

Institution: University of Oxford

Unit of Assessment: 32

a. Overview

Oxford is one of the world's great centres for philosophy. This is partly for reasons of sheer size: there are more than 150 professional philosophers working within the University, many of them internationally renowned experts in their fields. Among these are statutory professors working in ancient philosophy, metaphysics, epistemology, philosophical logic, philosophy of mind, moral philosophy, and practical ethics. Membership of the Philosophy Faculty is also extended to those with permanent posts in other faculties and departments across the University whose research interests are closely related to philosophy. This includes theologians, classicists, medievalists, experts in jurisprudence, legal philosophers, social and political theorists, cognitive scientists, and mathematical logicians. Given the large number of visiting philosophers, and given the fact that there are also more than a hundred graduate students, Oxford has a claim to be the largest institutionally integrated centre of philosophical research in the world.

But the size of the UOA is also important because it enables Oxford to maintain a critical mass of research activity across all of the main areas of philosophy. This in turn enables it to generate opportunities for creative interaction between these areas—something that is especially important in a discipline like philosophy, so much of which has so much bearing on so much else. It also means that there is scope for staff members to teach in areas closely related to their own research and thereby to enhance it. The 2011 Philosophical Gourmet Report is testament to these benefits of size and breadth. It ranks Oxford as second in the Anglophone world, with a mean score across all subject areas of 4.7 (out of 5). New York University was ranked first with 4.8, and Rutgers came third with 4.5. The next highest ranked philosophy department in the United Kingdom had an overall mean score of 3.5. The Report is also testament to the particular strength in depth of philosophy at Oxford: no other department in the survey appeared more times than Oxford (twenty-five) in one of the top three subject groups.

The UOA seeks to sustain and develop a vibrant and diverse research culture. In particular, it encourages research by fostering discussion and thereby stimulating new work and honing existing work. The Philosophical Society and the Jowett Society between them constitute a weekly forum for the exchange of philosophical ideas, with papers presented by distinguished visiting speakers and recent Faculty appointees. There are more specialized regular seminars to which distinguished speakers are invited, in ancient philosophy, moral philosophy, philosophy of religion, philosophy of physics, and philosophy of mathematics. In addition there is a strong culture of well-established and well-publicized smaller groups involving postgraduates or staff members—frequently both—bringing together manageable numbers of philosophers with congenial interests. Examples include groups with foci on post-Kantian German philosophy, Nietzsche, aesthetics, and philosophy of mind and cognitive science. Other groups with less mainstream foci flourish from time to time: one recent example is a weekly seminar looking at unjustly neglected papers within the discipline.

There are also special lectures organized by the Faculty, and by related faculties such as Theology & Religion, that prominent philosophers are invited to give. These are often accompanied by informal discussion groups on the topics of the lectures. They include: the John Locke Lectures; the Isaiah Berlin Lectures; the Gareth Evans Memorial Lectures; and many more (listed in §(e)). The Faculty also hosts regular conferences and workshops such as the Oxford Seminar in Early Modern Philosophy and, every other year, the Southern Association for Ancient Philosophy.

A very important part of the UOA's research activity is funded by large and competitive external grants. This activity is as notable for its breadth as it is for its quality: a list of the major research projects hosted by the UOA since 2008 is given in §(b). These projects involve many early career research assistants who bring freshness and energy not only to the projects themselves, but also to the UOA more generally through their participation in the various fora for

discussion mentioned above. The UOA is also host to the following major research centres: the Oxford Uehiro Centre for Practical Ethics; the Future of Humanity Institute; the Institute for Science and Ethics; the Oxford Centre for Neuroethics; and the Programme on the Impacts of Future Technology. In addition, Oxford philosophers are heavily involved in a number of interdisciplinary research centres, of which further details are given in §(e).

A very significant recent development has been the UOA's move from 10 Merton Street to the refurbished Radcliffe Humanities building, on the site of the former Radcliffe Infirmary. This move has had a number of advantages. In particular, by providing more and better space for the UOA's graduate students and by allowing more of the UOA's research centres and projects to be located in the same place, it has created a much greater sense of community than there ever was in 10 Merton Street: this helps to ensure that the diversity of the UOA does not translate into fragmentation.

b. Research strategy

The UOA's broad research objectives remain the same as they were in its submission for RAE 2008: to maintain Oxford as an acknowledged leading centre for philosophy in the world; to uphold its world-class standing in most branches of philosophy; and to offer research training in philosophy equal to the best in the world.

(i) Where the UOA stands in relation to its submission for RAE 2008

The overview in the previous section gives an indication of how far the UOA has come in realizing these broad objectives since its submission for RAE 2008. The UOA indicated a number of more specific aims in its submission as well. In particular it:

- (1) outlined its various hopes for development, e.g. the establishment of further research centres and the filling of a Senior Research Fellowship in Philosophy at All Souls College (a chair-level appointment with no restriction as to field);
- (2) listed various areas in which new appointments would be desirable, given the UOA's distribution of interests and teaching needs;
- (3) expressed its aim to move towards greater flexibility in duties and a more articulated career structure;
- (4) announced its intention to be more aggressive in its pursuit of opportunities for externally funded research;
- (5) expressed its hope of funding more graduate scholarships;
- (6) gave notice of its planned move to a new site.

It has achieved the following under these six heads.

(1) Most of the hopes outlined have been realized, despite the adverse economic climate. There are two new major research centres hosted by the UOA: the Oxford Centre for Neuroethics, sponsored by the Wellcome Trust and established in 2009; and the Programme on the Impacts of Future Technology, sponsored by the Oxford Martin School and established in 2011. Susanne Bobzien took up the All Souls post in 2013.

(2) Since 2008, eighteen appointments to permanent posts have been made, and between them the appointees have specialist interests in the following areas: metaphysics; philosophical logic; philosophy of mathematics; philosophy of physics; philosophy of language; philosophy of mind; philosophy of the cognitive sciences; ethics; political philosophy; aesthetics; value theory; ancient philosophy; Kant; and post-Kantian continental philosophy. There is some overlap, but not total overlap, between this list and the list of areas that the UOA had identified: the discrepancies are accountable partly to unexpected departures that have occurred in the interim and partly to a decision that was taken in a number of cases to treat the area specified in the further particulars for the post as a preference only, to be outweighed if a candidate in another area was clearly the strongest. (It is another advantage of the UOA's size that it has the luxury of being able to take such decisions.) Appointments of outstanding calibre have been made, and some of those

appointed, such as Professor Cian Dorr and Professor Cecile Fabré, had already established an international reputation.

(3) This aim has been largely pursued by a University-wide task force on academic employment, which reported in 2012. Some of its results are noted in §(c i)(ii). In the meantime the UOA has pursued its own initiatives, reconfiguring a number of posts so as to change the balance between college duties and University duties.

(4) This policy has met with considerable success. The UOA now hosts large research projects in: Power Structuralism in Ancient Ontologies (ERC); Inexpressibility and Reflection in the Formal Sciences (AHRC); Science and Religious Conflict (AHRC); New Insights and Directions for Religious Epistemology (John Templeton Foundation); and Neurointerventions in Crime Prevention (Wellcome Trust). Next year it will also host a large research project in Information at the Quantum Physics/Statistical Mechanics Nexus (Templeton World Charity Foundation). In addition, four Leverhulme Research Fellowships, three Wellcome Trust Research Fellowships, one Wellcome University Award, one Mind Association Fellowship, one British Academy Senior Research Fellowship, one British Academy Mid-Career Fellowship, three AHRC Research Fellowships, and four British Academy Postdoctoral Fellowships have been awarded to members of the UOA during this period. One of the ways in which the UOA has intensified its pursuit of externally funded research is through a review of the role and functioning of its Research Committee. In 2010 the Faculty appointed a new Research Coordinator with responsibility for chairing the Committee. It also agreed that the remit of the Committee should be: (i) to identify strategies for facilitating and promoting research activity among Faculty members; (ii) to encourage applications for external research funding, e.g. by identifying particular Faculty members as especially suitable for particular awards and by providing advice on the philosophical content of applications; (iii) to review records of applications for external research funding; and (iv) to review applications for postdoctoral fellowships, taking decisions where necessary about which candidates to put forward for awards.

(5) There is now more funding of graduate scholarships: further details are given in §(c ii).

(6) The planned move has now taken place, as reported in the previous section: further details are given in §(d).

(ii) Plans for the future

The UOA's current strength extends to many areas of philosophy. But it aims to increase its breadth as well as its strength, and thereby to intensify its diversity, the value and importance of which were emphasized in the previous section. In particular, it aims to make appointments in the following areas, without compromising any of its current strengths: philosophy of mind; philosophical linguistics; philosophy of biology; medieval philosophy; certain figures in early modern philosophy, including Descartes and Locke; and post-Kantian continental philosophy. The Faculty Board will give due priority to these areas when decisions are made about new appointments. The UOA will also continue its recent practice of soliciting applications for posts from distinguished philosophers worldwide, and of according members of the UOA who are not on any given selection committee an active role in the appointment process, through their comments on dossiers and presentations.

One of the UOA's particular strengths is applied ethics. All five of the major research centres mentioned in §(a) are in this area. There are now three new developments on which we intend to capitalize. One of these is the creation in 2012 of the Blavatnik School of Government. The UOA will seek ways of becoming more involved in the development of this School: already there is a new University Lectureship in Political Philosophy and Public Policy, whose holder is a member of the Faculty. Secondly, the UOA has cooperated with three colleges to form the Oxford Centre for Ethics and the Philosophy of Law. It plans to expand this centre with strengthened links to Law and Politics. Not only will this make Oxford's strength in moral, political, and legal philosophy more visible, it will facilitate graduate teaching and supervision across departmental boundaries. The third development is the introduction of an undergraduate course, run jointly with the Department of

Economics, on the philosophy and economics of the environment. This course is already proving very popular and demand for it is only liable to increase. The UOA will ensure that it has people in post who can meet this demand. In general, the UOA will strive to retain its status as a leading centre for applied ethics. One incidental advantage of being pre-eminent in this area is that applied ethics attracts a significantly large proportion of external research funding.

The UOA will continue to pursue postdoctoral research funding opportunities and will seek to fund many more graduate scholarships (further details of the various ways in which it already supports postdoctoral and graduate research are given in §(c i) and §(c ii)). Postdoctoral researchers and graduate students are vital to the flourishing of the UOA for reasons indicated in the previous section: they bring freshness and energy to the areas in which they are working and they are much valued participants in the various fora for discussion mentioned there. Support for them in Oxford is important to the flourishing of the profession more generally, since a significant number of those who pursue careers in philosophy in the Anglophone world are Oxford-trained. Within the past two years alone one early career researcher has become the director of two of our major research projects and others have been appointed to tenure-track or permanent posts in NYU, Washington University in St Louis, Birmingham, and Oxford. Details of how our graduate students have fared are given in §(c ii).

Finally, the UOA will work hard at making a success of the various new collaborative endeavours identified in §(e) below. It will also seek opportunities to endow new and existing chairs, to establish further research centres, and to appoint several additional permanent academic staff.

c. People, including:

i. Staffing strategy and staff development

(i) New members of staff

The UOA provides induction courses for all new members of academic staff. Each postdoctoral fellow has a mentor appointed by the Faculty: this is an experienced member of staff whose areas of interest are as close as possible to those of the fellow. The mentor's role is to provide encouragement and advice on practical matters, including career development, and, when requested, feedback on work in draft and discussion of research strategy. The mentor meets the fellow at the beginning of the term of appointment, to welcome the fellow and to make clear the role of the mentor. Thereafter the mentor is available for consultation whenever needed. A further meeting takes place at the end of each academic year to review arrangements, evaluate progress, and look ahead. Similarly, each new member of academic staff not in a postdoctoral category, excepting those at professorial level, has a mentor appointed by the Faculty for a period of five years, to offer advice, particularly in relation to research, lecturing, and relevant Faculty practices, to monitor the new appointee's load of duties and the balance between them, and to bring any difficulties to the attention of the Chair of the Faculty Board. (University appointments at lectureship level include a probationary period during which research achievement has to be demonstrated, so support of this kind is particularly welcome.) Different arrangements suit different members of staff: the mentor and the new appointee agree between themselves how and how often they shall meet. An appointee may ask at any time to change his or her mentor.

New members of staff are given lighter administrative and examining loads to help them consolidate their research. They are not normally asked to examine during their first year, and the administrative burdens that they expected to undertake are reduced by 80% in their first year, 50% in their second year, and 20% in their third year. They are warmly encouraged to attend the many discussion groups, seminars, and workshops described in §(a).

(ii) Retention

The UOA is very mindful of retention. It operates a 'credit for duties' system which aims to equalize burdens across the body of those with permanent posts by assigning points to the different kinds of jobs that they are asked to undertake. It is possible to use this system to

incentivize certain types of activity. For example directors of major research projects receive credit, as do those who act as mentors to holders of recognized postdoctoral research fellowships, such as those offered by the British Academy. Administrative staff within both the Faculty and the Humanities Division, of which the Faculty is a part, provide support to holders of research awards (particularly in respect of finance and personnel), and, wherever possible, dedicated administrative posts are built into applications for major grants. Clear and transparent structures are in place for regrading posts, to award additional pay on grounds of merit or temporary additional duties, and to retain exceptional staff. In addition, postholders can apply for the title of 'Professor' in a regular structured exercise. The University has recently reinstated Professorial Merit Awards for statutory professors.

(iii) Administrative and financial support for research

The Humanities Division has research facilitators to help increase high-quality applications for external research funding. Their brief is: to raise the profile of external research funding and to encourage applications; to work closely with applicants, e.g. by offering advice on the presentation of their applications and the provision of costing; to report to Faculties on research funding activity, making observations on current performance and on future strategies; and to manage schemes with significant take-up such as the British Academy Postdoctoral Fellowship scheme. They also provide a calendar of training events. One facilitator has special responsibility for working with the Philosophy Faculty. (The Uehiro Centre for Practical Ethics is also about to appoint to a similar post with special responsibility for working with members of the Centre.)

Applications for research leave are strongly supported. The normal sabbatical entitlement for anyone with a teaching post is one unit in seven—which may be taken in various ways, e.g. as a term's leave after two years of service or as a year's leave after six years of service. In 2012 the Faculty relaxed its requirement that certain minority options should be available to undergraduates as a matter of course, partly so as to ensure that staff members offering specialist lectures for these options can take research leave without feeling that they are leaving the Faculty in the lurch.

There are many funds available to support research. E.g. the University's John Fell Fund provides support of various kinds for early career researchers. In particular it provides the matching funding for applicants nominated for Leverhulme Early Career Fellowships. (The UOA strongly encourages applications for these Fellowships. Its Research Committee gives advice on preparing the applications and selects those that it takes to have the strongest case for submission.) Funding was also awarded to Oxford Humanities by the Andrew W. Mellon Foundation to create a number of postdoctoral fellowships. Philosophy has been a beneficiary of this funding: since 2009 there have been Mellon Postdoctoral Fellows in philosophy of cognitive science, semantics, feminist theory, and philosophy of psychiatry. Grants from other sources are awarded to enable staff members to carry out sustained work on research projects, e.g. by giving them a buy-out from teaching or by providing them with matching funds to support bids for external funding; to support them in the development of substantial research initiatives, such as pilot projects; to enable them to attend conferences or workshops; to provide them with research or administrative assistance; and to support conferences, workshops, and regular seminars with visiting speakers.

Many of the grants are made by the colleges. These support research in a variety of ways. One distinctive and very important contribution that they make to the early career development of philosophers is the provision of Junior Research Fellowships for between three and seven years, with little or no teaching or administrative responsibility (though those appointed have the opportunity to gain some experience in teaching if they want to). The number of philosophers in such posts varies, since most of them are open to cross-disciplinary competition, but there are typically at least five at any given time. These posts enable philosophers to establish themselves in research before taking on full teaching loads. Several of the colleges also have Career Development Fellowships in philosophy: these are similar to Junior Research Fellowships but carry a more substantial teaching and administrative load. Oxford also hosts several British Academy Postdoctoral Fellowships in philosophy.

(iv) The Concordat to Support the Career Development of Researchers

Oxford University has implemented the Concordat to Support the Career Development of Researchers via its own Code of Practice for the Employment and Career Development of Research Staff. This Code of Practice maps closely to the Concordat, but is tailored to ensure that it suits Oxford's staff and is appropriate to the University's own organizational context. It has resulted in the University's gaining the European Commission's HR Excellence in Research Award.

The Faculty's Research Committee has taken steps to ensure that this Code of Practice is implemented at the Faculty level. In particular, it has made all PIs working within the UOA aware of the Code, their responsibilities as line managers, and the resources available to support them; informed all research staff of the Code, and appended the Code to contracts of new research staff; and appointed a Research Staff Coordinator, who is responsible for championing research staff issues and development, acts as a central point of information, advice, and guidance for research staff, and keeps PIs and research staff up to date with regular information about training, funding opportunities, etc. The Humanities Division maintains records of the UOA's research staff and issues administrative prompts for key information and dates, including requests for updates on new research staff contracts and reminders (to PIs) of the need for appraisal/personal development reviews at various key stages.

The implementation of the Code of Practice is achieved in part by the support provided by the University through a range of centrally provided services dealing with such matters as: career development (the Careers Service provides tailored programmes and workshops, and the Oxford Learning Institute provides training in personal and professional development); equal opportunities; the obtaining and management of research grants; research integrity; computing; and finance.

(v) Equality and diversity

The UOA is well aware of issues of male predominance in professional philosophy, highlighted in the 2011 report produced by the British Philosophical Association on Women in Philosophy in the UK. (At the time of that report the proportion of women among permanent postholders in UK philosophy departments was about 24%. The average proportion of women in the UOA since 2008 has been very close to this, just over 23%.) The UOA has taken active steps to address the issues involved and to implement the recommendations, beginning with a meeting between Faculty representatives and representatives from the University's Equality and Diversity Unit in 2012. It has also nominated two female postholders for participation in the Vice-Chancellor's *Ad Feminam* mentoring programme to support female staff members into senior positions. And in 2013 it successfully applied to be involved in the trial for the Equality Challenge Unit's gender equality charter mark, which follows the model of the Athena SWAN Charter for Women in STEM subjects. More broadly, the University has implemented an Integrated Equality Policy, whereby it aims to: promote equality; value diversity; ensure that nobody is deterred from applying for a position within it; and ensure that all its staff are enabled to reach their full potential. Selection committees for all posts must contain at least one woman and at least one man, and the chair of any committee must have undergone the University's recruitment and selection training before being able to serve.

ii. Research students

The UOA has several postgraduate programmes, of international renown. The aim of each is to prepare students for an academic career in philosophy. The standard progression is to take either the two-year BPhil course or one of the two specialist one-year MSt courses, in Ancient Philosophy or Philosophy of Physics, and then to continue research on the DPhil, which is examined by a 75,000 word doctoral thesis. Each year about twenty-five students are admitted to the BPhil course, and up to fifteen are admitted to one of the two MSt courses. A further ten or so are admitted directly to the DPhil: these are students who have already completed substantial graduate work in philosophy elsewhere. The UOA also hosts graduate students in Oxford—known as visiting students or recognized students—who are not enrolled for a degree but who are temporarily pursuing their research under the direction of one or more Oxford philosophers. One

notable recent initiative has been the establishment of a scheme (run jointly with the University of Reading and King's College London) to accept several exceptionally able PhD students from China each year as recognized students to pursue their doctoral studies here for one year: provision for these students includes not only the assignment of an academic adviser but also a seminar designed specifically for them.

(i) The BPhil, the MSt, and the DPhil

The BPhil course is extremely competitive. Each year both the number and the quality of the applications are very high. In each of the past five years there have been over 150 applications, in some years over 200, for the twenty-five places or so available. Offers are determined from the ranking of a gathered field: the dossiers of all candidates to whom offers are made are assessed by at least three Faculty members. A comprehensive review of the BPhil course was completed in 2011, and the degree changed in some important ways with effect from October 2012. The reformed version of the course has a number of advantages over the previous version. Among these are that it offers more breadth of study, it makes wider and more effective use of classes, it provides contact with a greater range of Oxford philosophers, and it prepares students better for writing the kinds of papers that professional philosophers have to write. Each candidate now submits seven assessed essays across at least five subjects, together with a 30,000 word thesis. The five subjects must themselves satisfy various further conditions to ensure that they have a suitably wide spread, with a substantial historical component. But none of what previously gave the BPhil course its international reputation has in any way been compromised. There is still intensive and sustained study of the chosen subjects; there is still one-to-one research-led teaching; there are still seminars designed to introduce classic papers in metaphysics, epistemology, and value theory, and to provide guidance on methods of research; and there is still an insistence on high achievement in each part of the examination. Thus the BPhil course can still be regarded, not only as a training for the DPhil, but also as a basis for teaching a range of philosophical subjects—only now a wider range. The two MSt courses provide something similar, but more focused and on a smaller scale. They are designed for candidates whose qualifications in either classics or physics fit them for research in the corresponding specialist area in philosophy (in each case an area in which Oxford has an especially high reputation).

Those candidates who are admitted to the DPhil from one of the two MSt courses, or who are admitted directly to the DPhil with a background of graduate work in philosophy elsewhere, initially have probationary status. Their transfer from probationary status to DPhil status is on the basis of written work which is assessed by two philosophers other than their supervisor and on which they are interviewed and given feedback. Those candidates who are admitted to the DPhil from the BPhil bypass this process. In every case, however, a student's DPhil status must be confirmed before he or she can submit his or her thesis. Confirmation of status is on the basis of written work which is assessed by one or two philosophers other than the student's supervisor and on which the student receives feedback. It follows that all students have their work scrutinised by several philosophers before they eventually submit their theses—a fact which is compounded by the possibility of secondary supervision, which, though it is not required, is becoming the norm. Supervisors provide termly reports on the progress of their students, and these reports are read by the Director of Graduate Studies who pursues any matters of concern. Each student also has a college advisor who likewise reads these reports and who can be consulted independently. All supervision is monitored by the Director of Graduate Studies and by the Philosophy Graduate Studies Committee.

(ii) The postgraduate community

Oxford has well over a hundred graduate students in philosophy. The UOA is alert to the need to bind such a large number of students together into a cohesive, cooperative intellectual community. Among the means to that end are weekly seminars for all first-year BPhil students which other first-year postgraduate students are free to attend and which run for the first two terms of the year. In addition to providing philosophical training, these help to create *esprit de corps*. One advantage of the large community is that almost all the students can exchange ideas with others working on

closely related topics. The UOA's size also permits graduate classes on a wide variety of topics each term. Since the reforms to the BPhil course, around thirty graduate classes are on offer each year. Students on the postgraduate taught courses are required to attend a certain number of classes, but all students are encouraged to attend and participate in any (non-restricted) classes or Faculty seminars that may be of interest to them. Graduate students run weekly meetings of the Ockham Society, where they present and discuss their own papers among a supportive peer group. The UOA encourages them to create similar further groups with more specialist interests. Thus for many years they have organized a weekly seminar to discuss recent work in epistemology, metaphysics, and the philosophy of language in the presence of a senior philosopher; and there has recently been a regular seminar devoted to the philosophy of probability. They also run an annual two-day Graduate Philosophical Conference, subsidized both by the Faculty and by outside organizations such as the Analysis Trust and the Mind Association. They referee approximately 150 submissions for this conference, which attracts many overseas speakers. Faculty members reply to graduate speakers at the conference, while the Faculty's own graduate students reply to two senior visiting keynote speakers. In addition, graduate students are active participants in many of the meetings mentioned in §(a), some of which also give them the opportunity to meet socially with distinguished visiting speakers. (This includes the Jowett Society, which the graduate students themselves run.) They are also represented on the Faculty's Graduate Joint Consultative Committee, where they can raise concerns about any aspect of their course.

(iii) Funding

In addition to standard graduate awards (AHRC and, until recently, ORS) the University and the Faculty have several scholarship schemes to enable the best applicants to afford to study at Oxford. Candidates can compete with those from other faculties for the University's Clarendon and Ertegun awards, and the Faculty itself commits considerable funds (over £80,000 in 2013) for graduate scholarships, usually in collaboration with a college: these are typically for the duration of the BPhil course and sometimes renewable for one or two years of the DPhil course. Between 2008 and 2013 a Laces scholarship has also provided funding for a graduate student working at the interface between philosophy and psychiatry. In addition many of the UOA's graduate students have scholarships from other sources, e.g. Rhodes Scholarships and Commonwealth Scholarships. As a result, almost all are fully funded or nearly fully funded for at least their first three years. But there is room for improvement, and one of the UOA's main long-term ambitions is to secure funding for more of its own graduate scholarships. One recent initiative is the Oxford Graduate Scholarship Matched Fund, launched by the University to encourage donations for fully funded graduate scholarships: the idea is that 60% of an award from a donor will be matched by 40% from the Fund. The UOA will strive hard to raise funding under this scheme. Once postgraduate students are in Oxford, there are further ways in which they can receive financial help: e.g. funding is available for conference travel, both from the Faculty and from colleges. Those with families to support have use of the University's subsidized childcare services, and the University is working closely with various professional bodies to enhance its provision of such services.

(iv) Progression into professional academia

The UOA encourages doctoral students intending to pursue an academic career to obtain teaching experience. It runs a graduate teaching seminar once every two terms to prepare them for this. There is also a Graduate Teaching Scheme under which college-based first-year class teaching is done by college tutors together with a graduate teaching assistant who marks the undergraduates' work. The Humanities Division has a full-time Training Officer who coordinates a range of training opportunities for research students. The UOA also has a Placement Scheme designed to help graduates with their job applications, e.g. through practice interviews. This scheme is the primary responsibility of the UOA's Placement Officer, who attends the annual Eastern Division meeting of the American Philosophical Association to support candidates with interviews there. Since 2008 six of our graduates have been appointed to temporary teaching posts, twenty-four to postdoctoral research posts, ten to tenure-track posts (at, among other institutions, Boston, Florida State, MIT,

Michigan, USC, and Yale) and eleven to permanent posts (at, among other institutions, Birkbeck, Kent, Oxford, Queen's Belfast, UCD, and UCL).

d. Income, infrastructure and facilities

(i) External funding for research

At the time of the UOA's submission for RAE 2008, the total value of active externally funded research awards that it hosted was nearly £2.5 million. The equivalent figure at 31 July 2013 was nearly £10.3 million. Between 2004 and 2008 the UOA hosted 36 external research grants held by 23 different PIs. Since 2008, the UOA has hosted 94 new such grants held by 48 different PIs.

Crucial to this increase has been the continued development of the large research centres and projects described in §(b). As well as providing valuable research positions for junior members of the profession and research time for their directors, these awards serve to raise the profile of the UOA and to enhance public engagement. They also frequently attract additional research funding opportunities. Another factor in the growth in external research funding has been the number of research fellowships awarded to individuals: since 2008, eighteen Faculty members have held research fellowships or equivalent (see §(b)).

The UOA's portfolio of external research funding is striking not just because of its size, but also because of its diversity (which is partly a reflection of the inherently interdisciplinary nature of philosophy). The funding mentioned above has been won from nineteen different sponsors. As well as traditional funders of research in the Humanities such as the AHRC, the Leverhulme Trust, and the British Academy, the list includes the Wellcome Trust, the Foundational Questions Institute, the European Commission, the John Templeton Foundation, the Templeton World Charity Foundation, Amlin PLC, and VolkswagenStiftung.

Both the UOA and the University more generally actively foster a culture in which applications for external research awards are encouraged. The important role played in this process by the Faculty's Research Committee and the Humanities Division's team of research facilitators is outlined in §(b) and §(c i). In 2006 the University launched the John Fell Fund, designed to 'foster creativity and a proactive approach to research opportunities in all subject areas, and particularly interdisciplinary fields'. The UOA has made good use of this fund, both in terms of pump-priming for larger awards (it used the fund to employ a graduate student to help instigate the research network involving Oxford and other institutions described in §(e)) and as a means of securing additional research time to allow individual members to complete particular research projects. The fund has also been used to help employ a research assistant for John Broome's work for the Intergovernmental Panel on Climate Change, the basis of one of our impact case studies. The Oxford Research Centre for the Humanities (TORCH), which was launched in 2012, provides a physical and intellectual base for individual postdoctoral researchers, especially those without close institutional attachments, and also employs a number of research staff directly. Furthermore, it plays an important role in identifying and exploiting synergies that occur between different research centres and projects across the Humanities Division, which might otherwise go unnoticed, and it promotes public engagement with Oxford-based research in the humanities.

Within the central University, Research Services facilitates and supports research across the institution and knowledge exchange between the University's researchers, government, community organisations, and industry. The unit's work also complements the work of the Humanities Division's team of research facilitators: among other things, it is focused on assisting researchers to identify funding opportunities, supporting the preparation and submission of proposals and the start-up of new projects, and providing advice and support to researchers through the project lifecycle (in this respect it is supported by a separate unit, Research Accounts). Other groups in Research Services offer specialized support in relation to: research integrity; research systems and training; research information management; profiling the intellectual, cultural, social and economic impact of Oxford research; University and Divisional planning and research policy; and strategic links. Isis Innovation provides advice and support about the development of spin-off companies,

and about maximizing the benefits of consultancy arrangements for University staff. Media training is provided by the University's Press and Information Office, which also coordinates and promotes the publication of news stories arising from research across the University.

(ii) Infrastructure and facilities, including library provision

A very significant recent development has been the UOA's move, in August 2012, from 10 Merton Street to the refurbished Radcliffe Infirmary building, now known as the Radcliffe Humanities building. This move has had a number of advantages. It has provided more and better space for the UOA's graduate students (both dedicated working space and a common room); it has allowed more of the UOA's research centres and projects to be located in the same place; and it has allowed for close links with TORCH and postdoctoral researchers from other subjects. There is now a much greater sense of community than there ever was in 10 Merton Street. Twice-weekly teas for graduates and staff members, which are well attended and lively occasions and which had no counterpart in the UOA's previous location, testify to this.

The UOA employs a dedicated IT Manager and an IT Assistant who together provide specialist support to Faculty members, graduates, and visitors. Additional support is provided at the University level by IT Services, whose Help Centre offers a single location and point of contact for all front-line user support services. Individual Faculty members and graduate students can also call on IT support, advice, and other resources from their colleges. Graduate students, academic visitors, and Faculty members without office space elsewhere may register to use the Graduate Study Room in the Radcliffe Humanities building: this contains four PCs, a Mac, and photocopying, scanning, and printing facilities.

The University's many libraries (known collectively as the Bodleian) contain more than 11 million volumes and stock is added at an average of one thousand items per day. Together, this makes them the largest and most diverse collection for the support of teaching and research in any institution of higher education in the UK. In addition to the legal deposit material, which ensures that the Bodleian receives a free copy of all philosophy books and journals published in the UK, a number of US academic presses voluntarily deposit their publications in the Library. The annual philosophy materials budget for purchased items (books, journals, and e-resources) averages £85,000 (not including the cost of e-resource packages purchased centrally). In addition to vast print and archival collections, the Bodleian offers access to over 50,000 electronic journals, newspapers, and magazines and over 500 licensed electronic databases and reference works. Current e-book stock is 540,000 items, with 2,176,112 chapter requests in the last academic year. The Bodleian's current annual budget for electronic resources is over £4.2 million. Subject-specific e-resources for philosophy include Philosopher's Index, International Bibliography of Philosophy (IPB), Past Masters, Routledge Encyclopedia of Philosophy, and the whole corpus of Oxford University Press e-publications, including Oxford Scholarship On-Line, Oxford Reference On-Line, and Oxford Bibliographies On-line. Print provision for Philosophy is divided between the Central Bodleian's Lower Reading Room, which houses the open access reference collections for philosophy, the closed stacks, where 7.5 million items are available by e-order and daily delivery, and the lending collection of the Philosophy and Theology Faculties Library, located alongside the Philosophy Faculty. The collection comprises 50,000 books, available on open shelves or by order from closed access. Holdings cover all periods of western philosophy from classical to contemporary and all the main branches of philosophy. There are approximately 3,500 library members (including members of other faculties), and loans average 140,000 each year. The philosophy collections and the materials budget are managed by the Philosophy and Theology Librarian, who works in close collaboration with members of the Philosophy Faculty. In addition there are the many excellent college libraries, each with its own philosophy collection.

e. Collaboration or contribution to the discipline or research base

(i) Interdisciplinary work

Many Oxford philosophers have interdisciplinary interests (at undergraduate level in Oxford philosophy is always taught in combination with other disciplines). This is borne out in various ways. One is the distinctive interplay in Oxford between philosophy and psychology. For instance, the Wilde Professor of Mental Philosophy is embedded within the Department of Experimental Psychology. There is a history of interaction between the two disciplines which provides ongoing opportunities for research, not only at their own interface, but also at the interface of philosophy with psychiatry and neuroscience—the latter of which has support of various kinds from the Laces Trust, including the endowment in perpetuity of a tutorial fellowship at one of the colleges and the funding of the Laces scholarship mentioned in §(c ii). There are now fifteen Faculty members working in philosophy and psychiatry or related areas. Among the fruits of these close interdisciplinary relationships are: the Oxford Centre for the Science of the Mind; joint seminars between members of the Faculty and members of the Mental Health Foundation; a summer school on mind, value, and mental health, presented by the Faculty and the Department for Continuing Education, with an associated website; and, at the undergraduate level, a new course in Psychology, Philosophy, and Linguistics.

Similarly, those who research in the philosophy of physics have profitable interactions with members of the Departments of Physics, Materials, and increasingly Computer Science. For example, a research project on quantum nanoscience funded by the John Templeton Foundation and organized in collaboration with members of the Departments of Materials and Computer Science has brought a postdoctoral researcher in philosophy of physics into the UOA for three years. Another project funded by the John Templeton Foundation, on philosophy of cosmology, involves philosophers of physics and physicists from Oxford, Cambridge, and a cluster of US universities including Columbia, Yale, and NYU. This is a three-year project which will culminate in a major international conference.

The research centres mentioned in §(a) foster a great deal of interdisciplinary work. The primary examples lie in collaborative work with experimental psychologists, neuroscientists, and psychiatrists. This has included fMRI studies and psychopharmacological studies, as well as more philosophical work. Members of these research centres are also frequently involved in supervising psychology students working on experiments that relate to issues of moral psychology. In addition, Oxford philosophers are heavily involved in a number of interdisciplinary research centres beyond those already mentioned. These include: the Oxford Leverhulme Programme on the Changing Character of War; the Oxford Centre for Ethics and Communication in Health Care Practice; and the Centre for Theology and Modern European Thought.

(ii) Interaction with philosophers from overseas

There is close collaboration with philosophers from overseas. For example, there have been exchanges in the philosophy of language between Oxford and the Institut d'Histoire et de Philosophie des Sciences et des Techniques and the Institut Jean Nicod (both in Paris). One new initiative is the Collaborative Research Network in Analytic Philosophy. This is a network involving Oxford, Princeton, ANU, and the Institut Jean Nicod. It is focused primarily on contemporary analytic philosophy and the history of philosophy. Its aim is to foster cooperative interchanges and projects among philosophers in the four institutions. This involves: short visits of Faculty members and students to partner institutions for intensive short-term seminars on focused topics; short-term exchanges of Faculty members for up to a few weeks to deliver lectures or participate in seminars at partner groups; and focused mini-conferences lasting for a few days and involving formal papers.

Oxford is also fortunate in being able to attract philosophers from around the world to give lectures or seminars here. Some are awarded visiting professorships (visiting professors since 2008 have included Gail Fine, Jim Higginbotham, Brian Leiter, Roger Scruton, Lorraine Daston, and Alison

Denham). The fora for discussion and special lectures mentioned in §(a) likewise attract distinguished scholars from around the world. Visiting speakers at the Philosophical Society and Jowett Society since 2008 have included, from overseas, David Armstrong, Paul Boghossian, David Chalmers, Delia Graff Fara, Frank Jackson, Béatrice Longuenesse, Charles Parsons, Ted Sider, Susanna Siegel, Scott Soames, Jason Stanley, Peter van Inwagen, Stephen Yablo, and Dean Zimmerman, as well as many of the most eminent philosophers in Britain. Since 2008 the John Locke Lectures have been given by Hartry Field, Thomas Scanlon, David Chalmers, John Cooper, Stephen Yablo, and Ned Block; the Isaiah Berlin Lectures have been given by Jonathan Israel, Michael Rosen, and Ken Winkler; and the Gareth Evans Memorial Lectures have been given by Elliott Sober, Christopher Peacocke, Ronald Dworkin, François Recanati, and Susanna Siegel. The Uehiro Lectures in Practical Ethics were given in 2008 by Frances Kamm and in 2011 by Philip Pettit; the Winchester Lectures were given in 2010 by Dana Scott; the Wilde Lectures in Natural and Comparative Religion were given in 2010 by Linda Zagzebski; and the – first ever – Humanitas Lectures in the History of Ideas were given in 2013 by Lorraine Daston.

(iii) Marks of esteem and contributions to the discipline

- Honours: John Broome, Harvey Brown, Cecile Fabré, John Gardner, John Hawthorne, Terence Irwin, Derek Parfit, and Timothy Williamson are all Fellows of the British Academy; Timothy Williamson is also a Fellow of the Royal Society of Edinburgh, a foreign honorary member of the American Academy of Arts and Sciences, and a member of Academia Europaea; and David Charles is a Fellow of the Learned Society of Wales.
- Key positions on editorial boards: John Hyman is editor of *British Journal of Aesthetics*; Peter Kail is reviews editor for *Hume Studies*; Peter Millican was until 2010 co-editor of the same journal; Joseph Schear is reviews editor for *European Journal of Philosophy*; and Julian Savulescu is editor of *Journal of Medical Ethics*.
- AHRC Peer Review College: William Child, Stephen Mulhall, and Alexander Paseau are all members of the AHRC Peer Review College.
- Distinguished visiting positions at other institutions: David Charles is visiting professor at Brown; Ursula Coope is Global Distinguished Professor at NYU; Elizabeth Fricker is Edith Kreeger Distinguished Visiting Professor at Northwestern; Volker Halbach is visiting fellow at the University of California in Irvine; John Hawthorne is visiting professor at Princeton; Ofra Magidor is visiting professor at MIT; Peter Millican is Illumni David Hume Fellow at Edinburgh and honorary visiting fellow at York; Josh Parsons is honorary research fellow at St Andrews; and Christopher Shields is senior research fellow at TOPOI, Humboldt-Universität zu Berlin.
- Prizes: Hilary Greaves won the James T. Cushing Prize in the History and Philosophy of Physics in 2012; Terence Irwin won the *Journal of the History of Philosophy* prize in 2008; and Julian Savulescu achieved top position in the ‘Thinkers’ category of *The Australian’s* Top 100 Emerging Leaders awards in 2009.
- Named lectures: John Broome gave the Whitehead lecture at Harvard and the Tanner lecture at Michigan, and will give the 2014 Jack Smart lecture in Canberra; Harvey Brown gave the Sawyer lecture in Chicago and the Rutherford lecture in Culham; David Charles gave the Shapiro lectures; Terence Irwin gave the Agnes Cuming lectures in Dublin; Julian Savulescu gave the Tanner lectures in Oxford, the Crown lectures in Duke, and the Herbert Spencer lectures; and Timothy Williamson gave the Amherst lecture, the Methsene Lecture at Rutgers, the Petrus Hispanus lectures in Lisbon, and the George Myro memorial lecture in Berkeley.
- Positions in learned societies: Harvey Brown is President of the British Society for the Philosophy of Science; David Charles is Vice President of the European Society for Ancient Philosophy; Daniel Isaacson is founding member of the board of the Philosophy of Mathematics Association; Christopher Timpson is Honorary Secretary of the British Society for the Philosophy of Science; and Timothy Williamson is Vice President of the British Logic Colloquium.

These marks of esteem are testimony to the UOA’s pre-eminent position on the international stage. It is a position that the UOA is intent on retaining.