Institution: Queen's University Belfast

Unit of Assessment: 32 – Philosophy

a. Overview

Philosophy at QUB is now established as a key subject unit producing world-class research. As a result of restructuring and significant investment by the University over the last five years this cluster now comprises six full time members of staff with pronounced strengths in epistemology and applied normative theory, is sited within a School whose other cognate disciplines stimulate its research, and is sustaining its own distinctive, flourishing research environment.

The University's 2006-11 Corporate Plan embedded philosophy in a new School environment conjoining it with the subjects of politics and international studies. This administrative and financial context has provided a strong institutional base for the long-term viability and further growth of philosophy. At the same time the research strengths of these cognate disciplines have provided an impetus to intellectual and pedagogic developments in philosophy.

All members of the cluster contribute to its research by their publications, participation in regular symposia, colloquia, and conferences, the development of successfully funded research projects, attracting postgraduate research students through the new taught postgraduate programmes, and playing a significant role within the University's recently created Institute for Collaborative Research in the Humanities.

b. Research strategy

After the 2008 RAE submission the School of Politics, International Studies and Philosophy, as the organizational core of its research strategy, retained a system of five research clusters corresponding to five areas of research strength of which Philosophy was one, each with a Director of Research (DR). These provided a vehicle for increased research grant application activity. Additionally, the DR's role as appraiser for cluster members facilitated the setting of research goals for individual members of staff. The cluster system was also very effective in organising visiting speakers, workshops and conferences, and as a mechanism for integrating postgraduate research students into the scholarly life of the School. Each cluster had an annual budget of c£4000 to support its activities. In addition, the School administered a centrally-allocated fund for conference travel which provided annual support for attendance at an international conference where one or more research papers were being presented.

Since autumn 2012, in line with University policy to reduce significantly the number of research clusters, the School has moved to a structure with more permeable subject groupings. Four of the five previous cluster areas have subject representatives, with the fifth – Philosophy – having a dedicated Director of Research. All are members of a new School-level Research Committee. The Research Committee has responsibility for developing and implementing the research strategy of the entire School, allocating centrally-provided and increased School funding in support of research activities and convening a single School-wide seminar series that involves not only the presentation of research by staff, postgraduate research students and external speakers but also the discussion of more practical and strategic issues such as open access publishing, engagement with citations indices, and successful grant applications. During 2012-13, the Research Committee agreed a research dissemination strategy and produced a strategy document on research excellence. A key objective is to secure increased funding from RCUK and to respond more pro-actively to funding opportunities provided in Horizon 2020. The Research Committee has also overseen the allocation of existing and new funding for research activities, e.g. conference travel, workshops, preparation of collaborative research bids, impact support. As before, the overarching goal of the new Research Committee-focused structure is to both nurture key areas in the School's disciplines and to bring together colleagues from different areas of expertise to contribute to specific research questions and funding opportunities. The Research Committee, alongside the School Management Board, uses inter alia the University's institutional repository (PURE) and regular financial reports to ensure effective monitoring of research activity and outputs.

At the University level, staff are actively involved in presenting their research as part of the Knowledge Exchange Seminar Series (KESS) hosted by the Northern Ireland Assembly. The series involves research-based presentations designed to promote evidence-led policy and

law- making in Northern Ireland in line with the Executive's Programme for Government.

There have been significant staff changes since the Research Assessment Exercise in 2008. In 2012 **Archard** was appointed Professor of Philosophy and the School's Director of Research for Philosophy replacing McDonald, and he oversaw the further appointments of **Morrison** and **Walker** in 2012, and of **Clarke** (replacing Jarvis) in 2013. Thus only 2 of the present unit of 6 – **Watkins** and **Diekemper** - were included in the 2008 RAE. The staffing changes confirm both the viability of philosophy as a research cluster and the significant commitment of the University to the future of Philosophy. They also represent a clear acquisition of strengths in epistemology and applied normative theory. This latter area is further represented in the creation of a Centre for Ethics in 2012 directed by **Walker** that will provide a focus for funded research in applied ethics, jurisprudence and political philosophy and in the launching of two new MA programmes in 2013/2014.

In consequence of these changes our strategic research aims build on existing achievements. However they have also changed in important ways and are re-focussed to reflect the acquired strengths of the Philosophy cluster. Our aims are as follows:

First, we will facilitate the further strengthening of philosophy's research both in its core and in collaboration with the political theorists in the School. Since the formation of the School, there has been a move toward a more self-conscious collaborative strategy in the provision of opportunities for mutual discussion of common interests. This strategy has already borne fruit in the participation by political theorists in the Philosophy cluster's visiting speaker, colloquium, and staff-student seminar programmes, members of the Philosophy cluster participating in Politics events, and in the explicit development of a set of shared research interests.

Second, we remain committed to fostering interdisciplinary work within the institution. The new appointments of **Archard** and **Walker** add to that of **Watkins** to provide a real strength in applied normative (political, legal and ethical) philosophy within the unit. This in turn complements and reinforces the existing strengths in political theory within the School.

The University has created a Centre for Ethics within the School that in the longer term will be part of the University's William J. Clinton Leadership Institute, which is intended to be the focal point for leadership development and executive education in Northern Ireland and beyond. **Walker** devotes half of his time to the direction of this Centre's activities. The Centre provides a focus for the development of interdisciplinary research projects with a core ethical element. Additionally it has developed postgraduate provision in relevant areas, such as a new MA in Medical Ethics and Law that will, in turn, attract high quality post-graduate research students.

The cluster will also contribute to the University's new Institute for Collaborative Research in the Humanities of whose Management Committee **Archard** is a member, and one of whose Fellows, Schuppert, appointed in 2013, becomes a key member of the political theory-philosophy group.

Walker is developing a collaborative bid to the ESRC on Security within a second new Institute for the Study of Conflict Transformation and Social Justice.

Co-operation with the School of Law and with Politics is represented in a new annual Law, Politics and Philosophy event. In 2013 this comprises a colloquium on 'Punishment and Responsibility' with the School's Honorary Visiting Professor Philip Pettit (Princeton) as a key participant. In 2014 there will be a major public lecture by Professor Martha Nussbaum (Chicago) and a conference devoted to her work.

Third, we will develop further national and international linkages in a variety of different ways. The existing connections with philosophers in other centres in Ireland will continue to find expression in four regular all-Ireland annual conferences: the Irish Philosophical Club meeting, two conferences of the Irish Philosophical Society, and the Royal Irish Academy annual philosophy conference. **Diekemper** and **Morrison** are members of the Irish APORO network (specialising in epistemology, metaphysics, philosophy of mind and language, and logic).

A further recent structural change that is designed to support the development of research within the School is the establishment of an Internationalization Committee with its own Director. **Archard** is a member of the committee whose tasks include the further development, as part of the School's internationalization strategy, of international research collaborations, and to assist in its achievement the School recently secured £12,500 of University funding which will be matched with investment from School reserves.

Philosophy will maintain and strengthen the international connections between QUB and other institutions in Europe, North America, and Australasia. The new collaborative arrangements between the School and the Departments of Political Science and Philosophy at Vanderbilt University saw three faculty members from these departments contribute to the 2013 'Generating Justice' conference at QUB convened by **Archard**.

Archard has extensive and longstanding connections with China through his membership of the British Committee of the Philosophy Summer School in China, service as a Staff Member on three Summer Schools (1988, 2000 and 2012) and past Visiting Professorial Fellowships at Beijing Normal University and the Chinese University of Hong Kong. These will form the basis for various future collaborative ventures.

In line with these three aims, plans for income generation lie in the following areas:

- the development of a major new AHRC project, 'Past, Present and Future Wrongdoing' which will build on the successful Exploratory Award on 'Generating Justice' (March-September 2013) of which **Archard** was Principal Investigator;
- the development of an AHRC funded collaborative research project between QUB and the Chinese University of Hong Kong on 'Age and Health';
- the recruitment of postgraduate researchers will be strengthened and sustained through two new MAs (launched in 2013/2014): the MA in Legal, Political and Moral Philosophy, and the MA in Medical Ethics and Law.

c. People, including:

i. Staffing strategy and staff development

Research activity within the School is monitored by the Research Committee, while at University level the process of Academic Planning involves setting and reviewing targets for the School in relation to research outputs, grant applications and awards, numbers of research students and international collaborations. Staffing strategy is to maintain critical mass in Philosophy by replacing departing staff. It is also underpinned by a commitment to mainstreaming diversity and equality into the development of research careers. This has included full and active support and encouragement for all relevant leave and support arrangements, providing strong support for equality initiatives at institutional level. The unit benefits from being part of a School where staff play a leading role in institutional initiatives such as the Queen's Gender Initiative (of which **Galligan** is Director) and Athena Swan (in which the School plans to participate from 2014), and the School's own Centre for the Advancement of Women in Politics (CAWP).

Newly appointed colleagues are typically subject to a 3-year probation period, during which they are assigned a mentor whose function is clearly separated from the formal probationary process. New staff are encouraged to play a full role in the activities of the research cluster and the School, including presenting their own current research work and/or organising some research event on a theme of their choice in their first two years. The School's Probation Committee meets formally at least annually to consider progress and to provide written feedback to the new lecturer. Confirmation in post normally takes place towards the end of the third year and is based on written evidence from the colleague on probation and the Probation Committee. Following confirmation in post, all staff engage in an appraisal process which involves the setting and reviewing of research objectives and formal appraisee-appraiser meeting twice each academic year.

The University supports the concordat for training research staff and complements it by providing support for early career researchers, each of whom is granted a minimum of £4000 career development award. In cooperation with their mentor each early career researcher agrees a 3 year development programme, which is monitored regularly and is an integral part of the probationary process. **Diekemper**, **Watkins**, **Morrison** and **Clarke** have been or are currently supported by this programme. **Walker** and **Archard** have been in receipt of University starter research support packages, helping the latter to take up the Corti Fellowship at the University of Zurich (February- May 2013).

All members of academic staff with both teaching and research responsibilities who hold permanent full/part-time contracts are eligible to apply for one semester of sabbatical leave after six semesters of qualifying service, or for one year after twelve semesters of qualifying service. Calculation of length of service for purposes of sabbatical leave eligibility includes probationary service in an academic post. Where staff are eligible to apply for a semester's sabbatical they may apply to extent this to a full year on securing external

research funding to cover replacement staffing costs for the period. Staff are encouraged to apply for fully-funded research fellowships which may be taken in addition to sabbatical leave. The School also seeks to provide all staff with opportunities, subject to completion of requisite training, to supervise PhD students.

The School's research expertise has been sustained through the replacement of departures and retirements by the appointment of new staff with a strategic focus on the recruitment of excellent junior researchers. Research links with retired professorial colleagues have been maintained via emeritus professorships. All staff are on permanent contracts and are appointed on the basis of being research active, and high quality research is an essential element in the promotion process. Staff are also expected to secure external funding to support their research activities. School and University funding for research support is generally made conditional on grant-making activity. Staff are expected to maintain a schedule of regular quality publications. They are also required to ensure that their research activities conform to appropriate ethical research standards. Compliance with these, notably the University's Code of Research Conduct, is ensured through the School's Research Ethics Committee.

All staff eligible to do so may apply for promotion on an annual basis. In respect of a commitment to equality of opportunity and diversity, the University has a clear equality and diversity policy: www.qub.ac.uk/directorates/HumanResources/EqualOpportunitiesUnit/EqualityandDiversityPolicy/ The University's Equal Opportunity Unit has also developed an online e-learning training course on Equality and Diversity entitled DiversityNow. This mandatory course has been designed to raise staff awareness on equality and diversity issues as they impact upon them at QUB. Upon successful completion, the individual member of staff will have their training record automatically updated.

ii. Research students

The School has a vibrant doctoral programme, and is able to recruit significant numbers of very high quality students attracted by the depth and breadth of our research base. There are currently 4 postgraduate research (PGR) students in Philosophy enrolled on either MPhil or PhD degrees. The School is normally in a position to offer full scholarship funding for 2-3 new PGR students each year. It has been successful in recent years in securing additional scholarships for which it has had to compete internally. These have generally been awarded for projects focused on the University's strategic priorities and involving collaboration with another School. One award was secured for 2010-2013 and for 2012-2014; four were secure for 2013-2016. The School has also committed reserves to match-fund international awards part-funded by the University and to provide maintenance bursaries where scholarship funding covers only fees.

PGR students are all allocated a first and second supervisor with whom they are required to meet on a regular basis. And all are allocated desk space within a research facility housed in a newly refurbished annex to the main School buildings. This is equipped with individually allocated desks and computers, and additional telephone, printing and photocopying resources. The School has since 2009 had a dedicated Director of PGR Students, and a Postgraduate Secretary who deals with many of the practical issues students encounter. An induction programme is held for all research students each September comprising University and School-specific sessions. This is followed by training in research methods and the monitoring of progress through an Annual Progress Review mechanism. All full-time students registered for PhD must complete differentiation within the first year of studies. They then appear annually before a panel of staff, the majority of whom are not part of the supervisory team, to discuss progress and plans for the coming year/submission. PGR students are actively encouraged to participate in all Philosophy-focused and School-wide research activities (e.g. seminars, workshops). In some cases, these involve dedicated reading groups and PGR Days where the students are expected to present an aspect of their research. Two School-wide PGR Days based around student presentations are now held annually and involve the participation of PGR students and staff. PGR students have representation on the Postgraduate Staff-Student Consultative Committee and, since 2012, the School Board.

Students can order books they need for the library through their supervisor and have access to inter-library loans. To assist research training and personal development, PGR students may apply to the School for up to £400 per year in the first instance. Funding is usually used to participate in international conferences. The School also uses reserves to support research-focused events organized by PGR students. It has recently allocated resources to support a

small number of competitive post-doctoral fellowships for its particularly successful recent PGR students. Complementing this support, the University operates a comprehensive skills training programme, that maps on to the Research Councils' Joint Skills Statement.

The School encourages and assists its PhD students to publish their research. Of those graduating since 2008, Blease (2008) has published seven articles and three chapters, Lawell (2008) has published one article and one chapter, Hynes (2008) has co-edited one book, Rainey (2009) has co-edited one book, co-authored one chapter and co-authored one article, and Kerr (2011) has published four articles and one chapter. It also supports the professional development of its PGR students. They and post-doctoral researchers play a key role within the unit, contributing to teaching through tutoring on philosophy undergraduate modules. Post-doctoral students have also on occasions been offer the opportunity to convene undergraduate modules. Post-doctoral and postgraduate students are also encouraged to play a full part in the research culture of the unit, by participating in all conferences, colloquia, and workshops.

d. Income, infrastructure and facilities

Philosophy has secured a number of research awards in the period. **Diekemper** secured a Mind Association award of £600 in 2011, and significant funding from the Templeton Foundation for his research in philosophy of religion (£54,241 in 2010-11, and £9,375 in 2011-12). **Jarvis** (at QUB until August 2013) secured £3,675 from the British Academy in 2010-11. **Macdonald** secured £13,000 from the Mind Association in 2008-9. **Watkins** secured £1,000 from the Royal Institute of Philosophy in 2010-11 and £1510 in 2012-13 for his Philosophy, Citizenship and Schools project. **Archard** is the PI on a £29,000 AHRC Care for the Future Exploratory Award research project, 'Generating Justice: the problems of intergenerational justice,' which runs from March to September 2013. **Walker** secured £4970 from the Wellcome Trust to fund a workshop on Doing Good in Chronic and Long Term Care (speakers included: Alan Cribb, John Owens, Michael Dunn, Jessica Wheeler, Nancy Berlinger) held in September 2013.

On infrastructure, the University has undertaken a major restructuring of its Research and Enterprise Directorate which administers competitive central conference and internationalisation funds. The Research Support Office advises on the financial aspects of grants. The newly built, c£40 million McClay Library brings together wide-ranging library, computing and media services in a central location, the best features of a traditional library with the latest technology in open access computing centres. The School receives an annual allowance for the purchase of books and journals.

The School occupies four Victorian houses at the heart of the University campus. Colleagues in academic posts have a room each, with up to date computing and printing facilities. Equipment is upgraded every three years and maintained by a dedicated Information Technology Officer. The School has a common room and staff kitchen, five seminar rooms, one main School Office. Additional rooms in the School are occupied by postgraduate research students, post-doctoral fellows, emeritus professors and other research staff, as well as visiting researchers. Philosophy actively promotes a range of discussion forums. One is its visiting speaker programme, organized under the auspices of the Belfast branch of the Royal Institute of Philosophy, which has attracted many of the leading contemporary philosophers to visit QUB during the current assessment period, including R. Swinburne, R. Crisp, T. Irwin, B. Leftow, E. Olson, T. Baldwin, H. Richardson, B. Hooker, T. Govier, J. Tasioulas, M. Otsuka, L. Bortolotti, M. Nudds, P. Goldie, J. O'Shea, J. Baggini, M. Wheeler, B. Madison, M. Baghramian, H. Beebee, S. Broadie, T. Bayne, R. LePoidevin, M. Brady, T. Huvenes, K. Brownlee, M. Smith, A. Hills, D. Edwards. New colleagues are encouraged to organise mini-conferences, seminars and public lectures to facilitate links internally and externally. Many of these events are partly sponsored by the Belfast Branch of the Royal Institute of Philosophy (of which **Watkins** is secretary), which also organizes weekly seminars and lectures aimed at faculty, students and members of the general public. In July, 2009, **Watkins** organized a conference on Justice and International Wrongdoing whose keynote speakers were R.A. Duff, Simon Caney, David Rodin, and Toni Irskine. In September, 2010, the unit hosted the Irish Philosophical Society annual conference whose keynote speaker was William Desmond. That same semester, the unit also hosted a workshop on Ancient Epistemology supported by the Mind Association; the keynote speakers were D. Sedley, T. Scaltsas, A. Marmodoro, V. Politis and D. Charles). In April, 2011, the unit hosted a workshop on Philosophy of Mind whose speakers included P. Pettit, D. Papineau, G. Macdonald and T. Crane. In June, 2012, the unit hosted an Epistemology

workshop whose speakers included C. Besson, D. Dodd, A. McGlynn, J. Ichikawa, and J. Schechter. The unit helped to co-host the Association of Social and Legal Philosophy annual conference whose keynote speakers were Philip Pettit and R. Bellamy. **Diekemper** organised an APORO Ontology workshop in Oct 2009, whose speakers included P. Simons and K. Mulligan, and a 'God, Time, and Eternity' workshop in December 2012 whose speakers included D. Zimmerman and E. Stump.

In 2013 **Archard** organised the first Law, Politics and Philosophy colloquium on the topic of 'Punishment and Responsibility,' with contributions from Phillip Pettit, Christopher Bennett, and Jules Holroyd. **Walker** organised an inaugural Centre for Ethics workshop on 'Medical Ethics and Law,' with contributions from Stephen Wilkinson, Sheelagh McGuinness, Ruth Fletcher, Heather Draper, and James Wilson.

In 2013 **Archard** also organised three major interdisciplinary workshops - as part of the AHRC funded Care for the Future, 'Generating Justice' research project. Participants in these included Daniel Butt, Geoffrey Scarre ('Post-conflict Justice'), Gerry Maher ('Inter-generational justice'), Matt Matravers, Veronique Munoz-Dardé, Adam Swift, Kerri Woods, Alexa Zellentin, and Ed Page ('Inheritance of Social Injustice'). The project also convened a major international conference in September 2013 whose keynote speakers include W James Booth, Avner de Shalit, Nir Eisikovits, Anca Gheus, Matt Matravers, Larry May, Lukas Meyer, Colleen Murphy and Serena Olsaretti.

The University's Institute for Collaborative Research provides an important locus for research and can assist suitable collaborative projects within the University by means of staff secondments to the Institute, Fellowships, and the funding of particular research initiatives on annual themed topics.

e. Collaboration or contribution to the discipline or research base

Members of the unit have made significant contributions to the discipline of Philosophy and to its research base. They have also engaged in important collaborative arrangements and research projects.

Archard acted as the Philosopher Advisor in an External Review of the School of Social Sciences and Philosophy at Trinity College, Dublin, (2008) and served as the Guest Co-editor (with Susan Mendus) of *Journal of Applied Philosophy* Special Issue 'Philosophy and Public Policy' 26:3 (August 2009). He is also co-editor (with Ronald Beiner) of *Routledge Contemporary Political Philosophy* which continues to commission major new monographs.

In 2012 **Archard** was appointed Chief Editor, with a distinguished Editorial Advisory Board, of a major new book series, 'Ethics and Public Policy' book series, with Springer, which will commission major new introductions to the ethics of policy in respect of particular matters.

Diekemper was Oxford Templeton Research Fellowship at Hertford College, Oxford (2011-12)

Diekemper was an Invited Speaker at the 'In the Steps of the Ancients' Conference at the University of St. Andrews in 2011.

Archard is a member of the editorial boards of *Res Publica, A Journal of Legal and Social Philosophy*, the *Journal of Applied Philosophy*, and *Contemporary Political Theory*.

Archard was the Chair of Management Committee of the *Journal of Applied Philosophy* (2007 -2012) and is now a member of the Management Committee.

Archard is a Member of the International Editorial Board, *International Encyclopedia of Ethics* published in 2013 by Wiley-Blackwell.

Archard continues to make a significant contribution to the development of philosophical collaboration with China. He is a Member of the British Committee, China Philosophy Summer School. He was a Staff Member at the 2010 China Philosophy Summer School in Harbin lecturing on Applied Philosophy'.

Morrison was a member of the Organising Committee, AISB/IACAP World Congress: Alan Turing Conference, 2-6 July 2012, and of the Coordinating Committee for the Joint Session of the Aristotelian Society and the Mind Association, July 2008, University of Aberdeen.

Watkins was Co-organizer of the Irish Philosophical Society Conference, 2010.

Archard was Honorary Chair, Society for Applied Philosophy, from 2005-2011.

Archard was Visiting Research Professor, Centre for Child Welfare, University of Bergen, Norway, 2007-2009, and Corti Fellow at the Centre for Ethics, University of Zurich, 2013.

Morrison was Honorary Research Fellow at the University of Aberdeen 2009-2012.

Watkins is Secretary of the Philosophy and Ethics Committee, Royal Irish Academy, and a

Council Member of the Northern Ireland Forum for Ethics in Medicine and Healthcare.
Archard is a significant contributor to the work of the Arts and Humanities Research Council. He is a member of the 'Care for the Future Advisory' Strategic Theme Advisory Committee, a member of the AHRC 'Philosophy Focus' Group, and from July 2013 a member of the AHRC Advisory Board.