics*. Many of them regularly review manuscripts for Oxford University Press, Bloomsbury, Brill, Routledge and others.

In addition to the conferences organized at Keele (cf. 1.2), colleagues contributed to the sustainability of the discipline by organizing events outside Keele. Baiasu is chair of the steering group of the ECPR Kantian Standing Group and routinely organizes events at the venue of the ECPR conference; D'Oro and Head organized symposia at the conference of the British Society for the History of Philosophy in 2015. Staff have also been involved in the organization of doctoral summer schools funded by the BA and ECPR (Baiasu, Keele 2015, Limerick 2016) and by Templeton (D'Oro, Keele 2017). In addition, Baiasu is pathway lead for the AHRC Northwestern consortium DTP and organized several training events for PhD students from the participating institutions at Keele (cf. 2.3).

There are several indicators of wider influence and esteem. In 2016 Baiasu received the Ad Astra Prize for Excellence in Research in the category of Humanities and Social Sciences, a prize for researchers of Romanian origin with affiliation abroad. In 2020 he was offered the title of Distinguished Research Fellow at the University of Oxford's Uehiro Centre for Practical Ethics on the basis of previous collaboration with the centre on a project concerning the distribution of health resources and has been put forward for a Humboldt Research Prize by the University of Siegen in relation to his work on Kant. A special issue of the *Journal of the Philosophy of Life*, "Nihilism and the Meaning of Life: A Philosophical Dialogue with James Tartaglia", guest edited by Masahiro Morioka (Waseda, Japan) was devoted to Tartaglia's monograph *Philosophy in a Meaningless Life* (Bloomsbury 2015), one of the outputs selected for REF, and in 2014 Wrigley was commissioned to write a "Background Research Paper on Genome Editing" by the *Nuffield Council*

on *Bioethics*. His research has been cited by the Australian Government's Senate Inquiry into Mitochondrial Replacement Techniques (2018).

Members of staff receive regular invitations to speak at conferences. Allen was a keynote speaker at the "What do we do when do metaphysics?" conference in Dusseldorf 2018 and at the Vienna Forum for analytic philosophy conference in 2016. Baiasu was keynote speaker at "The Concept of the Will in Classical German Philosophy" (München 2017) and at the colloquium on Enlightenment and Secularism at the Department of the History of Philosophy, the Institute for Philosophy, Jagiellonian University, (Krakow 2016). D'Oro was keynote speaker at the conference on the role of the Philosophy of History in (Oulu 2017) and Strawson (Leuven 2019). Tartaglia was keynote speaker at the annual conference of European Pragmatism Association in Helsinki 2018 and performed at several venues as part of his Jazz-Philosophy fusion project including Birmingham and Keele in 2016 and the Ashmolean Museum, Oxford 2017. Wrigley was an invited plenary speaker and panel member at the *Association of Palliative Medicine* Conference, Addenbrooke's Hospital (March 2014). He was an invited speaker at the *National Council for Palliative Care* flagship conference (March 2016) and at the 'Emerging Reproductive Technologies, Ethics, Law and Policy' conference (Sydney, 2015). Wrigley was also an invited expert contributor to the *Nuffield Council on Bioethics* working party meeting on 'Ethical issues raised by possible applications of genome editing and human reproduction' (31st July 2017); *Public Health England's* Independent Review of the *Dying Matters* programme workshop (6th October 2016); The fact-finding meeting on 'Vulnerability' (May 2014) for the *Nuffield Council on Bioethics* (2015) Report on 'Children and Clinical Research: Ethical Issues'; the *Nuffield Council on Bioethics* Scoping Workshop on 'Ethical and Regulatory Challenges in Genome Editing' (April 2015).

Some members of staff have held visiting fellowships. Baiasu was Senior Visiting Research fellow at the University of Vienna in 2014 as part of the "Distortions of Normativity" ERC Advanced Grant 2013-2014 (€50,000) and from 2020 and Wrigley was Philosophy non-residential fellow at Notre Dame and Cornell Universities in the USA as part of the Philosophy of Hope and Optimism, Templeton (2015).