

Institution: Queen's University Belfast
Unit of Assessment: 30
<p>1. Unit context and structure, research and impact strategy</p> <p>Philosophy at Queen's is a small but dynamic unit with core strengths in epistemology and applied moral and political philosophy. It has a strong commitment to interdisciplinarity, playing a leading role in institutional structures linking researchers across disciplines (as explained below).</p> <p>This commitment has been instrumental in the unit's success in tripling its research income and almost doubling its PGR numbers as compared to the previous REF period. Queen's has taken advantage of its unique location as the only UK philosophy department on the island of Ireland to establish strong cross Ireland connections, while at the same time building long lasting international research links with institutions in Hong Kong, Tehran, and Wuhan.</p> <p><u>Structure:</u></p> <p>In 2016 philosophy at Queen's became part of the new School of History, Anthropology, Philosophy, and Politics (HAPP) from the School of Politics, International Studies, and Philosophy. Location within a larger unit has facilitated cross-disciplinary collaborations and enabled philosophy to tap into an extensive system of support for both staff and students. The unit is actively engaged with all three strands of the Institution's research ecosystem as set out in section 2b of the Institutional Environment Statement:</p> <ul style="list-style-type: none"> • Philosophy constitutes one of the University's core disciplinary research groups (CDRG). CDRGs are largely self-organising under a CDRG lead (currently Walker) who, along with the other research group leads, sits on the School's Research Committee. This committee has oversight for all matters relating to research in the School. In addition, the philosophy subject lead (Walker) is an active member of the School's Senior Management Board. • From its inception in 2016 to January 2020 one of the six Pioneer Research Programmes (the Centre for the Study of Risk and Inequality) was located within philosophy, with both its first two directors (Walker and Schuppert) being part of the unit. The Centre has over twenty members drawn from nine Schools and all three Faculties. Its core aim is to integrate normative and empirical work on the ways risk and justice are interconnected in the areas of finance, the environment, and health. • One member of the unit (Watkins) is an associate fellow of the Senator George J. Mitchell Institute for Global Peace, Security and Justice. <p>Active engagement with all three strands of the University's research structure has directly enabled philosophy at Queen's to meet its strategic objectives and provides a firm institutional basis to support meeting the unit's objectives for the coming period.</p> <p>The unit currently has 5.5fte staff: 1 senior lecturer and 4.5 lecturers. This is slightly down from 2014 (6fte), a change made to facilitate the personal circumstances of one member of staff. The period since 2014 has been one of consolidation and development following significant staff turnover in 2012/ 13. In the current REF period two appointments have been made (Schuppert and Whitten) and two members of staff have left (Archard and Schuppert).</p>

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While relatively small, the unit supports a dynamic research culture (see below) and has particular expertise in two main areas:

- Applied moral and political philosophy
- Epistemology (including philosophy of science)

By maintaining a focused approach to research in these areas the unit is able to leverage collaborations both with other disciplines within the University, and with similar subject groupings elsewhere.

Research objectives:

The unit's 2014 REF submission identified three main research objectives:

- 1. To facilitate and strengthen research, both in core areas of philosophy and in collaboration with political theorists located in politics;**
- 2. To foster interdisciplinary research more generally;** and
- 3. To develop and build on existing research links with other University philosophy departments both nationally and internationally.**

These objectives were formally reviewed in 2016 following the institutional changes that saw philosophy being integrated within the larger School (HAPP). The resulting disciplinary strategy, agreed in 2018, re-confirmed the unit's commitment to them.

Objective 1 has been greatly facilitated by philosophy's location in the same School as politics. Throughout the period this has enabled the unit to run a weekly work in progress reading group bringing together members with research interests in normative philosophy (**Schuppert, Walker, Watkins, Whitten**), staff in politics with a research interest in political theory, and postgraduate research students from across the two disciplines. The reading group has enabled us to pool some of the resources available to both the politics and philosophy CDRGs to bring external speakers, leaders in their fields, to Belfast to present their work in progress. However, its core business is discussion and critical feedback on work in progress and at completion presented by its members (including postgraduate research students). To facilitate this process papers are circulated in advance to allow more time for discussion. The opportunity for sustained critical reflection that this allows has been instrumental in substantially increasing the quality of the research outputs of the staff involved. Co-location with politics and international studies has also facilitated successful collaborative grant applications, such as **Walker's** ESRC/ AHRC project on border security and migration carried out with three colleagues in international studies and one in law, and **Schuppert's** ESRC funded work with political scientists on randomising democratic decision making (see section 3 below).

In addition to the more formal administrative structures linking philosophy and politics, the unit has worked to create a friendly and supportive research culture for all staff and students. This has three main strands:

- Regular meetings of all philosophy staff and postgraduate research students, in addition to reading activities, which include time for updates on research progress and space for individuals to identify where they would benefit from colleagues' input.
- Ad hoc meetings at which ideas for papers, conference presentations, or grant proposals can be tried out before a constructively critical audience. These are deliberately left open to allow projects at any stage of development, from initial idea to relatively polished paper, to be discussed.

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- Hosting external speakers on a regular basis. Decisions about which speakers to invite is collaborative. All members of staff propose potential speakers and the program draws on these to ensure (as far as possible) that everyone's research interests are covered.

Objective 2 received a considerable boost when the Centre for the Study of Risk and Inequality was selected as one of the University's six Pioneer Research Programmes after a competitive process. The Centre was established in 2016, in the first instance for a period of three years, to provide a focal point bringing together researchers from across the University to investigate the relationship between two significant global challenges: tackling increasing inequality and managing systemic risks. Since its creation its main objective has been to bring normative theorists together with more empirically driven social and natural scientists, with the aspiration of generating practically applicable normative principles that can inform the design of risk institutions and instruments in a way which is sensitive to the technical realities of risk calculation. Philosophy as a unit has played a foundational role both in the establishment of the Centre and in its leadership, as revealed by the fact that during its first four years both the director and deputy director were philosophers. In addition to philosophy, membership of the Centre includes researchers from engineering, law, management, nursing, planning, politics, public health, and sociology.

The core activities of the Centre have been organising a series of meetings and workshops both on specific topics of interest to its members (e.g. on energy justice and energy policy in March 2019), and on grant calls directly related to its area of expertise. These events are designed in the first instance to facilitate the relationship building (both across disciplines and with external stakeholders) necessary for successful interdisciplinary research. They are also aimed at developing genuinely collaborative projects leading to successful grant applications and publications. Grant applications coming out of the Centre and involving philosophers include **Walker's** role as a co-investigator in an application for a UK Prevention Research Partnership ('GroundsWell: Community and Data Led Systems Transformation of Urban Green and Blue Space for Population Health') led by Dr Ruth Hunter, School of Medicine, Dentistry and Biomedical Science, Queen's University Belfast (currently under review); **Schuppert's** National Institute for Economic and Social Research funded project 'The Need for a Normative Theory of Systemic Risk: Practical Applications and a New Social Contract?', and his co-investigator role in a project on systemic environmental risk led by Dr Satish Kumar (School of Natural and Built Environment). Publications have included **Walker's** contribution to a co-authored paper on 'Ethical issues in social media research for public health' (lead author Dr Ruth Hunter, School of Medicine, Dentistry and Biomedical Sciences).

Staff in philosophy have also been actively involved with two other cross-disciplinary initiatives within Queen's as a way to facilitate interdisciplinary research. First, **Watkins'** associate fellowship with the Senator George J. Mitchell Institute for Global Peace, Security and Justice provides a setting in which his work on reparations connects with colleagues in law and politics working on related issues. Second, both **Schuppert** and **Walker** have been active participants in the Leverhulme Trust funded LINCS doctoral training program (with **Walker** serving both as theme lead for the cyberspace, privacy, and data protection strand, and as research ethics officer). While the focus of LINCS is on cross-disciplinary research supervision, creating supervisory teams that include both engineers and researchers in the humanities and social sciences, the relationships established from co-supervision provide the basis for future research collaborations.

Objective 3 has been pursued by utilising institutional support, including but not limited to financial support, to build research networks in line with the following three criteria, while still allowing the flexibility to support other possible links as and when the opportunity arises.

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- a. Philosophy at QUB is uniquely placed as the only philosophy unit that is both in the United Kingdom and on the island of Ireland. Following the strategy review in 2018 a decision was taken to leverage that position when building research networks. This involved a pivot towards building on existing relationships with philosophy departments in Ireland (including those that **Whitten** brought with her on her appointment to the unit in 2020), and developing new relationships where these were lacking. In part that involved ensuring, where appropriate, that a representative from Queen's was on relevant committees and steering groups with oversight of philosophy in Ireland, including the Irish Philosophical Club (**Diekemper**), UNESCO Bioethics Ireland (**Walker**), and the Ethical, Political, Legal and Philosophical Studies sub-committee of the Royal Irish Academy (**Walker**). It has also involved targeted financial support for workshops and conferences that bring together philosophers from across the island of Ireland, and applications to external funders to support networking events of this type. That has included **Morrison's** Mind Association funded workshop on analytic philosophy in Ireland in 2017, and financial support from the School for both the annual meetings of the Irish Philosophical Club and the 2019 meeting of the Society for Women in Philosophy Ireland.
- b. When building international research links the unit has focused on supporting those links that are either already well established (e.g. **Diekemper's** links with researchers in Tehran and **Walker's** links with the Chinese University of Hong Kong), or that have the potential to do so (e.g. **Clarke's** work with Wuhan University). For example, the University has funded Diekemper's regular trips to Tehran, and in 2019 co-funded a workshop on comparative philosophy with Wuhan University (**Clarke** in collaboration with Yong Li at Wuhan University). These links have been researcher led, and as such built from the ground up on the basis of research interests and the location of suitable collaborators. The unit has adopted this approach deliberately to ensure that the personal connections, which are vital if this process is to lead to high quality research outputs, are established and maintained over time.
- c. From its beginning the Centre for the Study of Risk and Inequality has had as a strategic aim building international research networks and collaborations. The philosophers within the Centre have been able to use this to establish, and participate in existing, research networks covering areas relating to their work — for example, **Schuppert's** membership of both the Social Equality network (with Martin O'Neill (York), Emily McTernan (UCL) and Christian Schemmel (Manchester)) and the Land rights and climate change network (with Megan Blomfield (Sheffield), Chris Armstrong (Southampton), and Alejandra Mancilla (Oslo)).

Pursuing these networks has been made possible via the School's dedicated research budget. Under the direction of the School's Director of Research and School Research Committee this has fully supported the unit by making seed funding available as needed to pursue the unit's strategic objectives.

Impact strategy:

With half the staff employed in the unit working on broadly applied areas, philosophy at QUB is generally well placed to achieve impact both in Northern Ireland and more broadly. However, as a relatively young group the focus over the last few years has been on developing capacity and relationships with external stakeholders. In the period up to 2018 this was carried out under the leadership and mentoring of a now retired member of staff (**Archard**) who has considerable experience in this area. Philosophy's location in a large School also means it can draw on a wide range of expertise in developing and implementing its impact plans. The School has a dedicated Impact and Public Engagement Champion who both contributes to the School's research strategy as part of the research committee and provides advice and support on an individual basis as and

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when required. The unit is also able to draw on the support of a full time Faculty facing Research Impact Officer for help in developing its impact activities.

Philosophy at QUB's impact strategy is centred on two areas, reflecting the research strengths of the unit. These are:

- 1. Health and social policy.**
- 2. Education and professional development.**

Both impact case studies fall within the first area and highlight the work carried out by **Archard** before his retirement and continue to resonate and inform the unit's practice now. These are currently the most well developed examples of impact in this area (see section (4) below). While impact to date has drawn on the work of those working in applied areas of philosophy, all members of the unit are encouraged, and supported, to engage with external bodies at an early stage in the development of their research where this is appropriate. A suite of structures have been put in place to support this. These include, 1. Training events organised by the Faculty Research Impact Officer to which all staff in philosophy are invited; 2. Individual support from both the Faculty Research Impact Officer and the School Impact and Public Engagement Champion; and 3. Feedback on pathways to impact from other members of the philosophy unit as part of its ongoing support for new projects and grant proposals as they are developed.

Open Access:

Philosophy is fully compliant with the Queen's Open Access policy (IES, section 2f.). All new staff and PGRs receive training in OA requirements from a Library-based OA team who act as the point of contact for queries about OA and related issues. To advance a deeper OA environment, staff are encouraged to factor in publishing via 'gold' OA in grant applications.

Research Integrity:

The UoA is aware of the importance of maintaining the highest ethical standards in research undertaken by staff and students, whether funded by the School or externally. All staff and student research involving human participants and their data is therefore reviewed by a School-based Research Ethics Committee (REC), comprised of a Chair, a member from each of HAPP's four disciplines, and an external lay member. The School REC reviews research proposals in accordance to the ESRC's Framework for Research Ethics principles, and communicates Queen's own research ethics governance policies to staff and students. Training in research ethics for staff and PGRs is provided at a University-wide level and via HAPP research training and methods modules.

Future Research and Impact Plans:

The unit has identified five key research objectives for the next REF period: (1) continuing the leading role that the department plays in connecting philosophical researchers across the island of Ireland to UK-wide networks; (2) growing the unit and supporting new staff in pursuing their research ambitions; (3) increasing the number of philosophy PhD researchers in part by launching an MA Philosophy programme; (4) further developing existing international partnerships, particularly with institutes in Wuhan, China; (5) maintaining a programme of developing effective grant applications, with an aim to securing bigger grants to help grow the capacity for future impact.

2. People

Staffing strategy and staff development

Philosophy's staffing strategy and procedures for staff development are fully aligned with those of the wider Institution, as set out in section 3 of QUB's Institutional Environment Statement. They have, in addition, been developed in conjunction with the other disciplines within the School of History, Anthropology, Philosophy, and Politics to provide a consistent and supportive environment for research across the School. Philosophy's location within a large School has enabled staff to access more extensive development opportunities than would otherwise be possible for a small unit.

Throughout the period covered by this statement the unit's strategy has been to maintain a critical mass of philosophers at QUB by investing in the unit and recruiting new colleagues. Staff numbers have thus remained relatively constant. Where members of staff have been absent for extended periods, as during **Walker's** AHRC funded leadership fellowship in 2017-18, steps have been taken to ensure that this does not negatively impact the research time available for other members of the unit (by, for example, employing temporary staff to cover teaching). Links with retired professorial staff are maintained via emeritus professorships that ensure their continued engagement with the research culture of the unit.

All staff within the unit are research active, and are expected to obtain external funding to support their research where appropriate. New appointees have an initial period of probation, which typically lasts three years for those at the start of their career (a period that can be reduced where performance merits 'career acceleration'). During that period they have an assigned mentor with whom they meet regularly, and who provides support, advice and guidance as required. New early career staff also have a reduced teaching and administration load during their probation to help support their research during this period. At least once a year the School progression committee considers each probationer's progress. While these formal mentoring arrangements end with confirmation in post, informal mentoring at both School and unit level continues to be available for all members of staff.

Following the successful completion of probation all staff participate in Annual Personal Development Review (PDR) meetings with a senior member of the School's academic staff. In 2019 these were streamlined to ensure that the focus is firmly on supporting the individual's development and career progression. PDR meetings include a detailed discussion of all aspects of research, including academic outputs, grant applications, and impact and public engagement activities. They also provide an opportunity for individuals to reflect both on their current career stage and what is needed to move to the next stage in a supportive environment.

Queen's University Belfast is a signatory to the **Concordat to Support the Career Development of Researchers** and has developed a research development framework in line with it. This includes a suite of training courses and workshops covering all aspects of research, with different courses being tailored to the needs of those at distinct career stages. The School encourages all staff, particularly those at the start of their career, to take full advantage of these as part of their career development plans. In addition to these centrally provided training opportunities, workshops are regularly organised by both the School and Faculty that focus on the specific needs of researchers in their disciplines. These have included, among other things, workshops (with input from potential end users) on impact for those working in the arts and humanities.

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All full time and part time members of academic staff on teaching and research contracts are eligible to apply for one semester of sabbatical leave after every six semesters of qualifying service (time on probation in an academic post is included in qualifying service). All staff within philosophy fall into this category. Those applying for sabbatical leave are required to develop, in discussion with the School's Director of Research, a detailed plan for the period requested which includes outputs, grant applications, and impact and public engagement activities as appropriate. Following a period of research leave each individual prepares a short written report on their activities and achievements during it, which is reviewed by the School's Research Committee.

The School has a dedicated budget to support conference attendance and put on research workshops. All staff in philosophy are eligible to apply to this as and when required. Applications are initially assessed by the philosophy CDRG lead (**Walker**) before being passed to the School's Director of Research for approval. Oversight of the research budget lies with the Director of Research and School Research Committee. Staff also have access to centrally administered funds to support distinct research related activities — for example, support in developing impact.

As outlined in section 3b of the Institutional Environment Statement the University has systems in place to recognise researchers who have demonstrated exceptional leadership through the Vice-Chancellor's Research Prizes. It also recognises staff identified as research pioneers through the DNA of Innovation series. Research in philosophy has been recognised in both these ways, with **Archard** winning the Vice-Chancellor's Prize for Impact in 2015, and **Walker's** research being highlighted in DNA of Innovation VI.

Research students

The last few years have seen a sustained increase in the number of philosophy research students awarded PhDs at QUB, with ten students successfully completing their PhD and one successfully completing his MPhil in this period (compared to six in the last REF cycle). This reflects renewed efforts by the unit to create an attractive research environment for incoming students. It also reflects the success research students have had in obtaining funding from highly competitive sources — including the China Scholarship Council (**Xu**), the AHRC funded Northern Bridge DTP (**Barone**), the Leverhulme Trust funded LINCOS DTP (**Day**), and Northern Ireland's Department for the Economy (**Loonan, Hewitson, Milburn, Stachowski, Whitten**). There are currently three postgraduate research students in philosophy enrolled in the unit. All staff in the unit are either current or past supervisors of research students, and all are actively engaged in recruitment of new students.

Philosophy research students are fully integrated into the School's vibrant doctoral programme, along with those from history, anthropology, and politics. This programme is managed by the School's Director of Postgraduate Studies and the School Postgraduate Research Committee (which includes student representation). A postgraduate representative also sits on the School Research Committee to ensure that research students' views are taken into account in all matters relating to research in the School.

Supporting its doctoral programme, the School provides office space, PCs and shared printing equipment for 139 PhD students. Those in the first year of their studies are primarily located in a large shared lab, with those in later years housed in one, two, or three person offices. Hot desk facilities are available for part time students. Two offices are set aside as dedicated teaching assistant rooms to allow for one to one meetings with students. The School provides two common rooms (with kitchens) for its research students. Philosophy research students also have access to

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the facilities, including group study rooms and a silent study area, in the University's Graduate School (launched in 2015) which is located just across the road from the School.

As part of its doctoral programme, all postgraduate research students in the School have access to a wide range of training and development opportunities delivered at both University and School level — including short classroom based training courses, online learning resources, peer mentoring, and one to one consultancy and advice. The University's postgraduate development programme has been developed in line with **Vitae's Researcher Development Framework** and aims both to develop research skills and enhance employability. Included within it is a PGR Peer mentoring programme that matches incoming students with those nearer the end of their studies to aid the transition to more independent research. Funding is available via the Graduate School both for postgraduate student led training initiatives to supplement those provided by the University and for conference/ seminar organisation.

Each research student is allocated two supervisors for the duration of their study. Progress is monitored via a program of annual progress reviews carried out by a panel that is independent of the supervisory team. All students registered for a PhD must complete differentiation within the first year of their studies if they are full time, and within the first two years if they are part time. This involves submission of a draft chapter, a detailed plan of the proposed thesis, and a short presentation. Following that, each annual review has a different format, reflecting what is appropriate for that stage of the student's progress. These reviews provide an opportunity for students to discuss progress over the last year and their plans for the coming year.

Postgraduate research students are actively encouraged to participate in all philosophy focused and School wide research activities. These include a regular series of seminars with visiting speakers throughout each semester, and a weekly political theory and philosophy reading group. The latter provides students with the opportunity to present their work in a supportive and friendly environment and obtain constructive feedback on it. Postgraduate research students are expected to present work at least once a year, though many take the opportunity to present each semester. In addition to the specifically philosophy focused programme of events, philosophy research students have full access to the whole suite of events organised by the School. These include an away day for students in their first year and annual writing retreats for students in later years. The School also supports postgraduate research students who wish to organise events related to their work. For instance, in 2019 **Whitten** and Shuttleworth co-organised a two day conference on Modern Ethical Ideals funded by the Royal Institute of Philosophy.

The School aims to provide postgraduate research students with the skills necessary for success in pursuing either academic or non-academic career paths following graduation. For those choosing to follow an academic career this includes encouraging and assisting them to publish their research. Of those graduating since 2013, **Milburn** has published nine articles and five book chapters, and **Bonotti**, **Xu**, and **Whitten** have each published two articles. The School also offers all research students who have passed differentiation the opportunity to work as a teaching assistant on first year undergraduate modules. Training is provided to all students taking up this opportunity. The success of this programme and the supportive research environment at QUB is reflected in our students' success in obtaining research and teaching posts. For example, **Xu** was appointed to a lectureship in medical ethics at Nankai University immediately after completing his PhD; **Milburn** obtained a postdoctoral fellowship at Queen's University Canada on finishing his PhD before going on to posts as assistant lecturer in political philosophy at the University of York and a British Academy postdoctoral fellowship in politics at the University of Sheffield; and **Whitten**

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obtained a fixed term lectureship at the University of Limerick before being appointed as a lecturer at Queen's University Belfast.

Equality and diversity

In constructing its REF submission the unit has followed the processes set out in the University's Code of Practice. It is also fully integrated with, and actively engaged in, the University's equality and diversity procedures as set out section 3e of the Institutional Environment Statement. This includes playing an active role in the process leading up to the School of Politics, International Studies and Philosophy's successful application for an **Athena SWAN Bronze Award** in 2016. Action points from this application inform policy within the unit across all areas, including staff and postgraduate research student recruitment, staff development, research activities, and postgraduate student supervision. Following the merger of this School with the School of History and Anthropology to form the current School, a new School-wide Athena SWAN committee was formed. Philosophy is represented on this committee both by the philosophy Athena SWAN champion (**Morrison**) and members of the student body. The committee organises training events, workshops, and networking events each year which are open to both staff and research students. An Athena SWAN champion sits on each of the School's committees, including the School Research Committee, to ensure that equality and diversity are at the heart of its activities. The School also funds a variety of schemes through the Athena SWAN committee to support women researchers, including the SWAN postgraduate travel award and teaching relief for early career staff putting together large grant applications.

The University provides a range of equality, diversity, and inclusion training for staff at all levels. This includes mandatory e-learning courses for all staff: 'Think Difference, Act Differently', and 'Unconscious Bias'. More tailored courses are also mandatory for those taking on particular roles, such as sitting on recruitment panels or constructing the REF submission. This training is an integral part of embedding equality for all across the University's research activities and forms a key part of its Equality, Inclusion and Diversity Policy.

3. Income, infrastructure and facilities

In the period 2014-2020 the unit tripled its research income compared to the period 2008-2013 — from £164k to £547k. This increase was facilitated by two strategic choices coming out of the unit's research strategy outlined in (1) above:

- **Increased engagement with interdisciplinary research.** Successes in this period include, **Walker's** role as PI on an project funded by the ESRC/ AHRC under the ethics and rights in a security context call that brought together researchers from philosophy, politics and international studies, and law (total value: £191,544), **Schuppert's** participation as Co-I in an ESRC transformative research grant on randomising democratic decision making (PI: John Garry, Politics), and **Archard, Schuppert** and **Walker's** participation in the University's successful application to establish the Leverhulme Trust funded LINCDS DTP.
- **A planned process, supported by the University, of using small grants to build the networks necessary for successful applications to larger schemes.** This strategy is exemplified by **Walker's** AHRC network grant (£31,165) with Professor Hon-Lam Li (Chinese University of Hong Kong) on what is owed to older people that led directly to his successful application for an AHRC leadership fellowship for a project on ethics and chronic illness (£128,337), and by **Schuppert's** engagement in a series of network grants (funded by the

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British Academy and Society for Applied Philosophy), that fed into his successful application to the National Institute for Economic and Social Research for a grant on the need for a normative theory of systemic risk (£62,520).

Implementation of both these strategies has been greatly aided since 2016 by philosophy's central role in the Centre for the Study of Risk and Inequality, and by its connections to the Senator George J. Mitchell Institute for Global Peace, Security and Justice. Both the Centre and the Institute hold regular meetings and workshops, including some specifically tied to relevant grant calls, which have supported building the relationships necessary for collaborative and interdisciplinary research — both with potential external partners and with researchers working in engineering, law, medicine, nursing, politics, and sociology. Both have also put resources into building links with potential end users of research in their areas. That, in turn, has facilitated the development of new collaborations with external bodies that have opened up pathways to potential impact.

As set out in section 4 of the Institutional Environment Statement the infrastructure to support research in philosophy at Queen's University Belfast is extensive, being made up of an interlocking set of structures at University, Faculty, School, and Unit level. Dedicated Faculty facing staff in the University's Research and Enterprise Directorate are available to help researchers applying for external funding from both UK and International funders through all stages of the process. This includes circulating details of new calls, meeting with individuals to help them identify suitable funders, providing costings, and arranging internal feedback on draft applications. The Directorate also contains staff with particular expertise in impact and public engagement, including a Faculty facing Impact Officer, who are available to assist individual researchers in putting together their proposals, as well as organising events that bring together researchers and potential end users of their research.

In addition to the internal feedback on grant proposals organised by Research and Enterprise, opportunities to obtain feedback on research is available within the unit, and for those working in relevant areas via the Centre for the Study of Risk and Inequality and Senator George J. Mitchell Institute for Global Peace, Security and Justice. As detailed in (1) above this includes the opportunity to obtain critical but supportive feedback at all stages in the development of a grant proposal, paper, or monograph — from initial idea to relatively polished draft. Feedback is facilitated by the unit's weekly reading group (in conjunction with politics), by ad-hoc meetings, and by one to one feedback depending on what is most appropriate. Early career researchers and postgraduate research students are fully integrated into this process, both in terms of obtaining feedback on their draft work and in having the opportunity to provide feedback on the work of others.

Philosophy is located, along with the rest of the School, in a terrace of Victorian houses at the heart of the University campus. All research active staff have their own one-person office, and up to date computing and printing facilities. The School provides a staff common room, with kitchen, and is also home to a suite of meeting rooms that staff can book for meetings or talks. Additional rooms in the School are occupied by postgraduate students (as outlined in (2) above), post-doctoral fellows, visiting researchers, and emeritus professors. The unit's location places it close to the University's McClay library, home to the main collections in the Arts and Humanities, Sciences, and Social Sciences. The library contains an extensive collection of philosophy books and journals among its approximately 1.2 million volumes and 2,000 print and 20,000 electronic journal titles.

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The unit's research culture is enhanced by a vibrant programme of external speakers, organised in three main ways:

- Visiting speaker programme: This programme, funded between 2013 and 2018 by the Royal Institute of Philosophy and since then by the School, brings speakers to Belfast for regular talks during term time. The unit's approach has been to prioritise researchers near the start of their career when selecting speakers for this programme. Speakers during this period include: Lindsey Porter (Sheffield), Anna Mahtani (LSE), Peter Schaber (Zurich), Paula Sweeney (Aberdeen), Conor McHugh (Southampton), Christine Straehle (Hamburg), Christopher Mole (British Columbia), Sorcha Ui Chonnachtaigh (Keele), Adam Toon (Exeter), Tom Dougherty (Cambridge), Fiona Woollard (Southampton), William Lane Craig (Houston Baptist), Glen Pettigrove (Glasgow), Naomi Thompson (Southampton), Patrick Todd (Edinburgh), Jonathan Jenkins Ichikawa (British Columbia), Sara Uckelman (Durham), Edoardo Ongaro (Open University), Tim Fowler (Bristol), Clare Moriarty (Trinity College Dublin), Lani Watson (Edinburgh) and Heather Widdows (Birmingham).
- Workshops programme: The unit organises on average two workshops a year at QUB, funded by a combination of external grants (British Academy, AHRC, Wellcome Trust) and School funds. Workshops have covered a range of topics reflecting the unit's research strategy and research strengths. Topics covered include: Doing Good in Chronic and Long Term Care (2013-14), The Ethics and Politics of Public Health (2014-15), The Value of Social Equality: Insights from Normative and Empirical Research (2014-15), Understanding Charlie: New Perspectives on Contemporary Citizenship after Charlie Hebdo (2014-15), two workshops on What We Owe Older People: Who Should Provide Care and How Much Care Should They Provide? (2014-15 and 2015-16), Analytic Philosophy in Ireland: Language, Epistemology, Metaphysics and Science (2016-17), Global Justice and Decolonisation (2017-18), Ethics and Chronic Illness (2018-19), Modern Ethical Ideals (2018-19), Energy Justice and Energy Poverty (2018-19), and Society for Women in Philosophy Ireland workshop (2018-19). Many of these workshops were interdisciplinary to assist in taking forward the unit's research strategy.
- Political Theory and Philosophy seminar series: In 2018 a decision was made by philosophy and politics to include external speakers in their on-going joint seminar/ work in progress series. Speakers to date include, Beth Kahn (Durham), Guy Aitchison (King's College London), Peter Stone (Trinity College Dublin), Lisa Herzog (Munich), Miriam Ronzoni (Manchester), Alexa Zellentin (University College Dublin), Jonathan Lewis (Dublin City University), Alan Coffee (King's College London), and Kevin Lacourse (Trinity College Dublin).

All research staff and postgraduate research students in the unit are encouraged to attend these events. Where appropriate given the topic of their research, research students are also encouraged, and supported, to present at these workshops, to chair workshop sessions, and to participate in workshop organisation.

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

Research networks/ collaborations with academics at other institutions

As set out in (1) above developing research links with academics at other institutions has been one of the unit's three strategic priorities over the last seven years. That has included prioritising links with philosophy departments across the island of Ireland (including TCD, UCD, NUI Galway, and UCC) by adopting a two pronged approach as described earlier (engagement in, and funding of, events with an all-Ireland focus, and ensuring where possible that members of the unit are on the committees/ steering groups for all-Ireland bodies connected with philosophy). The unit has

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also actively pursued networking grants, supplemented by internal funds where appropriate, as part of its long-term strategy for increasing income from external funders, as described in (3) above. For example, in 2014 the University funded **Archard** and **Walker** to spend time at Renmin University of China, Beijing Normal University, and the Chinese University of Hong Kong (CUHK). Links with CUHK were then deepened in 2015 via an AHRC network grant with **Walker** as PI and Hon-Lam Li of CUHK as Co-I that funded a series of workshops in both Belfast and Hong Kong. This in turn led to **Walker** being invited to spend a period as a visiting professor at CUHK in 2017 (funded by CUHK), and a further research visit in 2018 funded by the AHRC. Coming out of the same initial visit in 2014 links were also deepened with both Renmin University and Beijing Normal University, with **Watkins** being invited to be a guest lecturer at the former's summer school later that year and **Clarke** being invited to teach a class at the latter in 2015. More recently, the School has co-funded a workshop with philosophy at Wuhan University (co-organised by **Clarke**) that is intended to provide the starting point for future collaboration.

As a result of the unit's strategy members have spent time, or engaged in collaborative research with colleagues, at a range of institutions since 2014, including: the University of Belgrade (**Schuppert**), the University of Bergen (**Morrison**), the Chinese University of Hong Kong (**Walker**), Oxford University (**Walker**), the University of Sydney (**Walker**), the University of Umea (**Schuppert**) and the University of the Witwatersrand (**Schuppert**). In May 2017 **Morrison** was invited by the Philosophical Association of Japan to speak at several Japanese Universities (Chiba University Tokyo, Hitotsubashi University Tokyo, University of Sendai, University of Kyoto) about the British Philosophical Association's 'Good Practice Scheme', about UK philosophy, and to present his own research.

Wider contribution to society not captured in impact case studies

As described in (1) above the unit's impact strategy is focused in two areas: 1. health and social policy, and 2. education and professional development. Both impact case studies are located in the first. However, these are only the most developed cases within this area. For example, **Walker's** work on medical ethics led to his appointment in 2016 as a member of the Expert Advisory Group (EAG) for the Irish Citizen's Assembly in its work on abortion. Following on from the Citizen Assembly's report, a referendum was held that resulted in changes to the Irish constitution that have significantly altered the legal permissibility of abortion in Ireland. Walker's role on the EAG was to help ensure that members of the Assembly received a balanced picture of the ethics of abortion, something that was essential for the credibility of the process. Similarly, **Whitten** serves as the sole philosopher on the Core Expert Group in the Northern Ireland Judicial Review on Hate Crime. In this role she has so far produced one paper with them, and is currently working on another.

In relation to education and professional development, **Watkins** has a long standing engagement with schools in Northern Ireland, drawing on his on-going research into citizenship in post-conflict societies, to provide citizenship education at primary school level. This formed the basis for one of the unit's impact case studies in 2014, and the work has continued to develop since then. **Walker** has also drawn on his work in public health ethics to provide training for public health professionals in Northern Ireland in collaboration with the Faculty of Public Health. This engagement was initiated in 2018 and is planned to develop substantially over the coming years.

Members of the unit have also taken the opportunity to present their work to broader public audiences as part of their public engagement activities. Highlights over the last few years include, **Diekemper's** participation in the 2015 philosophy and music festival at Hay-on-Wye, **Walker's**

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participation in a British Academy funded panel on robotics and healthcare at the 2017 Imagine festival of ideas and politics in Belfast, and **Morrison** organising a workshop on 'Balancing Equality and Freedom' as part of 2019 Belfast Imagine Festival. In 2019 **Morrison** also established a series of podcasts, under the title 'Generous Questions', that features interviews with members of the unit (including students) and visiting researchers. The podcast's aim is to engage the general public with contemporary work in philosophy. In developing their public engagement activities members of the unit are able to draw on extensive support from both the University's public engagement team, and the School's Impact and Public Engagement Champion.

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

The School encourages all academic staff to contribute to the discipline in ways commensurate with their career stage. Since August 2013 this has been progressed in four main ways:

- Committee membership. Staff within the unit have been appointed to the following prominent roles in supporting the discipline: Director of the British Philosophical Association 2014-present (**Morrison**), Secretary Tyndale Fellowship Philosophy of Religion Group 2014-18 (**Diekemper**), Member Analysis Trust steering committee 2016- present (**Morrison**), Member Royal Institute of Philosophy Council 2016- present (**Diekemper**), Member of UNESCO Bioethics Ireland steering committee 2016-present (**Walker**), Chair Nuffield Council for Bioethics 2017- present (**Archard**), Member Ethical, Political, Legal and Philosophical sub-committee of the Royal Irish Academy 2018- present (**Walker**).
- Refereeing academic publications and grant proposals. All staff within the unit are actively involved in refereeing articles and book proposals for the leading journals and publishers in their area of expertise. They have also refereed grant proposals, and been members of the peer review college, for a range of funders, including the AHRC (**Morrison, Walker**), ESRC (**Walker**), Leverhulme Trust (**Diekemper**), and the Irish Research Council (**Morrison**).
- Invited lectures. Members of the unit have been invited to present their work at a wide range of Universities (including as invited participants in workshops). These include: Humboldt University of Berlin, University of Hamburg, Peking University, Wuhan University, Zhejiang University (all **Clarke**); Kharazmi University Tehran, University of St Andrews, Sharif University of Technology Tehran, University of Cambridge, University of Neuchatel, University College Dublin, Heythrop College (all **Diekemper**); Chiba University Tokyo, Hitotsubashi University Tokyo, University of Sendai, University of Kyoto, University of Sheffield, University of Southern Denmark, University of Bergen, University of Glasgow, Tilburg University, University of Manchester (all **Morrison**); HU Berlin, University of Graz, University of Trondheim, Mercator Institute Berlin (MCC), University of Quebec, University of Warwick, University of Kiel, University of Umea, University of Belgrade, Institute of Advanced Studies in Paris, University of Erfurt, University of Zurich, University of Hertfordshire, University of York (all **Schuppert**); Oxford University, Chinese University of Hong Kong, University of Sydney, University of Copenhagen, NUI Galway (all **Walker**).
- Editorships. Associate Editor at Analysis (**Clarke**)
- External advisor roles. **Morrison** chaired the panel responsible for authoring the QAA's Subject Benchmark Statement for Philosophy (2015). **Walker** has been appointed as an external ethics advisor for two EU funded projects (in 2016 and 2019).