

<p><b>Institution: Cardiff University</b></p> <p><b>Unit of Assessment: UoA 32</b></p>
<p><b>a. Overview (Bold: REF terms from the guidelines; <i>Bold italic</i>: emphasis)</b></p> <p>The Unit is co-resourced and managed with English Language and Literature in the Cardiff School of English, Communication and Philosophy, since 2012 a part of the College of Arts, Humanities and Social Sciences (CAHSS). Following RAE2001, the School decided on a long-term strategy to rebuild Philosophy into a balanced and high-quality research Unit. The following describes the progress that has occurred since that strategy was enunciated in RAE2008. Despite senior retirements and the transfer of one individual to the other Unit (UoA 29) in the School, Philosophy has grown since 2008 from 8 to 10 FTE. Besides the groupings described below, the Unit houses the Centre for Applied Ethics (CAE—founded 1989) and provided leadership to the research programme of the ESRC Centre for the Economic and Social Aspects of Genomics (CESAGen, 2007-12). The Unit benefitted from an AHRC Block Grant Partnership (BGP1) and will be part of the South, West and Wales Doctoral Training Programme (SWW-DTP), in which Philosophy is one of the four principal areas of distinctive strength. The DTP has been awarded £14.2M over 5 years from 2014/15.</p>
<p><b>b. Research strategy</b></p> <p>The long-term strategy for developing Philosophy in Cardiff that was articulated in RAE2008 has radically renovated its intellectual profile (see also <b>staffing strategy</b>, below). The main strategic aims during the period were:</p> <p>S1. <i>To use the opportunities arising from staff movements to strengthen research in <b>selected core areas of philosophy</b>.</i></p> <p>S2. <i>To appoint staff capable of building on those core strengths <b>to develop new foci of research at their intersections</b>.</i></p> <p>S3. <i><b>To cultivate</b> our ability to relate our research to questions currently being addressed in other disciplines and to issues faced by people and organisations beyond academia.</i></p> <p>S4. <i><b>To build</b> cross-disciplinary and cross-institutional collaborations to assist in the development of innovative research.</i></p> <p>S5. <i><b>To nurture</b> a community of researchers producing high-quality outputs, targeted at rigorously edited journals and monograph lists, and capable of engendering significant academic and extra-academic impacts.</i></p> <p>S6. <i><b>To support</b> the next generation of researchers by <b>communicating</b> our expertise and values.</i></p> <p>S7. <i><b>To sustain and improve</b> a research environment which was rated 3*/70% in RAE2008, as well as our capacity to contribute to the development of our discipline.</i></p> <p><b>CORE AREAS AND INNOVATION.</b> The refocusing of the Unit's research has been guided in the first place by the aim of developing clusters of expertise in <b>two core areas</b> (S1):</p> <ul style="list-style-type: none"> <li>• <b>moral and political philosophy</b></li> <li>• <b>philosophy of mind, including philosophy of psychology</b></li> </ul> <p>Of the five appointments since RAE2008 (S2), one (Williams) augments long-standing strengths in <b>political philosophy</b> (Edgar, Sedgwick); two (Irvine, McNeill) augment and extend strength in <b>philosophy of mind and psychology</b>; and another two (Robertson, Webber) extend existing capacity at <b>the intersection of moral philosophy and philosophy of mind</b> (Gray, Shackel, Tanesini). At the same time, appointments have both reinforced and refreshed <b>a core long-term characteristic</b> of the research environment at Cardiff in which these areas are studied: the Unit's combination of expertise across both <i>analytic and continental approaches</i> to philosophy. Robertson and Webber, along with Tanesini, have sustained Cardiff's tradition in this area, all three publishing work during the period explicitly focused on bringing together insights from the two traditions. In addition, the appointments of Webber (2008) and, more recently, Irvine (2013), have added to this productive methodological dialogue a growing employment of <b>empirical or 'naturalized' approaches to philosophy</b> (S3). This takes forward Chadwick's (retired 2013) characteristic philosophical engagement with the practical realities of scientific research.</p> <p>Within <b>moral and political philosophy</b>, the Unit has expanded its concentration of expertise on <i>Nietzsche</i>, with three members of the Unit publishing on his moral and political philosophy in the period (Sedgwick, Robertson and Tanesini). Work in <b>applied ethics</b>, led by Edgar and Chadwick in the context of CAE and CESAGen, has continued in the area of <i>health</i> and been extended to</p>

include the ethics of *sport* (Edgar, Robertson) and of *biobanking* and *nutrigenomics* (Chadwick). All these areas of development feature strongly in the Unit's Impact strategy described in **REF3a** (S3). Within ***philosophy of mind and psychology***, research has grown to include interdisciplinary publications on the nature of ***perception*** (Gray, Tanesini) and critical analysis of the conceptual framework underpinning the ***science of consciousness*** (Irvine).

Besides reinforcing and extending capacity and innovation in what it has defined as its core strengths (S1), the School's strategy in revitalising Philosophy at Cardiff has also succeeded in developing *new concentrations of expertise* at the intersections of these areas, in ***moral psychology*** and in ***normativity*** (S2). Development here has been achieved to a large extent through collaborations with other communities of researchers (S4). The concentration in *moral psychology* has been facilitated through a series of interdisciplinary workshops with the Cardiff School of Psychology, which resulted in the establishment in 2012 of 'Values in Action' (ViA), an interdisciplinary research centre of Cardiff University comprising researchers in philosophy, social psychology, cognitive science, and neuroscience. The concentration in *normativity* builds on the publications of Robertson and Shackel and has been developed through a series of visiting speaker workshops at Cardiff that has led to our inclusion in a new 'Normativity Network' (see **Plans**). In addition, Shackel's work on the neuroscience of moral judgment has been facilitated by his membership of the Oxford Uehiro Centre for Practical Ethics.

**ACTIVITIES AND EVENTS** designed to promote the Unit's strategic aims are coordinated by the research committee and are supported by funds devolved to it by the School. A ***supportive environment for researchers to develop ideas*** is secured via regular *work-in-progress seminars* and an *informal reading group in moral psychology* (S5). ***Dialogue with specialists*** from other UK institutions, and occasionally further afield, is promoted by a fortnightly *visiting speaker seminar series*, co-funded with the Royal Institute of Philosophy. In addition to these traditional practices, ***the prime mechanism for developing innovative research*** has been a focus on ***building cross-institutional partnerships and interdisciplinary dialogue*** (S4) through the promotion of *5 series of regular workshops* during the period:

- An AHRC-funded series of interdisciplinary workshops on Sartre (2009-10), which culminated in a volume of essays.
- The moral psychology series with the School of Psychology mentioned above, which also included two conferences in Paris, part-funded by the University's International Collaboration Fund, and has led to a book co-edited with philosophers at the Sorbonne, currently under review with a publisher.
- The Unit's biannual workshop series on philosophy of perception, running since 2009, and now featuring discussions with authors about their major monographs, starting with Dominic Gregory.
- 'Think About Health', founded by CAE in 2009, which has built a network of researchers in Philosophy and other disciplines, medical professionals and other stakeholders through a series of 8 interdisciplinary conferences and 2 public debates around the UK on the ethos of the NHS (see **REF3a**).
- A series of visiting speaker workshops on normativity initiated in 2012, which has contributed to the creation of a 'Normativity Network' mentioned above (see **Plans**).

***Work in areas of growth and innovation and the international visibility of the Unit*** have been promoted and disseminated through the organisation of ***conferences*** at Cardiff. These have included events on Nietzsche, punishment, the philosophy of sport, the under-representation of women and ethnic minorities in the philosophy profession, and the nature and reach of philosophy in the Welsh language. Many of these conferences have had the support of external funders, including The Aristotelian Society, the British Philosophical Association, the British Philosophy of Sport Association, the Friedrich Nietzsche Society, and the Mind Association. As a result of the visibility that such events have given to the strategic reinforcement and refocusing of philosophy at Cardiff, we will be holding the Joint Session of the Mind Association and the Aristotelian Society in 2016, along with the attendant conferences of the British Society for the Philosophy of Science and the British Society for Ethical Theory. The Unit has also inaugurated ***an annual public lecture*** dedicated to ***the promotion of philosophy in Wales*** (S3). The lecture is given by a well-known author of philosophy books for public audiences (Julian Baggini, 2011; Sarah Bakewell, 2012).

The Group uses ***social media*** extensively to network nationally and internationally. Through its Twitter feed (@cardiffphilos), it advertises both its own events and the contributions of members of

the Unit to events organised elsewhere. The Unit's own events are also always advertised through professional philosophy's email announcement system, Philos-L.

### **PLANS AND ASPIRATIONS**

Over the next five years, the Unit will continue to consolidate and strengthen its core research areas and develop the new foci emerging at their intersections (S1,S2). Research planning will be increasingly integrated with the Unit's **impact strategy**, as explained in REF3a (S3).

Individual projects already at an advanced stage of planning include three monographs, on Nietzsche, on existentialism, and on rationality (S1,S5). Potential for excellence will be nurtured through **mentoring and coaching** by experienced staff, taking advantage of wider expertise within the School and College, particularly in the area of successful grant-applications. A further College initiative is the use of external evaluations of outputs as part of annual appraisal (S5). Staff will continue to have access to funding for research travel and to the School research leave system, augmented by the University's Research Fellowship Scheme (in which Webber has won one of the first awards). In addition, staff will be supported in targeting external Fellowship programmes to enhance the capacity of early- and mid-career staff for research leadership and impact (S5).

The Unit has plans for further workshop series and conferences linked to areas of growth, supported by the School and by bids to external funders currently under development. Following the success of the strategy during the present period, these will continue to build relevant **cross-disciplinary and cross-institutional collaborations** (S4). The opportunities presented by the recent creation of the 'Great Western Four' (GW4) hub for cooperation in research (Jan. 2013, with Exeter, Bristol and Bath) and of the SWW-DTP, which, in addition to the members of the GW4, includes Philosophy at Reading and Southampton, will undoubtedly be key to the next cycle. For example, research in **moral philosophy** will be enhanced by the newly established Bristol-Cardiff Ethics Symposium, an annual event bringing ethicists (staff and postgraduate) from both institutions together to discuss their work in progress with a distinguished guest. The Symposium is intended to foster collaboration between the Centre for Applied Ethics and Bristol's Centre for Ethics in Medicine as well as in core moral philosophy (S3,S4). Collaborations will not of course be restricted to the GW4/DTP. Work in **philosophy of mind** will be developed through a new collaborative network of UK philosophers, led by Cardiff and Durham, working on touch perception (S4). Research at the intersections of **moral philosophy and philosophy of mind** will be enhanced by the return of Irvine from a Fellowship at ANU working with cognitive scientists; a bid is in preparation to fund a series of workshops and seminars, discussing the implications of dual-process cognition for current philosophical debates concerning *normativity* and *moral psychology*. A major project is also planned in this area under the auspices of 'Values in Action' (S4), involving existing collaborators in the UK and abroad and extending to include new partners with research strengths in empirically informed philosophical psychology such as Sheffield and the Werner Reichardt Centre for Integrative Neuroscience at Tübingen (where Irvine held a post-doctoral Fellowship in 2012/13). Besides Shackel's established relationship with the Oxford Centre for Neuroethics, work in normativity will be further expanded through our membership of the 'Normativity Network', based at Sussex, with Kent and our DTP partners, Reading and Southampton. The Unit has ring-fenced part of its own research budget for bringing one overseas visitor a year to Cardiff to develop potential collaborations in this area.

The **development of the next generation of researchers** in Philosophy (S6) will benefit from the SWW Programme's principles of co-supervision and collaborative training and its agenda for embedding specialised research in cross-disciplinary contexts and across different audiences. In particular, opportunities for **exchanges between academia and the public sector** will be enhanced by the powerful network of non-HEI partners in the Consortium, including the major cultural agencies of the Welsh government. The Unit will also seek to expand access to research in Philosophy by developing part-time PhD provision, appropriately tailored to suit the working lives of professionals whose research intersects with and informs their career.

### **c. People**

i. **Staffing strategy.** At the heart of the School's long-term strategy for the reinvigoration of Philosophy at Cardiff has been its management of staff movements (S1,S2). Of the senior staff submitted under Philosophy in RAE2008, Atfield and Chadwick have retired; and the increasing alignment of Norris's work with that of the School's Centre for Critical and Cultural Theory is reflected in his return to UoA 29. In addition, strategic support for Philosophy has included the

creation of new posts within the Unit. The School has taken two main approaches to staffing: a) the recruitment of, and support for, new talent with capacity to reinforce the core areas and enliven the Unit with new cross-cutting perspectives; b) investment in the potential of its mid-career staff (see **career progression**, below). As a result of the investment in renewing the cohort, 50% the staff returned to this exercise have joined the Unit since RAE2008, while a further member of the return had been an early career researcher in 2008. Three ECRs are part of the present submission. The Unit currently consists of one Professor, 3 Readers, 2 Senior Lecturers, and 4 Lecturers, which provides a profile for sustainable succession in the future.

The Unit bases its approach to **research support** on the twin imperatives of **equality** and **excellence**. Jointly they ensure that all research active staff are able to **compete fairly** for resources and recognition, and are **supported** in developing plans robust enough for success. Equality is promoted by making conference and research travel funding automatic to a threshold (see **d**), rather than on selection by committee. **Sustainability** is served by the School's core priority of **valuing and nurturing the potential for research excellence at all career stages**. The teaching time of one highly experienced member of staff in the School, herself a funded specialist in researcher training, has been reallocated to research leadership, a large part of which consists of one-to-one support, including research coaching where required. All staff receive **mentoring** from the Director of Research in Philosophy, with additional advice available from the School Director of Research or other experienced colleagues in the School. Besides support with writing promotion and research leave applications, staff receive **formative assistance in developing funding proposals** through the School's internal peer review system which ensures submissions are of the highest possible quality while building capacity and expertise in the Unit. The process is set in train by the completion of an 'early warning' form, which also triggers assistance from the School's Research Funding Manager.

The development of **research careers** takes place within two frameworks: (1) A transparent workload model that ring-fences research time. (2) The University's specification of expectations and responsibilities, which are tied to promotion criteria for each category of staff. These are used to structure both the workload model and the **appraisal** process. Combining these tools ensures that **individuals at the beginning of their careers** are protected from excessive administrative or teaching duties. 60% of a probationer's time is allocated to research and career development, and no more than 5% to administrative functions. 5% is allocated for impact and engagement activities, designed to embed an awareness of opportunities for public benefit from the start. ECRs have a mentor and first engage in postgraduate supervision as part of experienced teams. Support for research and career development thus **continues throughout the career**. Following ESRC-funded research carried out in the School into how top international researchers achieve and sustain excellence, the School is alert to safeguarding research momentum in mid-career. Following probation, staff have 40% of their 1509 contracted hours allocated for research (postgraduate supervision is counted under Teaching for these purposes so as not to reduce the effective allocation for research) while administrative burdens are carefully shared and monitored through the workload model. Lessons from our REF preparations, including an analysis of the descriptors used by external assessors to benchmark the Unit's outputs against the criteria, are used to promote consistency and granularity in the discussion of research progress in appraisal and mentoring.

**Training** needs for all grades of staff are considered in the annual appraisal (or probation) meeting. Most requirements can be met through the University's portfolio of Development and Leadership programmes for different career stages. The University won a Times Higher Award for 'Outstanding Support for Early Career Researchers' in 2010 and holds 'HR Excellence in Research' accreditation by the European Commission, as well as Investors in People recognition. Where suitable training is not obtainable locally, funding for external training is made available.

All staff, other than RAs, are eligible for paid **research leave** on a sabbatical principle, and 'light' workloads are arranged to support the writing up of projects. There is no minimum term of service for eligibility, beyond the standard accrual of six semesters for one semester's leave. Externally-funded leave does not impact on eligibility. Leave applications with defined outcomes are assessed against published criteria to ensure fairness and high standards. Mentoring ensures that staff develop their proposals optimally and use their time effectively. During the assessment period, *all members of the Unit eligible for leave* have been granted at least one semester's relief from other duties to assist them in producing the outputs submitted.

Evidence of the effectiveness of **support for career progression** is seen in the Unit's 100% success rate on applications to the University Promotions Committee. The one early career researcher at the time of the RAE has since been promoted to Senior Lecturer, as has a second junior member of the 2008 submission; and the 3 mid-career members of the group at the time of the RAE have also all been promoted, 1 to Professor and 2 to Reader. Of the 5 current members of the Group recruited since the RAE, one has been promoted first to Senior Lecturer then to Reader since arrival as Lecturer in August 2008. The other 4 were appointed too recently to have yet met the criteria for promotion.

Post-doctoral researchers have not featured strongly in the Unit over this REF cycle, other than in projects undertaken within the context of CESAGen. Two early-career researchers supported by the School assisted Chadwick on impact-related projects in biobanking and nutrigenomics under the auspices of CESAGen, including co-authorship of publications. They have since moved on, respectively, to a post and a PhD programme in Cardiff's School of Social Sciences. The Unit seeks to provide opportunities for post-doctoral researchers who have potential to contribute to the research environment, by nominating them to University Honorary Fellowships. In return for their participation in seminars and other events, they receive mentoring in preparing their research for publication and training in grant applications. For example, one researcher, who drew on thirty years' experience in the pharmaceutical industry to write a doctorate on pharmaceutical ethics, was subsequently appointed to a Research Fellowship in the Centre for Applied Ethics and is a regular contributor to *Think About Health* workshops. A second Fellow, who gained her PhD in philosophical moral psychology in the USA, has since been named as the postdoctoral researcher on a recent funding application.

The Unit has made two important contributions to **equality and diversity** in relation to the discipline and the larger community. First, we organised an international conference in 2010 on 'Underrepresented Groups in Philosophy', aimed at addressing equal opportunities issues within the profession. In addition to School support, the Unit obtained funding for this conference from the British Philosophical Association, the Society for Women in Philosophy, the Aristotelian Society, and the Mind Association. Second, in an effort to promote the discipline in Wales and to increase opportunities in Philosophy for speakers of Welsh, the School, in collaboration with Coleg Cymraeg Cenedlaethol, has appointed Williams to conduct research and teach Philosophy across institutions in Wales through the medium of Welsh. At university level, the institution's commitment to Equality and Diversity is recognised by Cardiff's place in the Stonewall Top 100.

**ii. Research students (S6).** Across the period from 08/09 to 12/13, **a total of 13 full-time and 9 part-time PhD candidates** have entered the Unit's programme in Philosophy. There have been **4 AHRC PhD scholarships** in the Unit since 2008/9, including one previous to BGP1. PGRs have also won 2 full three-year scholarships from the Cardiff University J. E. Williams Bursary Fund, a fully-funded 'Cardiff 125' bursary, 4 one-year fee bursaries offered by the School, and a scholarship from Soka University, Japan. In support of Philosophy in Wales, the Coleg Cymraeg has awarded a full scholarship for a student who began his Welsh-medium project in October 2013. Members of the BGP2 Consortium have committed to a programme of match-funded studentships for the life of the award. All studentships are awarded under strict protocols to ensure **equal opportunities**. BGP1 applications were assessed by a committee of experts nominated by participating Schools, with each application independently scored by 3 assessors, excluding prospective supervisors; School-based awards replicate this approach. The Unit offers practical support to students with any special academic needs, normally through the second supervisor. As with staff, financial support for conference attendance is automatic for all students giving a paper (see section d).

The **progress** of all students, as well as training needs, is reviewed by the student with the supervisory team on a 6-monthly basis. Annual monitoring is conducted by a formal panel, including a member outside the supervisory team. It is based on a substantial piece of writing and an interview. At the end of the interview, students have an opportunity to raise issues confidentially with the independent member, in addition to meeting at any time with the Director of the Programme. Provision and support for students is reviewed annually by the School's Director of PGR Studies and the CAHSS PGR Activity review group, using feedback from the PRES survey. During the period, the Unit has **averaged just over 4 successful PhD awards per annum**.

The heart of **academic and career skills development** is the weekly 'thesis workshop' organised by the programme Director, in which the cohort receives training and shares their

problems and experience in relation to all aspects of the preparation and completion of the PhD thesis, along with training on getting published and applying for jobs. Additionally, the School offers its own 'Learning To Teach' module for students who engage in paid undergraduate teaching. The 20 M-level credits gained in the module are transferable to the University's Postgraduate Certificate of University Teaching and Learning (PCUTL) and the HEA's Professional Standards Framework (UKPSF). Students also make use of the generic training programme provided by the University Graduate College (UGC), which conforms to the national Researcher Development Framework.

**The integration of PGR students into the research environment** is central to *strategic aims S6 & S7*. From induction onwards the School provides opportunities for students to meet each other and the staff across its disciplines. Students are allocated deskpace in interdisciplinary offices in the School, and a staff/PGR common room is provided. They are encouraged to participate in seminars, conferences and workshops. The postgraduates run their own supervised reading group and participate, as appropriate to their interests, in the moral psychology reading group. They have their own work-in-progress workshop, and attend the staff work-in-progress seminars, the research seminar series, and seminars run in other parts of the School and University. Ring-fenced funding is devolved to the research committees to support postgraduate events. Students regularly participate in the Graduate College's annual student-organised 'Voice of the Humanities' conference and the Unit holds an annual weekend conference in collaboration with philosophers at Trinity St David's University, at which students present and discuss their work.

**For the future**, the Unit has identified a need and opportunity to align professional interests and applications of philosophy with its research through ***tailoring the PGR programme towards career-enhancing research topics for those in employment***. The project is inspired by two of the Unit's part-time PGR students: a senior policy analyst at the Local Government Association specialising in discipline in schools, writing a PhD on the motivations for and shortcomings of communicative theories of punishment; and a teacher of A-level Philosophy, writing an MPhil thesis on existentialism and moral philosophy, aiming to feed new ideas back into his teaching.

#### **d. Income, infrastructure and facilities**

Central to the School's long-term commitment to the progressive regeneration of Philosophy at Cardiff has been supporting staff in the Unit on an equal basis with those returning to the historically more successful UoA 29. Philosophy has thus benefited equally from an increased QR settlement pipelined to the School as a result of its performance in RAE2008. This has enabled the Unit to sustain a ***research leave scheme*** equivalent to 1 FTE per annum to support the development of outputs. Through a central budget, QR also funded ***individuals' training, conference attendance and other research travel expenses***. Individual staff may automatically access up to £1K/annum, with the possibility of partial draw-down from the next year (overall PGR entitlement is £1K, virable over three years). PGRs may also apply for further funding to attend a conference in their first year without being obliged to give a paper. In addition, the allocation has permitted c. £5.5K/ annum to be devolved to the Philosophy research committee for ***research group and PGR activities*** (supplemented by fEC income, visitor bench fees and surpluses from events organised by the Unit). Philosophy has also benefited from access to a central School budget for the translation of research into impact (£15K).

The level of **external research income** has been influenced by the retirement of 2 previously highly active applicants, the recent arrival and relative inexperience of 4 appointees, and by a strategic decision during this phase to focus on outputs and impacts over income (S5). Most of the interdisciplinary research conducted by the c.£6M ESRC-funded CESAGen directed by Chadwick was located administratively in the School of Social Sciences, and hence, other than 25% of her salary during the period of her duties as Director (-2012), this income has not been reported through our School. Of the income allocated to the Unit from external funders, the strategically most significant award was an AHRC Research Networking grant to support Webber's project on contemporary interpretations and uses of Sartre (£25K). As mentioned above, Webber has also been awarded a University Research Fellowship for 2014. Shackel was awarded a grant from the University's competitive International Travel Fund. Other small awards include funding to employ an undergraduate student as a research assistant for a digital humanities project in the philosophy of psychology under the University's annual scheme to introduce third-year students to research over the summer. In addition to these awards, the Unit receives regular (£1.5k/annum) funding

from the Royal Institute of Philosophy which is matched from the Philosophy Group's own devolved budget to support its visiting speaker programme. External awards to support conferences have been mentioned in **b**.

Information Resources continue to be the main component of **internal infrastructure support**. For each of the last two years, the University has raised its investment in Information Resources by 4%. A third module of JSTOR, JISC eCollections, and the Oxford Scholarship Online modules in Philosophy of Mind, Moral Philosophy, and Political Philosophy have all been added to electronic resources. In times of price inflation, with the assistance of a dedicated specialist librarian, systematic annual reviews of journal use have enabled the control of expenditure on print journal subscriptions (38%) so as to maintain the acquisition of research monographs (52% of spend).

Economies of scale possible in a large but integrated School help ensure an effective **balance between scholarly, organisational and operational infrastructure** without losing the ability to tailor provision to the specific group. The Unit benefits from the capacity of a large School to provide full administrative support for research, finance, HR and IT, including a sizeable annual equipment budget. Clear roles and responsibilities for administrative staff and for academics with management responsibilities ensure smooth operational procedures. Databases of successful grant applications, research leave reports and annual research reports for the School are available on a shared drive. All staff have their publications listed in the University's research repository, which is open-access ready.

#### **e. Collaboration or contribution to the discipline or research base**

**Two international conferences** have been held by the Unit at Cardiff (*Nietzsche; Under-represented groups in Philosophy*) and 2 in Paris (*Sartre; Ethics and the Architecture of Personal Dispositions*), as well as 2 **UK conferences** (*British Philosophy of Sport, Ethics, Creation and Environment*). There have been 9 meetings of the biannual philosophy of perception workshop, as well as the special workshops on moral psychology (3), normativity (2), Sartre (2), mind (1), punishment (1), and philosophy in Wales (1). Five more senior members of the Unit have between them been invited to give 12 **keynote or plenary conference lectures**, 8 of them overseas, including the Associazione Medici di Origine Stranera in Italy (Edgar), 'Perception and Consciousness' at Northwestern University in Chicago (Gray), the Association for Feminist Epistemologies, Methodologies, Metaphysics, and Science Studies at Pennsylvania State University (Tanesini), and the Nordic Society for Phenomenology at Copenhagen University (Webber). Members of the Unit have also been invited to give a number of seminars around the UK and Europe.

Individuals have co-authored or co-edited **research publications** with colleagues at Oxford, Sheffield, Stirling, Southampton, and the Sorbonne (in progress). Shackel is a Distinguished Research Fellow at the Uehiro Centre for Practical Ethics, Oxford; Webber is a Visiting Fellow at Bristol. The Group has hosted 5 visiting scholars, one from the UK, 3 from Europe, and one from China.

Contributions to the development of the disciplines and their sub-fields are also made through **editorial activity**. Edgar edits *Health Care Analysis*; Chadwick co-edits *Bioethics*; Robertson is the book reviews editor of the *Journal of Nietzsche Studies*. Webber sits on the editorial board of *Sartre Studies International*, and over the period staff have reviewed well over 100 journal submissions for 37 academic journals and 22 book proposals and manuscripts for publishers including Oxford University Press, Acumen, Routledge, and Continuum. Members of the Unit have reviewed three external funding proposals for UK funding bodies and two for overseas funding bodies in the period under review.

Staff have held office in a number of **professional associations**. Tanesini is a member of the executive committee of the British Philosophical Association and SWIP (UK), as well as being, like Webber, a member of the Council of the Royal Institute of Philosophy. Webber also holds the positions of Treasurer of the British Society of Ethical Theory and Secretary of the UK Sartre Society; Shackel is a committee member of the Analysis Trust. Edgar has chaired the British Philosophy of Sport Association. Chadwick is chair of the Human Genome Organisation Ethics Committee. Between them, the members of the Unit have held 9 positions on executive committees of professional and academic bodies. In addition, members of Philosophy at Cardiff have served as external examiners for 6 PhD examinations in the UK and 2 overseas and have advised on 3 overseas promotion applications.