university of groningen / faculty of philosophy

Assessment of Research Quality

Groningen Research Institute for Philosophy (GRIPh)

2005-2011

Contents

Colophon

Chapter 1   General information

1.1   National system for assessing the quality of research

According to national agreements, the Board of the University of Groningen is responsible for organizing adequate, thorough, independent assessments of all research conducted at the University of Groningen. The evaluations follow the national Standard Evaluation Protocol 2009-2015 (SEP). The aim of the SEP is to provide common guidelines for the evaluation and improvement of research and research policy, based on expert assessment. One requirement of the protocol is that the research is evaluated externally every six years.

The Board of the University (College van Bestuur) has invited a Peer Review Committee (PRC) of three external experts to evaluate the research that was carried out at the Groningen Research Institute for Philosophy (GRIPh) in the period 2005 – 2011. The PRC was requested to assess the quality, productivity, relevance and vitality of the research institute and its four programmes, following the general guidelines laid down in the SEP and the Terms of References (Appendix III). The TOR included two additional questions to be addressed in a separate, confidential Management Letter.

1.2   Composition of the PRC

Prof. T. Williamson, University of Oxford, UK (chair)
Prof. O. O'Neill, University of Cambridge, UK
Prof. D. Perler, Humboldt University Berlin, Germany.
Executive secretary: Dr. J.M. van Rooij, Academic Affairs, University of Groningen.

1.3   Procedures used

Prior to the site visit, the Board provided the PRC with a self evaluation report providing general information on the organization and management of the Groningen

philosophy research and on the training of Research Master and PhD students in the Graduate School of Philosophy. The larger part of the self evaluation report contained detailed information per programme, as requested by the SEP, and two appendices: 1) full lists of academic publications per programme, and 2a) a benchmark comparing the output of GRIPh qualitatively with that of the philosophy departments of the London School of Economics and Uppsala University. Six other appendices were provide on a CD-Rom: 2b) the data underlying the international benchmark, 3-6) CV's of staff plus full pdf copies of key-publications for each programme, and 7) lists of professional and popular publications.

The PRC members were asked to complete and return a preliminary assessment form prior to the site visit. This served as input for the Committee's closed meeting at the first evening of the site visit.

During the site visit, additional information was supplied at request on :
- the number and age of research staff in the four programmes,
- output / input ratio's per programme
- student numbers and teaching load of staff.

The site visit took place on 5-7 February 2012. The full programme is presented in Appendix II. During the site visit the PRC met with the Dean and the Faculty Board, the Director of the Graduate School Philosophy, the University's Dean Graduate School, the coordinator of the Research Master programme, the Director of the new Centre for Philosophy and Society, the four programme leaders, each accompanied by a senior staff member, and with a delegation of 9 PhD students and Postdocs.

2.1 Groningen Research Institute of Philosophy (GRIPh)

The Groningen Research Institute of Philosophy (GRIPh) was established in 2000 to guide, stimulate and unify all research carried out within the Faculty of Philosophy. Its mission is to cover the various philosophical fields and sub-disciplines as broadly as possible and to strive for quality that meets high international standards, ensuring sufficient critical mass and coherence of the four research programmes: Theoretical Philosophy (GRIPh-1), Practical Philosophy (GRIPh-2), History of Philosophy (GRIPh-3) and Ethics (GRIPh-4).

During the assessment period GRIPh's total research capacity grew substantially from 19 fte in 2005 to almost 30 fte in 2011. It now represents one of the larger European departments of philosophy. In The Netherlands it is one of the three remaining independent Faculties of Philosophy – the others have been merged with Humanities or Theology departments.

The Groningen Faculty of Philosophy is one of the nine Faculties within the University of Groningen. The Faculty Board consists of three members: the dean, also head of teaching, the vice-dean, also head of research and director of GRIPh, and the director of operations. See Figure 1 for its current composition.

GRIPh's strong emphasis on high-quality research is reflected in its recruitment policy (including the introduction of tenure tracks), its procedure for assessing research output (see 2.2) and its active and successful strategy acquisition of competitive external funding (se 2.3).

A distinctive feature is that much of the research is designed to be relevant to other disciplines, while methods and findings of other disciplines are in turn considered indispensable for GRIPh's philosophical research. This is reflected in the content of the academic output, in the

composition of the staff (a majority graduated in another discipline in addition to philosophy), and in the profile of the faculty's educational programmes.

Whereas much of the Groningen research can be called foundational, the last few years have seen a growing emphasis on societal relevance and public visibility, which are considered to be quite compatible with and in some respects potentially conducive to research quality. This vision resulted in the decision to found the Groningen Centre for Philosophy and Society in 2011 (see 2.4).

2.2   Research Assessment Regulation

GRIPh assesses the research output of individual faculty members on the basis of a Research Assessment Regulation, adopted in 1998 and revised in 2011 in response to the University's Strategic Plan 2010-2015 that emphasizes among other things the importance of high profile publications. The main features of the current regulations are:

- The Director of Research is responsible for the annual assessment of the research output of each faculty member.
- The annual assessment is based on the faculty member's output over the preceding five years.
- Each year GRIPh divides the annual research output of each faculty member into the categories of scientific, professional, and popularizing publications. Scientific publications are subdivided further into A+-, A/B- and C-publications.
- In principle, C-publications are publications that appear in conference proceedings or are not aimed at an international audience and, if journal publications, are published in journals that are not listed as A- (INT1) or B-journals (INT2) on any of the ERIH-lists.
- C-publications are not included when assessing whether the minimum output norm has been fulfilled.
- To stimulate publications in the leading outlets, A+-publications (articles in A+ journals, contributions to books published with A+-publishers, or monographs with an A+-publisher) are given extra weight in the calculation of a faculty member's research assessment

score. (The list of A+-outlets is decided by GRIPh and includes leading international journals in philosophy and high profile international publishers.) However, they only assign this extra weight when the faculty member has fulfilled the minimum norm.

2.3   External funding

GRIPh has been quite successful in acquiring external funding from NWO, the Netherlands Organization for Scientific Research, an independent organisation with the legally defined task of stimulating research quality in all scientific disciplines by competitive allocation of funds from the Ministry of Education, Culture and Science. GRIPh has been particularly successful in acquiring grants in NWO's Programme of Grants (thematic programmes, free competition) and Personal Grants (Toptalent, Innovational Research Incentives Scheme (VI): VENI, VIDI, VICI).

The graph below compares the expected share of NWO funding of GRIPh academic staff with its actual share. The expected share is based on the size of GRIPh's directly funded research staff, as a proportion of the Dutch total in the area of Language and Culture and the actual share is based on GRIPH's realized funding by NWO, also as a proportion of the funding in the Language and Culture area. Pooled over 2005-2010, the expected share is 36.7 fte of 4790 fte's, which is about 0.77% of the Dutch total in the humanities. The actual share in NWO funded staff over that same period is 2.58% of the total (62.4 of 2422 fte's), and thus is 335% of the expected share.

National comparison NWO-succes rate of GRIPh

···⊙··· Expected NWO funding   ──⊡── Actual NWO funding
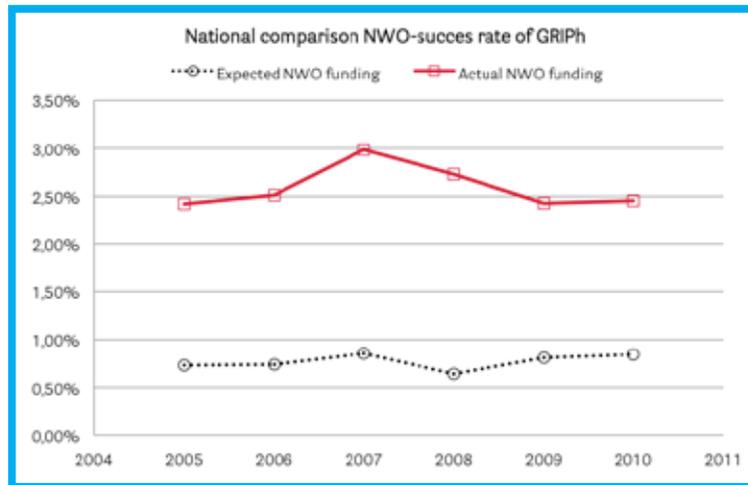
A second indication is obtained from a restriction of the analysis to the prestigious VENI, VIDI and VICI-grants. The figure below compares GRIPh's actual share of VI laureates in the Dutch Humanities with that expected given its relative size (as indicated by the directly funded research staff as a percentage of the total directly funded research in Language & Culture). Pooled over 2005-2010, GRIPh's actual share in VI laureates amounts to 3.5%, which is 454% of its expected share.

National comparison NWO-succes rate of GRIPh

···⊙··· Expected % VI laureates   ──⊡── Actual %VI laureates
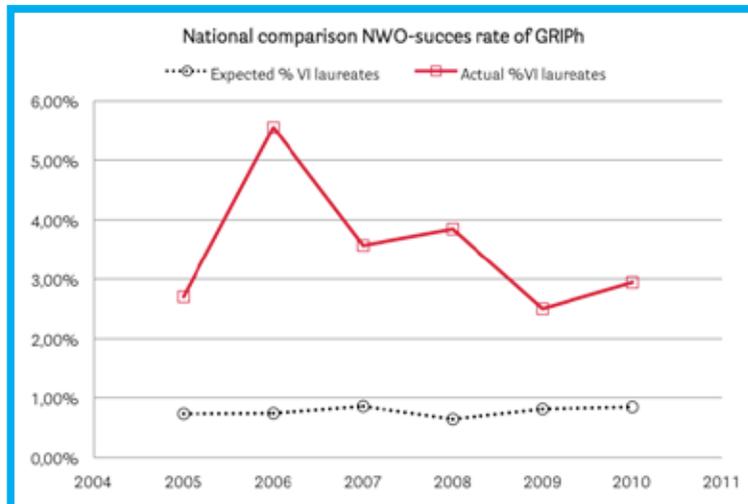
2.4   Groningen Centre for Philosophy and Society (GCPS)

The objectives of the GCPS are:
- to initiate and coordinate activities that enhance the relevance and outreach of the research
- to advise and support the Faculty Board in the design, establishment and implementation of the strategy plan

Three areas of activities are marked out:
(a)   Participating in and stimulating public debate
(b)   Securing external research funding (other than the NWO, EU)
(c)   Providing policy advice

The faculty has recruited a Coordinator (associate professor level; 0.3 fte) who will be funded for the first three years. After that, the GCPS is expected to secure its own funding.

In 2011, the Centre covered the entire range of its intended activities, including a reprint of the widely used handbook in philosophy, 'Kernthema's van de filosofie', the annual Lolle Nauta Forum, active participation in the 'Groninger Stichting voor Wijsbegeerte', organization of the debate centre Dwarsdiep, public lectures and symposia, articles in popular magazines and newspapers, radio and TV interviews, master classes organized for students in secondary school, invitations to give advice on policy matters (such as the Teldersstichting, a Dutch liberal think tank, and the European Liberal Forum ELF), membership of research assessment committees, the board of the International School for Philosophy (ISVW), the ethics programme committee for the Netherlands Organisation for Chartered Accountants (Nederlandse Beroepsorganisatie Accountants).

2.5   Facilities

Each staff member has his or her own personal budget that can be used at the staff member's own discretion to cover research or teaching costs. Revenues generated by the staff member (fees, royalties, etc.), and the first 500 euros of revenue generated by a staff member together with the GC

PS, can be deposited in the staff member's personal budget.

The faculty reimburses all costs for attending international conferences provided a paper is being presented. The total cost per year that can thus be reimbursed is 1,500 euros for tenured faculty members. For PhD students and postdocs there is no such maximum, but PhD students require the prior permission of their supervisor to attend a conference.

2.6   Tenure track

The introduction in 2008 of a tenure track system was aimed at maintaining and strengthening the position of GRIPh in teaching and research and has proved to be quite successful. It is a career path for talented academics and takes a minimum of 5 and a maximum of 10 years, starting with an appointment as UD (Assistant Professor) and concluding with an appointment as Full Professor. It is characterized by a careful, strict selection policy, whereby a committee will continually assess, on the basis of predetermined criteria, whether the candidate is still eligible to follow the path from Assistant Professor to Associate Professor and Full Professor. Tenure tracks are initiated either internally by headhunting a talented academic or via open recruitment, at the discretion of the Faculty Board.

The first tenure track was created in Philosophy of Science. The candidate was appointed in 2009, and promoted to the rank of associate professor by the end of 2011. If successful, he will eventually be appointed as Head of the Department of Theoretical Philosophy.

Owing to the departure of the then current Chair in the History of Philosophy, the faculty board decided in November 2011 to create a tenure track in the History of Philosophy.

2.7   Rosalind Franklin Fellowships

In order to increase the presence of women at the highest levels of the institution, the University of Groningen initiated the Rosalind Franklin Fellowship programme in 2002. Female academics who aim for a career culminating in a

full professorship are invited to apply for these tenure track positions. The Rosalind Franklin Fellow will establish her own research project(s), including the funds to support a PhD project; she will be expected to attract external funding. She will also contribute to the international teaching programmes within the faculty. The fellowships consist of a tenure track that follows the same procedure as those of the other tenure tracks (see 2.6). During the assessment period two Rosalind Franklin Fellowships were established with the faculty, both within the Department of Theoretical Philosophy (one in collaboration with the Faculty of Mathematics and Natural Sciences).

2.8   The Graduate School of Philosophy

The Graduate School of Philosophy is one of the nine Graduate Schools of the University of Groningen. Its mission is to organize and facilitate the education and training of future outstanding scholars and researchers through its Research Master (RM) and PhD programme. The RM (2 years) may be taken as a step towards the PhD programme (4 years).

For facilitating the RM and PhD programmes, the annual budget of GSPh is €20,000 (personnel costs excluded). All PhD students have a (shared) room and enjoy the same facilities (IT, library, etc.) as staff members do.

The selection procedures for a PhD reflect the Faculty's emphasis on quality:
1.   PhD vacancies are advertised internationally;
2.   PhD positions not forming part of a specific NWO- or EU-funded research programme are open for any area of philosophy; assuming that the required expertise for supervision is available, PhD students can choose their own area of specialization.
3.   In order to assess the eligibility of PhD candidates, candidates submit their own research proposal (stating, inter alia, a central research problem or question, the methods to be employed, implied sub-questions and a sketch of the design of the research project that should culminate in a dissertation).
4.   The promoter (and co-promoter) of PhD students are professors or senior researchers who are specialists in

the field of the student's choice.

5.   The PhD programme of GSPh has a strong international orientation, and the PhD students are strongly encouraged to conduct part of their research abroad.

The training component of the PhD programmes has a total study load of 25-30 EC; a maximum of 10 EC is for the training of practical skills, the rest is for specialized courses directly relevant to the student's research. At enrolment, students are required to draw up a training programme in consultation with their supervisor(s) as part of their personal Training and Supervision Plan (TSP). Each individual TSP is tailor-made to the student's research interests and objectives. The fourth year must be devoted entirely to the writing and completion of the PhD thesis. Skills courses that students are offered by the Graduate School include:
- organizing and presenting research in written form;
- academic writing in English;
- oral presentations in English;
- generic skills: time and research management;
- teaching skills.

In addition to the practical skills courses, PhD students are also expected to participate in the research colloquia of their department, as well as the 'WiP'-meeting (WiP being an acronym for 'Work in Progress') that is organized for and by RM- and PhD-students. The specialised part of the training programme is entirely student and project dependent. In consultation with their supervisor(s), PhD students may freely choose (inter)disciplinary courses and activities which support their research project in depth or in breadth, but may also decide to take courses aimed primarily at furthering their future opportunities. Courses can be chosen from the programme of the research school with which the PhD student is affiliated (see below) or from existing MA-programmes within or beyond the Netherlands.

PhD students can become members of one of the Research Schools ('onderzoekscholen'). The schools form national platforms for PhD-students and researchers working within a specific philosophical sub-discipline and offer courses as well as winter and summer schools for the PhD students affiliated with the school. Research schools in which Groningen has participated in the assessment period are:
- Research School for Classical Studies (OIKOS)

- Netherlands Research School for Medieval Studies (NRSMS)
- Research School in Logic ('Onderzoekschool Logica', OZSL)
- Netherlands School for Research in Practical Philosophy ('Onderzoekschool Ethiek', OZSE)
- Research School of Science, Technology and Modern Culture ('Onderzoekschool Wetenschap, Technologie, Maatschapij en Cultuur', WTMC)
- Research School of Behavioural and Cognitive Neurosciences (BCN)
- Netherlands National Graduate School of Linguistics (LOT)
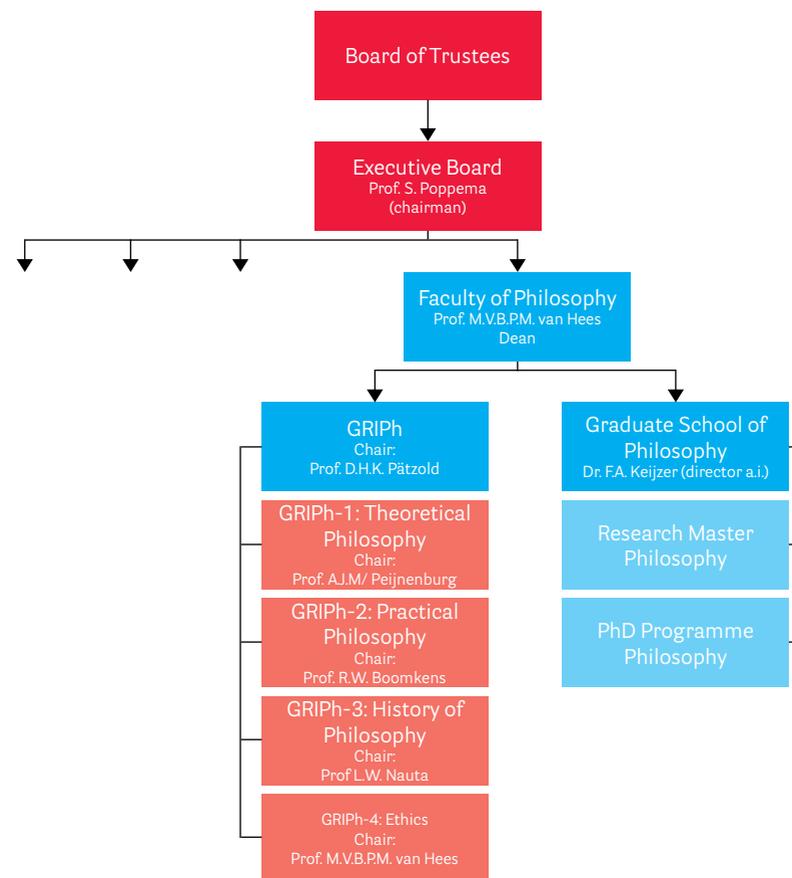
Figure 1 Organization chart Faculty of Philosophy

Chapter 3   Assessment of the Groningen Research Institute for Philosophy (GRIPh)

3.1   Aim of the assessment

The aim of the assessment is to provide information about the value of the research done in GRIPh over the period 2005-11, the reputation of the Institute, the research environment and training it provides, the contribution of management, and prospects for the future, all judged from an international perspective. The assessments are also subdivided according to GRIPh's four research programmes: Theoretical Philosophy (GRIPh-1); Practical Philosophy (GRIPh-2); History of Philosophy (GRIPh-3); Ethics (GRIPh-4).

3.2   Method of assessment

The method of assessment was primarily qualitative, based on a reading of the detailed material supplied by GRIPh and a three day site visit, in the course of which the committee interviewed a high proportion of GRIPh members, both senior and junior, including all those in leading management positions. A qualitative methodology for research assessment is standard in philosophy. The committee used its collective experience of centres of international excellence in philosophical research to determine how well GRIPh functioned in the assessment period and how well it is likely to function in coming years by those standards

3.3   Assessment at Institute Level

Quality

In most of the areas in which it has specialized, GRIPh is producing research that is cutting-edge by international standards. The management of GRIPh must take a significant share of the credit for this, both in the selection of able researchers and in the provision of a supportive environment, for example through helping with research grant applications (where GRIPh has a remarkable record of success) and through encouraging researchers to comment critically but constructively on each other's work. The same

environment has also been conducive to a good training for PhD students. There is a strong and bracing emphasis on judging work by the highest international standards and in the use of rigorous methods, whether those of formal logic and mathematics or those of historical scholarship. The technically difficult areas in which much of the work of the Institute is done tend by reason of that difficulty not to have the highest profiles in philosophy, but amongst the relevant specialists the reputation of the Institute is high.

Productivity

The measures detailed in section 2.2 above are well-designed to encourage a good level of productivity in publishing in suitable venues without multiplying quantity at the expense of quality, and the evidence is that they are having the intended effect.

Relevance

The management of GRIPh is well aware of the importance of societal relevance, and has fostered an environment in which researchers are active both in communicating the nature, significance, and results of their fields to non-academic audiences and, where relevant, in engaging in research projects that directly engage non-academic stakeholders, without compromising intellectual standards. A major initiative at Institute level is the Groningen Centre for Philosophy and Society.

Vitality and Feasibility

GRIPh is well-managed and well-led, with an excellent track record of putting the national research funding regime to good use and a strong determination to compete internationally at the highest level. Unless national research funding policies change drastically, it can reasonably expect to thrive, although the opportunities for increasing the number of international students are limited (for funding reasons). There is a standing danger of researchers nurtured at GRIPh being headhunted by universities in major cities, but if that happens GRIPh should continue to be able to replace them at a good level.

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4.1   GRIPh-1: Theoretical Philosophy

Programme leaders:
Prof. Dr. A.J.M. Peijnenburg 2009 - 2011
Prof. Dr. T.A.F. Kuipers 2005 - 2009

Research input ultimo 2011 (in fte's):
12.1 (incl. 3.5 fte PhD and 5.4 non-tenured staff).

Quality:	excellent 5
Productivity:	excellent 5
Societal relevance:	excellent 5
Vitality and feasibility:	excellent 5

Explanation:

Quality

The programme is producing research that meets the highest current standards in the relevant areas. External indicators of this fact include citation rates and the standing of the journals in which articles appear. Several members already have strong international reputations for their work. The programme is particularly strong in more formal areas and in those with empirical connections, both of which are increasingly significant aspects of theoretical philosophy. The research culture and practice of the department is just what one would hope for in such a centre. In particular, it is well-designed to foster fruitful intellectual interaction between different members of the programme, facilitated by a broadly shared methodological outlook. This environment contributes to the thorough, rigorous, and supportive training that PhD students receive.

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Productivity

The per capita record of the programme in research productivity, principally the publication of academic books and articles, stands comparison with just about any leading centre of theoretical philosophy.

Relevance

The programme has the sort of societal relevance that one would expect of a leading international centre of research in theoretical philosophy. There is strong evidence not only of the willingness of programme members to engage in outreach activity but of their initiative in seeking out new scope for such activity. As with fundamental research in other disciplines, the impact on society can be very large but tends to be long-term and unpredictable. Nevertheless, some of the topics central to the programme's work bear a more obvious and direct relevance to the concerns of a pluralistic society: for example, disagreement between different groups on moral and other matters.

Vitality and Feasibility

The retirement of two leading members in 2009 resulted in a highly successful renewal and expansion of the programme, with new positions filled by internationally known but comparatively junior researchers working on new, interconnected, and fruitful themes. Although the areas of theoretical philosophy in which the programme specializes are too difficult to be likely to draw in very large numbers of students, they have been drawing in some very good ones. The programme has an excellent record in securing research funding, some of the credit for which must undoubtedly go to the way in which it manages such matters. Its development in both qualitative and quantitative respects over recent years is persuasive evidence of wise policy-making. Given how well it is doing, the programme could be more willing to blow its own trumpet.

4.2   GRIPh-2: Practical Philosophy

Programme leader:
Prof. Dr. R.W. Boomkens 2005 - 2011

Research input ultimo 2011 (in fte's):
2.9 (incl. 1.8 fte PhD and 0.2 non-tenured staff).

Quality:	good 3
Productivity:	good 3
Societal relevance:	excellent 5
Vitality and feasibility:	good 3

Explanation:

Quality

The research done in GRIPh-2 is appropriate for a philosophy department and has societal relevance, but has not met the most demanding academic standards. There is no worked out division of labour between GRIPh-2 and GRIPh-4 (Ethics); greater clarity about the relationship between the two groups would be possible and of value. The present situation appears to reflect the fact that the research strength and profile of GRIPh-2 is currently not robust, and new appointments have not yet proved possible.

Productivity

The statistical profile of GRIPh-2 differs from that of the other three groups. Over the past six years, during which there has been staff turnover, a lower proportion of the work published by GRIPh-2 has been in refereed journals, and a higher proportion in professional publications or for the general public. The number of completed PhDs has also been low. The statistical material provided covers six years; however, it was clear to the evaluators that the relative position of GRIPh-2 had, if anything, become more difficult across this time. By the end of 2011 the situation was very adverse: only 2.9 FTE staff; only 1.8 FTE PhD students and only 0.2 non-tenured staff; little external income. This has to change if the group is to have a viable future.

Societal Relevance

Societal relevance has been the main strength of GRIPh-2, and a range of valuable publications have emerged during six years. However, at present the interpretation of 'societal relevance' is somewhat eclectic. The group does not have a specific focus either on 'applied' ethics, or on philosophy of culture, or on political philosophy. Such groups can be found in many universities, and typically add a distinctive philosophical approach to wider professional training and institutional life, permitting a wider range of public engagement with professional and civic life. At present there are not enough members of academic staff or students in GRIPh-2 to produce a programme that has critical mass and is more than the sum of its parts, or that can combine high quality research with a wide range of public and professional engagement.

Vitality and Feasibility

It is hard to see GRIPh-2 in its present form managing to change its profile. The numbers of staff and of doctoral candidates are simply too low for routine processes of appointment of staff or recruitment of PhDs to turn things round. The number of refereed publications is low. The university has to choose between planned expansion and revival of GRIPh-2, including additional appointments of candidates who combine an established research profile with a track record of securing grants; its amalgamation with GRIPh-4; or reduction of the number of units within GRIPh to 3.

4.3   GRIPh-3: History of Philosophy

Programme leaders:
Prof. Dr. M.R.M. Ter Hark 2005 - 2010
Prof. Dr. L.W. Nauta 2010 - 2011

Research input ultimo 2011 (in fte's):
8.7 (incl. 5.0 fte PhD and 1.7 non-tenured staff).

Quality:	excellent 5
Productivity:	excellent 5
Societal relevance:	excellent 5
Vitality and feasibility:	excellent 5

Explanation:

Quality

The department covers a wide range of areas, but it has a clear focus in each of them. It is particularly strong in ancient philosophy (Plato and Aristotle, until 2011), Renaissance philosophy (Valla), early modern philosophy (Spinoza), German Idealism (Hegel) and history of analytic philosophy (Wittgenstein, until 2010). All the faculty members combine in a paradigmatic way thorough philological work with rigorous philosophical exegesis, using methods from classical hermeneutics as well as logical analysis. Their research has an impressive scope, covering not just various disciplines in philosophy (epistemology, metaphysics, philosophy of language), but also the interplay between philosophy, science and arts. Thanks to the remarkable activity of all the faculty members, Groningen has become an internationally known center in history of philosophy. The department successfully acquired a VENI, a VIDI and a VICI project, and some of its professors were awarded international prizes. There is no doubt that it has the potential to attract the best graduate students.

Productivity

The productivity of all the faculty members is remarkably high. Since historians of philosophy deal with difficult

sources, sometimes even with unedited texts, they publish not only papers in journals, but also book editions, translations, commentaries and monographs that reconstruct texts in their historical context. The department is strong in all these fields, as the list of publications testifies. The faculty members publish in first-rate journals and prestigious book series. Some of them write in various languages and are therefore present in several research communities. Moreover, they are exceptionally active members of the academic community. The department regularly organizes conferences and workshops, hosts an A-quality journal and does editorial work for a number of book series.

Societal Relevance

Since the faculty members pay close attention to the cultural and social context of the texts they examine, they make clear that history of philosophy has, as it were, an intrinsic societal relevance: historical analysis shows to what extent cultural values and political ideas were (and still are) shaped by philosophical discussions. However, it is not only in their research that the members of the department display sensitivity for the societal impact of philosophical ideas. They also contribute to public events. Thus, they gave public lectures for a broad audience, participated in radio shows and edited a widely used handbook in Dutch. These activities show that theoretical research goes hand in hand with engagement in civic affairs.

Vitality and Feasibility

Thanks to numerous research programmes that created positions for doctoral students and postdocs, there is an impressive vitality in the department. Graduate students are encouraged to participate in international conferences and to publish in first-rate journals, as became clear in discussions with them. Faculty members and students regularly meet in reading groups, colloquia and workshops, where they present their work in progress. Moreover, there is a vital exchange with other departments in the Netherlands (e.g. Nijmegen) and abroad. Some of the faculty members take a leading international position in their field.

4.4   GRIPh-4: Ethics

Programme leader:
Prof. Dr. M.V.B.P.M. van Hees 2005 - 2011

Research input ultimo 2011 (in fte's): 5.9 (incl. 3.1 fte PhD and 1.4 non-tenured staff).

Quality:	excellent 5
Productivity:	excellent 5
Societal relevance:	excellent 5
Vitality and feasibility:	excellent 5

Explanation:

Quality

GRIPh-4 is a small but dynamic research group with a strong profile of publication in refereed journals. The senior staff members are very active and there is a viable number of PhD students, permitting the group to function as a group. There is a track record in securing external grants, and a well-articulated ambition to strengthen the structure of the PhD, by improving processes at application and while in progress. There is enthusiasm for securing greater international recognition, for recruiting a wider range of students, including international students, and for ensuring that doctoral students gain international experience. There is some tension between these aims and the realities of funding and of job prospects for new PhDs.

Productivity

Across the six year review period GRIPh-4 has maintained a profile that equals or exceeds that of the other groups (other than that of non-refereed articles), and that is probably stronger than that of comparably sized groups in many leading universities. It has strength at the senior level. Nevertheless, it is a small group (currently two Professors, two other tenured faculty; 4-5 PhD's; a post shared with another faculty) and its present productivity would be consolidated by further appointments of productive researchers with a track record of securing grants.

29

Without some consolidation, GRIPh-4 would be vulnerable if any senior member of staff were to choose to go elsewhere.

Societal Relevance

Ethics could hardly be other than relevant to society. That said, GRIPh-4 does not, and given its size could not, achieve strength across all of the topics and approaches that can fall under the heading of ethics. They have self-consciously aimed at specific areas and approaches, and this seems strategically right given the size of the group. There would be ways of expanding the range of relevance of their work to civic, social, and cultural life, and the group will need to choose the directions in which and the collaborations through which its work develops without making excessive demands on its quite small membership.

Vitality and Feasibility

GRIPh-4 is impressively active, at all levels from Professorial to postgraduate. If it can maintain or strengthen its approach, it will continue to achieve a lot. Its relatively small size is the main source of vulnerability, and the University needs to address that issue sooner rather than later.

This section is quite short, because the committee, being generally very impressed by GRIPh's achievements and strategy, takes it that comparatively little guidance is needed.

The committee believes that part of the reason for GRIPh's success is its position as an autonomous Faculty of Philosophy, and is emphatic that it should retain that position.

The separation of Practical Philosophy (GRIPh-2) and Ethics (GRIPh-4) has no deep intellectual basis. While it may have been an appropriate solution to a management problem in the past, it is not obvious that it continues to serve a useful purpose. It should be reconsidered.

Planning for the international recruitment of graduate students at Master's and PhD level needs to be informed by a clear understanding of the structure of competitor programmes in other countries and the sorts of funding available for them.

While the use of a category of A+ outlets for publication as explained in section 2.2 may well be valuable in encouraging high standards and ambition, the particular list of A+ journals at present in use is arguably a little narrow, especially in excluding some specialist journals of high international reputation, and could be broadened without any threat to intellectual quality.

Appendices

Appendix 1   Programme of the site visit

Programme Site Visit PRC Philosophy 5 – 7 February 2012

Sunday 5 February 2012

TIME	ACTIVITY	PARTICIPANTS	LOCATION
17.00	Arrival members PRC		Hotel
17.00-19.00	Closed meeting PRC	PRC	Faculty of Philosophy
19.00-21.00	Drinks and dinner	PRC, Faculty Board (FB)	Restaurant

Monday 6 February 2012

TIME	ACTIVITY	PARTICIPANTS	LOCATION
09.30-10.00	Welcome; guided tour	PRC, FB	Faculty of Philosophy
10.00-12.00	Interview FB / GRIPh	PRC, FB	
12.00-13.00	Lunch	PRC	
13.00-13.45	Interview GRIPh1 (History of Philosophy)	PRC, Nauta, Evink	
14.00-14.45	Interview GRIPh 2 (Theoretical Philosophy)	PRC, Peijnenburg, Romeijn	
15.00-16.00	Interview Postdocs, PhDs	PRC, Postdocs, PhDs	
16.00-17.00	Closed meeting PRC	PRC	
19.00-21.00	Dinner	PRC	Restaurant

Tuesday 7 February 2012

TIME	ACTIVITY	PARTICIPANTS	LOCATION
11.00-11.45	Meeting with coordinator Research Master, director Graduate School of Philosophy, Dean Graduate Schools RUG	PRC, Hindriks, Keijzer, Van Hees, De Leij	Faculty of Philosophy
12.00-13.00	Lunch	PRC	
13.00-13.45	Interview GRIPh 3 (Practical Philosophy)	PRC, Boomkens, Vega	
14.00-14.45	Interview GRIPh 4 (Ethics)	PRC, Van Hees, Kleingeld	
14.45-15.05	Interview director Groningen Centre for Philosophy and Society	PRC, Van Hees, Tuinsma	
15.15-17.00	Closed meeting PRC	PRC	
17.00-18.00	Meeting with the staff; presentation preliminary conclusions PRC, drinks	PRC, All members faculty, representative CvB	
19.00-21.00	Dinner	PRC	Restaurant

Wednesday 8 February 2012

TIME	ACTIVITY	PARTICIPANTS	LOCATION
…	PRC members leave		

Appendix 2 Peer Review Committee, and brief CV's

Prof. Timothy Williamson (Chair) FBA FRSE FHMAAAS

Timothy Williamson has been the Wykeham Professor of Logic at the University of Oxford and Fellow of New College Oxford since 2000. He received his DPhil from Oxford in 1981. He was a Lecturer in Philosophy at Trinity College, Dublin (1980-88), a Fellow in Philosophy of University College Oxford (1988-94), and Professor of Logic and Metaphysics at the University of Edinburgh (1995-2000).

His main research interests are in philosophical logic, epistemology, metaphysics and philosophy of language. He is the author of Identity and Discrimination (Blackwell, 1990), Vagueness (Routledge, 1994), Knowledge and its Limits (Oxford, 2000), The Philosophy of Philosophy (Blackwell, 2007), Modal Logic as Metaphysics (Oxford, forthcoming 2013), and many articles in journals such as The Philosophical Review, The Journal of Philosophy, Mind, Analysis, Synthese, Erkenntnis, Philosophy and Phenomenological Research, British Journal for the Philosophy of Science, Theory and Decision, Games and Economic Behavior, The Journal of Symbolic Logic, Journal of Philosophical Logic, Notre Dame Journal of Formal Logic, and Studia Logica. The edited collection Williamson on Knowledge (Oxford 2009) contains fifteen essays by leading epistemologists on his work and his replies.

Professor Williamson has been a visiting professor at MIT and Princeton, a visiting fellow at the Australian National University and the University of Canterbury (New Zealand), a visiting scholar at the centre for advanced study in Oslo, a Nelson distinguished professor at the University of Michigan, Ann Arbor, a Townsend Visitor at Berkeley, and Tang Chun-I visiting professor at the Chinese University of Hong Kong. He gave a Henriette Hertz lecture at the British Academy in 1996, the 1998 Weatherhead Lecture in Philosophy of Language at Tulane, the 2001 Jacobsen Lecture in London, the 2004 Skolem Lecture in Oslo, the 2005 Jack Smart Lecture in Canberra, the 2005 Blackwell Brown Lectures at Brown University, the 2006 Wedberg Lectures in Stockholm, the 2006 Gaos Lectures in Mexico City, the Hempel Lectures

at Princeton in 2006, the 2009 Amherst Lecture at Amherst College, the 2010 Mesthene Lecture at Rutgers, the 2012 Ortlieb Lecture at Claremont, and the 2012 Petrus Hispanus Lectures at the University of Lisbon, and will give the 2012 George Myro Memorial Lecture at Berkeley and the 2013 Hägerstrom Lectures at Uppsala. He has been President of the Aristotelian Society and the Mind Association and is Vice-President of the British Logic Colloquium and a fellow of the British Academy and of the Royal Society of Edinburgh, a foreign member of the Norwegian Academy of Science and Letters, and a foreign honorary member of the American Academy of Arts and Sciences. He held a Leverhulme Trust Major Research Fellowship (2009-12) to write his most recent book.
www.philosophy.ox.ac.uk/members/tim_williamson

Prof. Dr. Dominik Perler

Dominik Perler is Professor of Philosophy at Humboldt-Universität zu Berlin (since 2003) and Member of the Berlin-Brandenburg Academy of Arts and Science (since 2007). He studied at the Universities of Fribourg (Dr. phil. 1991) and Göttingen (Habilitation 1996), was Fellow of All Souls and Lecturer in Philosophy at Oxford (1996-97) and Professor of Philosophy at Basel (1996-2003).

He has had visiting appointments at UCLA, St. Louis University, Tel Aviv University and the University of Wisconsin-Madison. He was Fellow at the Wissenschaftskolleg (Institute for Advanced Study) in Berlin (2004-05) and at the Istituto Svizzero di Roma (2010). In 2006 he was awarded the Gottfried-Wilhelm-Leibniz-Preis.

His research focuses on medieval and early modern philosophy, mostly in the areas of philosophy of mind, epistemology and ontology. It has resulted in 7 monographs, 5 edited books, 84 essays, 15 articles in Encyclopedias, 15 review essays, and 35 reviews.

Professor Onora O'Neill (Baroness O'Neill of Bengarve CBE FBA Hon FRS FMedSci)

Onora O'Neill comes from Northern Ireland and was educated at Oxford and Harvard, where she obtained her PhD in 1969 (supervisor John Rawls) for a thesis on universalisability, for which she received the Carrier

prize. She began her academic career at Barnard College, Columbia University. In 1977 she moved to the University of Essex, where she was full Professor from 1987 until 1992, after which she was the Principal of Newnham College Cambridge until 2006.

Her nine books include Faces of Hunger: An Essay on Poverty, Development and Justice (1986), Constructions of Reason: Explorations of Kant's Practical Philosophy (1989), Towards Justice and Virtue (1996), Bounds of Justice (2000), Autonomy and Trust in Bioethics (2002), A Question of Trust (the 2002 Reith Lectures), and Rethinking Informed Consent in Bioethics (jointly with Neil Manson, 2007). She has also published over 130 academic articles and numerous reviews and review articles in journals including The Journal of Philosophy; Journal of Economic Issues; The Philosophical Review; The Hastings Center Report; Mind; Inquiry; Canadian Journal of Philosophy; The London Review of Books; Times Literary Supplement; Times Higher Education Supplement; Hegel Bulletin; Irish Times; Women: A Cultural Review; The Philosophical Quarterly.

She writes on ethics and political philosophy, with particular interests in conceptions of justice, in the philosophy of Immanuel Kant, and in bioethics. She currently works on practical judgement and normativity, conceptions of public reason and of autonomy, trust and accountability, the ethics of communication (including media ethics), and Kant's philosophy. Her political activities started in 1999 when she became an independent, non-party Life Peer in the House of Lords, and include membership of Select Committees such as the BBC Charter Review, the Subcommittee on Lords' Interests, Executive Committee of British Irish Association and Science and Technology committees on Stem Cell Research, Genomic Medicine, Nanosciences & Food, and on Behavioural Change.

During her academic career, professor O'Neill took up many administrative and committee responsibilities, including membership of Senate, University Council, Honorary Degrees Committee, University Finance Committee, Review Committee for Faculty of Social and Political Sciences, Working Party on Ethical Guidelines for Acceptance of Benefactions (chairman), Professorial Electoral Boards and appointments committees. From 2002-2003 she

was also Director of the Centre for Medical Genetics and Policy. Professor O'Neill received the CBE in 1995. She chaired the Nuffield Foundation from1998-2010. Professor O'Neill has given many named lectures, including Read Tuckwell (Bristol), Tanner (Harvard), Amnesty (Oxford), Hourani (Buffalo), Lindley (Kansas), Heslington (York), Gifford (Edinburgh), Reith (BBC), Castle (Yale), Beveridge (Royal Statistical Society), David Smith (QMC), Swan (Trinity College Dublin), Sir D.O. Evans (Aberystwyth), Rede (Cambridge), Aranui (RSNZ), Hinton (NCVO), Justus Hartnack (Aarhus), Woodbridge (Columbia) and Louis Mertz (Leuven). Other appointments include trustee or council memberships, chairs or presidencies of the Royal Institute of Philosophy, the Aristotelian Society, UFC Research Selectivity Panel, Animal Procedures Committee of the Home Office, Nuffield Council on Bioethics, Marshall Aid Commemoration Commission, Oxford Commission of Inquiry, Isaac Newton Trust, Academic Advisory Board of the Wissenschaftskolleg at Berlin, Human Genetics Advisory Commission, Nuffield Foundation, British Academy, Gates Cambridge Trust, Academic Advisory Board of the Institute of Advanced Studies in the Humanities in Edinburgh, Mind Association, British Philosophical Association, Sense About Science, American University of Sharjah.

Her honorary elections include Fellow and President (2005-9) of the British Academy, Fellow of the Academy of Medical Sciences, Honorary Bencher of the Gray's Inn, Honorary Fellow of the Faculty of Actuaries, Honorary Fellow of the Royal Statistical Society, Honorary Professor of Ethics and Political Philosophy at the University of Cambridge. She also received Honorary Fellowships at Nuffield College, Somerville College and Newnham College, and honorary degrees at 22 Universities including Oxford, Cambridge, Harvard and UCL. Her overseas elections include Foreign Honorary Memberships of the American Academy of Arts and Sciences, American Philosophical Society, Royal Irish Academy, Österreichischen Akademie der Wissenschaften im Ausland, Leopoldina and of the Norwegian Academy.

Appendix 3 Terms of Reference for the assessment of GRIPh

Terms of Reference for Peer Review Committees evaluating research of the University of Groningen

These terms of reference provide information on the aims, procedures and general outline of the quality assurance policy of the University of Groningen.

Quality Assurance at the University of Groningen
Dutch universities are largely funded by the national government and are relatively free to determine their own research strategies. One way the government requires us to account for our activities is by means of external peer reviews of all our research units once every six years, including a site visit. The main findings of the Peer Review Committee (PRC) will be published in a public report and can be used both by the government and by other funding agencies. They will bear no direct consequences for the funding of our permanent staff but may affect their future chances for acquiring additional funding and temporary staff.

In addition to external accountability, we strongly support the use of peer reviews for improving the quality of our research institutes and their management. The findings and advice of the peers will be useful for the researchers themselves, the management of the Institute in question, the relevant Faculty Board(s), and the Executive Board. The most sensitive (i.e. personal) parts may be kept confidential in a 'management letter' to the Faculty and the Executive Board.

Generally, the management of the Institute will establish the first contacts with peers. However, as the responsible body, the Executive Board makes the final decision concerning the composition and instruction of the PRC and the information it is provided with. We appoint the secretary of the PRC and will attend the first (instructional) and last (concluding) meetings of the PRC in Groningen. Finally, we decide whether the final report of the PRC meets our standards, and if so, how to implement the conclusions.

A major goal of our research strategy is to improve quality where needed, in order to maintain our position as top university in Europe. Quality assessment by means of

peer reviews is an essential tool to realise this ambition. It provides us with external judgements that are respected both by scientists and policymakers. It is essential that the evaluations are as objective as possible and performed by independent researchers with first-class expertise in the disciplines of the Institute. The peers will preferably be international authorities and base their assessment not only on the self-evaluation of the Institute (see below), but also on actual knowledge of the most important output, where possible supplemented by quantitative and qualitative indicators.

Finally, we expect external research assessments to concentrate on:

- providing direct, swift feedback about the position of the research, measured against national and international standards for quality, productivity, societal relevance and vitality
- assessing both past performance and future expectations, the ambitions and the scientific and social impact of the research
- evaluating the management, academic leadership and the contribution of the Institute to the education of our PhD students, in relation to its mission and ambitions
- the context of the Institute, for example how it is embedded in the Faculty and its Graduate School, the University as a whole, the national and international contexts, as well as its disciplinary and interdisciplinary contacts.

Procedures

The procedures are described in detail in the national 'Standard Evaluation Protocol 2009-2015' (SEP) and our own 'Protocol for Quality Assurance at the University of Groningen' (RUG Protocol). A copy of the SEP can be downloaded from www.knaw.nl/sep/. These terms of reference provide the main features of the RUG Protocol.

In order to guarantee the competence and independence of the PRC, all candidates are requested to supply a Curriculum Vitae (including a publication list and information on present and past affiliations and, if applicable, membership of learned societies and committees and previous experience with peer review or evaluation processes) and to sign a 'Competence and independence form'. After confirmation that the selection criteria are met, the PRC

members are formally appointed by the Executive Board.

The management of the Institute will contact the PRC members about setting a final date for the site visit, which will generally take two days at least. It will also provide a draft programme for the site visit, to be discussed with the chair and secretary of the PRC. The PRC will determine its own procedure, within the framework of the SEP and the RUG protocol.

In addition to the SEP and our terms of reference, all members of the PRC will receive the following documentation no later than two weeks before the site visit:

- the self-evaluation report of the Institute (cf. SEP format, including a SWOT analysis, tables with input and output at Institute and programme level, publication lists and full text copies of key publications)
- final instructions of the Executive Board
- any additional relevant information (e.g. bibliometric analysis, findings of previous assessment).

Before the site visit, each PRC member will be asked to provide a preliminary assessment, using checklists for internal use. All preliminary assessments will be compiled into a document that will serve as input for a closed meeting of the PRC at the beginning of the site visit.

Reimbursement

In addition to reimbursement of travel expenses (economy class flights) and accommodation, PRC members will receive a standard fee per day, based on the following estimate of the time required:

- preparation: 2 days
- site visit: 2 days
- finalization report: 1 day.

This time estimate is doubled for the chair.

Addition to the TOR (sent 13 January 2012):
Documentation + final instructions for the research assessment of GRIPh

Dear Sir / Madam,

In about three weeks we hope to welcome you in Groningen for your assessment of the Groningen Research Institute of Philosophy (GRIPh).

The self-evaluation report has already been sent to you separately by the Faculty of Philosophy. We hereby provide you our final instructions plus some additional information.

The Philosophy research in Groningen is managed by GRIPh and organized in four programmes (History of Philosophy, Practical Philosophy, Theoretical Philosophy, Ethics).

We ask you to provide your judgement at the institute level in a qualitative form, focussing on GRIPh's management style and research policy in relation to its mission, strategy and resources.

Your assessment at the level of the programmes should follow the four main criteria outlined in the SEP (Quality, Productivity, Societal Relevance, Viability & Feasibility), using both qualitative and quantitative indicators. Each programme evaluation should comprise a summary in which the four main criteria are translated into the five-point scale described in the national Standard Evaluation Protocol 2009-2015 (SEP).

The years to be evaluated cover the period 2005 – 2011.

Our additional questions, besides those outlined in the SEP and our terms of reference, are the following:
a)   Which possibilities, institutional and non-institutional, does your Committee see for the assessment of the Faculty's research in comparison to philosophy departments outside the Netherlands, and how can the international visibility of the research be increased further?
b)   The Faculty wishes to enlarge the number of international Research Master and PhD students. We would like to ask your Committee to assess the organization of

the faculty's research in the light of this objective and, if possible, to suggest policy measures that can enlarge that enrolment.
Please write down your answer to these questions in a separate, confidential management letter, which will not be made public (as opposed to your final evaluation report).

Hereby enclosed you find the following additional documentation:

- A checklist for internal use by your Committee; for a preliminary assessment based on the self-evaluation report. Please return your completed list to Dr. Jules van Rooij, your secretary, before 3 February 2012. He will compile your preliminary scores into a document that will serve as input for your first, closed meeting (February 5th, 17:00-19:00).

- A copy of the SEP.

For your convenience, we also enclosed copies of the information we sent you before: our terms of reference, the programme for your site visit and the planning for the remainder of the procedure.

In case of remaining questions, please feel free to contact your secretary.

Wishing you good luck with this important task,
yours sincerely,
the Executive Board of the University of Groningen,

Prof. dr. S. Poppema,
President.

university of
groningen

faculty of philosophy

Appendix 4 Independence form PRC

Competence and independence of peer review committee members

1. A member of the peer review committee bases his/her assessment primarily on:
- the Standard Evaluation Protocol 2009-2015 for research assessment in The Netherlands
- the 'terms of reference' provided by the Board of the University
- if applicable: additional instructions of the Board of the University

2. In giving an judgement on the quality of research, a member of the peer review committee grounds his/her assessment on the following information:
- the self evaluation report and accompanying documentation
- if applicable: additional information provided on request of the peer review committee
- interviews, lectures and talks carried out within the framework of the assessment

3. A member of the peer review committee meets the generally known quality demands within scientific research, including:
- competence and professionality
- independence and objectivity
- care and consistency
- transparency and impartiality

4. A member of the peer review committee experiences no personal, scientific, financial or any other potential conflicts of interest in participating in the research assessment of the Groningen Research Institute of Philosophy and is therefore both qualified and competent to carry out his/her task as an independent assessor.

5. A member of the peer review committee reports any potential conflicts of interest in advance to the chairman of the review committee.

I declare that I have read the above-mentioned and that I will follow these to the best of my ability.

Place and date: ....

Signature: ....

Name: ....