

RESEARCH REVIEW

Groningen Research Institute of Philosophy
(GRIPh)

2018-2023

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Preface

This review has examined the quality, societal relevance, and viability of research at Groningen Research Institute of Philosophy (GRIPh) in the period 2018-2023. The review was based on a self-assessment report and a site visit on the 4th and 5th of November 2024. The Committee consisted of four academics from different philosophical backgrounds, geographical provenances, institutional affiliations, and career stages.

The Committee is grateful to the team who assembled a very detailed self-assessment report and to the GRIPh academic staff, professional service staff, and students, who engaged very constructively with the site visit and provided much helpful information and insights. Many thanks also to Esther Poort of De Onderzoekerij, who provided excellent secretarial support before, during, and after the site visit.

The Committee assessed the research strategy at GRIPh along the required benchmark parameters of quality, societal relevance, and viability, and found it overall outstanding. GRIPh enjoys an excellent international standing and features some field-defining scholarship in philosophy. It was a humbling experience for the Committee to learn about the variety of research initiatives and to see how much the Philosophy Faculty at Groningen has been able to achieve, despite the lack of a dedicated research support office and significant financial constraints.

Throughout the interviews during the site visit, it became very clear that the research strategy of GRIPh has shown resilience. However, there are some clear challenges looming large, with future budget cuts, the change in PhD funding, and possibilities of internal restructuring. These are likely to affect the ability to recruit PhD students, to retain staff, and to maintain internationally competitive working conditions.

The Committee recommends to the University Board that for GRIPh to remain as successful as it has been over the last six years, it is of the highest importance that the autonomy and independence of the Faculty of Philosophy should be retained.

Diversity in ethnicity, among other protected characteristics, was identified in the preliminary self-assessment report as an area in need of improvement when it comes to HR. The Committee discussed the topic with the Faculty Board and recommends the possibility of hiring in the near future in more diversified and less traditional areas of philosophy, funding cuts and hire freeze permitting. The Committee appreciated the effort the GRIPh faculty is putting in place to better integrate into the curriculum, seminar series, and public lectures a more diversified set of topics and authors. These are all important steps to create an increasingly more diverse and better representative research environment.

On behalf of the Committee

Professor Michela Massimi

(Chair of the Committee)



Executive summary

The Faculty of Philosophy at the University of Groningen is one of the last two independent philosophy faculties in the Netherlands. It includes three departments: Theoretical Philosophy; Ethics, Social and Political Philosophy; and History of Philosophy. The Faculty is home to the Groningen Research Institute for Philosophy (GRIPh), which oversees the research carried out by the academic staff of the Faculty.

GRIPh's mission focuses on producing high-quality, impactful research across various philosophical fields. The strategy includes attracting top talent, securing external funding, and engaging with society through the Kenniscentrum Filosofie (KCF), which connects academic philosophy with real-world issues.

This approach has led to strong international recognition, with faculty members regularly publishing in leading academic journals, securing competitive research grants, and being awarded highly prestigious prizes. The Committee is impressed by the strong international reputation of faculty members, whose books and articles have significantly influenced their respective fields.

GRIPh's societal relevance is a key strength, as the faculty is committed to addressing social challenges through philosophy. Its outreach includes publications in international media, public lectures, and collaborations with external partners. The KCF plays a key role in facilitating these connections, bridging academic research and broader societal conversations.

The Committee recognizes GRIPh as a viable and very well-regarded research institute despite external challenges, including changes in the previous provisions by the Dutch government concerning PhD funding, as well as anticipated budget constraints under the new Dutch government. GRIPh's success is largely attributed to its embeddedness within an independent Faculty of Philosophy, which provides the agility and autonomy crucial to its success. The Committee encourages GRIPh to explore further opportunities to develop partnerships outside of academia, with continuing care to preserve academic freedom, care that GRIPh has already displayed in current strategies for societal relevance.

The Faculty of Philosophy is characterized by a strong internal culture, stable staffing, and a proactive approach to securing external funding. The Committee therefore stresses the importance of preserving the autonomy and independent structure of the Faculty of Philosophy, which are vital for maintaining the collaborative and flexible research environment that has contributed to the success of GRIPh.

GRIPh is also committed to Open Science, demonstrating leadership in open-access publishing and public engagement. The faculty has made significant progress in increasing its share of open-access publications and has contributed to the development of open-access journals.

The academic culture at GRIPh is characterized by inclusivity, openness, and a non-hierarchical approach, with a strong focus on staff wellbeing. The faculty is committed to diversity, making efforts to increase the representation of female scholars, and to enhance ethnic diversity.

PhD training at GRIPh is well-structured, offering robust supervision and development opportunities. In response to challenges with PhD completion rates, the faculty has implemented several measures to support timely graduations, including improved policies and increased communication within the PhD community.

In conclusion, GRIPh remains a leading institution in philosophy, renowned for its academic independence, interdisciplinary focus, and societal engagement. However, it must address the potential financial challenges posed by decreasing government support so as to ensure the continued success of its research and academic mission.



1. Introduction

1.1 Aim of the assessment

All publicly funded university research in the Netherlands is evaluated at regular intervals in compliance with a national strategy evaluation protocol (SEP 2021-2027), as agreed by the Universities of the Netherlands (UNL), the Netherlands Organization for Scientific Research (NWO) and the Royal Netherlands Academy of Arts and Sciences (KNAW). The evaluation process, which is applied at the research unit level, consists of an external peer review conducted every six years.

The Committee is requested to assess the quality of research conducted by the Groningen Research Institute of Philosophy (GRIPh) as well as to offer recommendations to improve the quality of research and the strategy of the Faculty. This report describes the findings, conclusions, and recommendations of this external assessment of their research.

1.2 The Committee

The Board of Groningen University appointed the following members of the Committee:

- Michela Massimi, Professor of Philosophy of Science in the School of Philosophy, Psychology and Language Sciences at the University of Edinburgh (chair of the Committee)
- Gunnar Björnsson, Professor of Practical Philosophy at Stockholm University
- Ruth Boeker, Associate Professor in the School of Philosophy at University College Dublin
- Ted van Aanholt, PhD candidate at the Center for the History of Philosophy and Science at Radboud University and at the Dipartimento di Filosofia, Comunicazione e Spettacolo of Università Roma Tre.

The Board appointed Drs. Esther Poort of De Onderzoekerij as the Committee secretary. All Committee members signed a declaration form stating no conflict of interest and ensuring impartiality and confidentiality.

1.3 Procedures followed by the Committee

Before the site visit, the Committee reviewed detailed documentation comprising the self-assessment report of the institute including appendices.

The Committee proceeded according to the Strategy Evaluation Protocol (SEP) 2021-2027. The assessment was based on the documentation provided by GRIPh and the interviews with the Faculty Board, the management of the Graduate School, representatives of the Kenniscentrum Filosofie (KCF), senior and junior researchers, and PhD candidate representatives. The interviews took place on November 5, 2024 (see Appendix A).

The Committee discussed its assessment at its final session during the site visit. The Committee chair had a coordinating role in the interviewing and writing procedure. The Committee members commented by email on the draft report. The draft version was then presented to the institute for factual corrections and comments. Subsequently, the text was finalized and presented to the Board of the University.



2. Assessment of the research of GRIPh

2.1 Management, organization and strategy

Management and organization

The Faculty of Philosophy in Groningen is one of the last two independent philosophy faculties in the Netherlands, alongside Rotterdam. It comprises three departments: Theoretical Philosophy; Ethics, Social and Political Philosophy; and History of Philosophy.

The Faculty board comprises three members: the dean, the vice-dean, and the managing director. A student assessor, nominated by the student faction of the faculty council, attends all board meetings in an advisory capacity. The dean oversees the research portfolio and serves as the director of the Groningen Research Institute of Philosophy (GRIPh).

Founded in 2000, the GRIPh (Groningen Research Institute for Philosophy) oversees research within the faculty, succeeding the 1992 Centre for Philosophical Research. Until 2023, its board included all faculty professors and the Graduate School director; now, all permanent academic staff are board members. While previously divided into three research units (still faculty organizational units), the GRIPh operates as one intellectual community, presenting its research as a unified whole.

Since 2016, the faculty has hosted the Centre for Philosophy, Politics and Economics (PPE), which is accompanied by a new master program in the same area. Researchers from all three departments participate in teaching and research in this Center, together with colleagues from the Faculty of Arts and the Faculty of Economics and Business.

Mission and strategy

The mission of GRIPh is to conduct cutting-edge research across a wide range of philosophical fields. It regards its primary responsibility as ensuring that the quality, volume, and focus of its research meet high international standards and, where appropriate, contribute to other disciplines and society at large. GRIPh supports both fundamental and applied research, employing both mono- and interdisciplinary approaches. It considers interdisciplinary collaboration to be one of its particular strengths, as many staff members are trained in multiple disciplines and work closely with experts in these areas.

The self-evaluation report outlines GRIPh's strategic approach to achieving this mission, which includes:

- a well-thought through recruitment policy of excellent personnel, with an annual assessment of the research output of staff members;
- a proactive approach to securing external funding applications (at NWO, ERC, etc.),
- the facilitation of outreach and impact activities through the Kenniscentrum Filosofie (KCF),
- the cultivation of a collegial and collaborative atmosphere in which all faculty members benefit from constructive feedback to improve their work.

In the self-evaluation report, GRIPh emphasizes its approach of allowing researchers significant autonomy in determining their own research priorities, without imposing specific topics or research pathways. At the same time, GRIPh strives to build a strong research community with shared interests and expertise, promoting collaboration and interdisciplinary exchange.



The Committee commends GRIPh for its research strategy and mission, which prioritizes outstanding research that adheres to high international standards, as well as its strong commitment to academic freedom and to fostering a collaborative, collegial research culture. Furthermore, the Committee appreciates GRIPh's proactive approach and efforts to expand the scope of its research initiatives.

2.2 Research quality

The Committee is very impressed by the strong international reputation and impactful, field-defining scholarship across all three departments. In theoretical philosophy, GRIPh explores classical fields such as logic, argumentation theory, epistemology, philosophy of science, and philosophy of language. Practical philosophy encompasses normative and applied ethics, social and political philosophy, critical theory, and social ontology. And in the history of philosophy, GRIPh covers the whole history of philosophy from Antiquity to contemporary philosophy. Many faculty members integrate historical and systematic approaches or collaborate across sub-disciplines.

GRIPh hosts world-leading scholars in each of these areas, whose books and articles have significantly shaped their respective fields. The Committee is particularly impressed by the high number and quality of research outputs, especially single-authored monographs, along with a strong publication record in leading journals and with top academic publishers. Leaving publication decisions to individuals, guided by their interest in publishing in prestigious, high-impact venues, appears to have been an effective approach.

The excellent reputation of the faculty is also testified by the number of awards and highly prestigious prizes, including a NWO Spinoza Prize (Kleingeld). Remarkably, this is the second time a philosopher has received a Spinoza Prize, with the first also being awarded to a professor in Groningen (Nauta). Further evidence of this excellence is the election of several GRIPh members to highly prestigious learned societies. Additionally, GRIPh has established a strong international standing by regularly hosting world-renowned philosophers.

The impressive number of successful applications for highly competitive NWO and ERC research grants further underscores the exceptional research quality. During the review period, GRIPh was awarded two ERC Starting Grants, two NWO Veni grants, one NWO Vidi grant, and two NWO Vici grants. The Committee finds this high success rate especially commendable given the absence of a dedicated research support office.

The Committee concludes that GRIPh's strategy has been highly effective, with its focus on autonomy and organic collaboration yielding impressive results. The Committee recommends that GRIPh continues this path, as its commitment to academic freedom and collaboration will drive continued advancement in the field of philosophy.

2.3 Societal relevance

The Committee highly commends GRIPh's proactive efforts to bridge academia and the broader community through extensive outreach and a strong commitment to socially engaged philosophy.

Faculty members consistently integrate societal relevance into their research, with most NWO grant applications aiming for a '50/50' impact—balancing scientific advancement with societal benefit. Annual development talks and internal promotion reviews further encourage faculty outreach, emphasizing GRIPh's commitment to aligning research with societal needs and reinforcing its role in public discourse. The panel particularly appreciated the emphasis on academic freedom, as the Institute supports a range of research outreach activities tailored to align with the diverse interests of its members. The panel also



valued the discussions on how faculty can leverage their expertise to reflect on impact and foster collaborations with societal partners.

The Committee highly values the pivotal role played by the Kenniscentrum Filosofie (KCF) since 2010 in connecting faculty, students, and the broader community. KCF has been instrumental in fostering a network of collaborations, making knowledge exchange a core element of the faculty's research profile. The panel also noted the vibrant knowledge network and science shops, of which KCF is an integral part. By gathering philosophical questions from outside the university and linking them with faculty and students, KCF facilitates discussions on applied philosophy and societal impact. Additionally, KCF advises researchers on collaborating with external partners and developing impact strategies for funding agencies. The Centre also maintains a database of external contacts and a website featuring texts, audio, and video related to the faculty's applied philosophical research.

The Committee is impressed by the outcomes of these initiatives. GRIPh's outreach is both diverse and far-reaching, with contributions to international publications such as *Aeon*, *Psyche*, *The Philosopher's Magazine*, as well as prominent Dutch outlets like *NRC*, *Bij Nader Inzien*, and *Sociale Vraagstukken*. Public lectures and panel discussions are central to GRIPh's outreach efforts, with faculty members playing an active role as both organizers and speakers.

The Committee further applauds GRIPh's public engagement through events like the Groningen Night of Philosophy and collaborations with Studium Generale Groningen and the 'Veranderdialoog' series, which integrate philosophy into community dialogue. These activities not only make philosophical research accessible to the public but also address critical societal issues, aligning GRIPh's mission with the needs of the community.

Lastly, the Committee appreciated the case studies presented in the self-evaluation report. These case studies provide exemplary models of how to translate philosophical research on topics central to democratic societies, extending well beyond academia.

In conclusion, the panel is highly impressed with GRIPh's strong commitment to socially relevant research and its extensive outreach efforts. The panel recommends that GRIPh continues this successful path, further strengthening its collaborations and public engagement to maximize the societal impact of its work.

2.4 Viability

GRIPh has established itself as a highly viable research institute, as evidenced by its sustained record of excellence over the review period. The institute successfully combines the pursuit of fundamental philosophical research with societal engagement, maintaining high academic standards while adapting to changing research environments. This success is demonstrated through several key indicators of both research quality and societal relevance, as detailed in the preceding sections.

The institute has maintained productive research collaborations across disciplinary boundaries, as exemplified by the successful Centre for Philosophy, Politics and Economics (PPE) and numerous joint projects with other faculties. These collaborations demonstrate GRIPh's ability to identify and pursue emerging research opportunities while preserving its philosophical core mission.

Furthermore, GRIPh has developed efficient administrative practices that enable both strategic long-term planning and flexible responses to new opportunities and challenges. This is reflected in its successful recruitment and retention of excellent staff, effective PhD training program, and growing international reputation.



However, GRIPh faces two main types of challenges to its continued success. First, there are economic challenges. The end of the Dutch government's PhD Scholarship Program will make PhD positions more expensive, potentially reducing their number. Additionally, anticipated budget constraints under the new Dutch government and increasing competition for external funding may affect the institute's ability to maintain its current international competitiveness.

Second, there are structural/organizational challenges. GRIPh's success is deeply tied to its embedding in an independent Faculty of Philosophy, which has fostered an extraordinarily productive academic culture and enabled efficient self-organization and cross-disciplinary collaboration. This independence could face pressure for integration into a larger faculty structure. Such restructuring proposals typically rest on two main concerns: that smaller units can achieve greater cost-effectiveness through economies of scale; and, smaller units are more vulnerable to disruptions e.g. when key administrative personnel are temporarily or permanently unavailable. While these considerations might seem to support reorganization, they must be weighed against the risk of undermining the very organizational features that have made GRIPh successful.

The Committee has carefully examined these challenges and their implications for GRIPh's viability. While GRIPh's strong record of securing external funding and flexible administrative structure provide important resilience in the face of economic challenges, maintaining its current level of research excellence and PhD training will require careful strategic planning and likely new funding sources or partnerships. This is a significant challenge, but one that GRIPh appears well-positioned to address given its proven ability to adapt while maintaining academic excellence.

With respect to the viability of the current organizational structure, the Committee finds strong evidence that the current organizational structure is both cost-effective and administratively robust. The Faculty is demonstrably large enough to cover essential functions effectively – its remarkable success in securing external funding without dedicated research support office being a case in point. At the same time, it remains small enough for administrators to maintain deep understanding of specific needs, enhancing rather than compromising efficiency. Concerns about administrative vulnerability also appear unfounded. In extensive discussions with staff at all career stages, the Committee found that the Faculty has successfully managed its responsibilities at its current size over an extended period.

By contrast, reorganization through integration into a larger faculty would risk undermining the very features that have made GRIPh successful: its ability to maintain deep understanding of specific needs at the administrative level, its agility in responding to opportunities, and its capacity to foster genuine interdisciplinary collaboration. The harmonious relationship between administrative and academic staff, and the productive academic culture it supports, are not accidental features but the result of operating at an appropriate scale with sufficient autonomy. The Committee finds that such integration would likely diminish rather than enhance these organizational strengths.

In light of this analysis, the Committee strongly recommends that GRIPh remains embedded within an independent Faculty of Philosophy. This organizational structure has proven highly successful, fostering excellence in research, teaching, and societal engagement while maintaining administrative efficiency.

GRIPh's viability is further strengthened by its effective approach to leadership development and task distribution. The Faculty Board, working with department heads, proactively identifies staff members who can take on administrative and leadership roles, prioritizing individual abilities and interests over academic seniority. A balanced staff composition—with 6 professors, 7 associate professors, and 14 assistant professors in 2023—supports fair distribution of tasks. Teaching reductions tied to external funding success help ensure faculty members maintain energy for high-quality research, teaching and outreach. These practices exemplify how GRIPh's organizational structure enables effective human resource management that supports long-term sustainability.



While GRIPh faces real economic challenges that require strategic responses, restructuring would risk undermining the very organizational features that have allowed it to thrive. The Committee is confident that GRIPh, supported by its current organizational structure, is well-positioned to address its economic challenges while maintaining its position as an internationally leading research institute.

2.5 Open Science

Open Science is a central priority for GRIPh, as demonstrated by its strong commitment across multiple domains. Through extensive 'read and publish' agreements, the University ensures that open-access publishing fees are covered for a wide range of journals. Since May 2021, all closed-access articles and book chapters authored by RUG researchers are automatically made open access via PURE six months after publication. These initiatives have led to significant growth in the faculty's share of green open access, increasing from 59% in 2018 to 94% in 2022. The Committee fully acknowledges the challenges associated with open-access publishing for monographs, given the high fees required by leading publishers. However, it was pleased to note that external grants, prize money, and the University of Groningen Press (UGP) provide some support.

The Committee recognizes the activities of the Kenniscentrum Filosofie as a key instrument for public engagement, emphasizing GRIPh's strong commitment to Open Science and knowledge accessibility.

This commitment is further evidenced by the faculty's active contribution to strengthening open-access publishing infrastructure, with members involved in establishing and editing peer-reviewed diamond open access journals in partnership with UGP. Additionally, the faculty has its own Open Science ambassador.

2.6 Academic culture

Openness, (social) safety and inclusivity

The Committee commends GRIPh for its non-hierarchical culture and collaborative decision-making processes. Discussions with staff at all levels revealed that the academic culture at GRIPh is characterized by openness and inclusivity.

GRIPh's proactive approach to addressing social safety concerns was evident to the Committee, both in the self-evaluation report and during the site visit. A 2022 University-wide employee survey indicated high levels of faculty identification and job satisfaction, but also highlighted concerns about social safety. While the anonymity of the survey prevented pinpointing specific sources, the issue was taken seriously. A plan of action was developed, including sessions with HR advisors for academic staff, PhD students, and support staff, using scenario cards to facilitate discussion. While the staff meeting raised few issues, the PhD community expressed a desire for these sessions to be held twice a year. The graduate school, in collaboration with the PhD council, has been tasked with organizing these meetings regularly monitor the internal climate and flag any issue that might arise.

The Committee also commends the efforts to enhance the research culture at the graduate level through the appointment of a PhD coordinator as a confidential advisor for matters concerning PhD candidates. During the discussions, it was evident that this advisor is highly regarded by both staff and PhD candidates and plays a crucial role within the faculty.



Research integrity

Faculty members adhere to the 'Netherlands Code of Conduct for Scientific Practice' which upholds the principles of scrupulousness, reliability, verifiability, and independence. GRIPh also complies with the University of Groningen's 'Regulations for the Protection of Academic Integrity,' which outline procedures for addressing academic violations. Suspected breaches can be reported to the Academic Integrity Committee through the Board or a confidential advisor. The Committee values that research integrity is consistently addressed in the Results and Development (R&D) interviews. According to the self-evaluation report, no issues have been raised during the review period.

2.7 Human Resources Policy*Talent management*

The Committee views the structured support and mentoring opportunities for new hires and the clear pathways for career progression as positive and beneficial for academic staff development. New academic staff, typically hired at the assistant professor level through open competition, undergo a two-step recruitment process that includes both Committee interviews and faculty presentations, with faculty feedback considered in final decisions.

Once hired, department heads oversee the onboarding process, providing new staff with a mentor and familiarizing them with faculty life, teaching expectations, and academic culture. Career progression is supported through regular R&D meetings with supervisors and a promotion policy allowing advancement every four years, based on individual performance. A promotion Committee, trained to mitigate bias, evaluates candidates according to updated 2023 promotion criteria. Additional career support includes access to training, mentorship, and peer support, particularly around grant applications and managing life events.

Diversity

The Committee commends GRIPh for its focused efforts to recruit more female academics. Key factors in this progress include the tenure track system and the Rosalind Franklin Fellowship, a university-wide initiative aimed at enhancing the recruitment of talented female scholars. These efforts have resulted in positive outcomes, with the percentage of female staff members among assistant, associate, and full professors rising from 13% in 2018 to 26% in 2023.

The self-evaluation report highlighted ethnic diversity as a key area for improvement. The Committee endorses the strategy of exploring hiring opportunities in less traditional philosophical areas, including for example South-American traditions in philosophy, Arabic Medieval Philosophy, Africana philosophy, Indian philosophy, and East-Asian history of philosophy just to mention a few possible examples. While a hiring freeze due to budget cuts may delay these plans, the Committee appreciates the ongoing efforts to incorporate a wider range of topics and authors into the teaching curricula, as well as to promote this approach in seminars and public lectures. This approach fosters a research environment where diversity is embraced and proactively cultivated.

The Committee further encourages GRIPh to maintain this proactive stance in advancing both gender and ethnic diversity across its staff at all career stages.



2.8 PhD policy and training

The Committee is pleased with the support and structure provided by the Graduate School of Philosophy to its PhD students. Since the previous research review, significant improvements have been made, including regular meetings with the PhD council and the appointment of a PhD coordinator who acts as a key point of contact for questions and informal support.

The Committee finds the training, supervision, and pastoral support arrangements for PhD students to be both effective and appropriate. Each PhD student is assigned at least two supervisors and is required to create a Training and Supervision Plan (TSP) that outlines their research and development needs. Training opportunities are offered by the faculty, other faculties, and the Dutch Research School of Philosophy (OZSW). Additionally, the Career Perspectives Series provides valuable insights into career paths outside academia, while the annual Meet and Greet event connects PhD students with potential non-academic employers. The Committee commends these initiatives for effectively supporting PhD students in exploring and pursuing diverse career options.

The completion rate table reveals that only a minority of PhD candidates complete their PhDs within four years. The self-evaluation report highlights several measures taken to improve these completion rates. The Graduate School has revised its extension policy to prioritize on-time completion, permitting extensions only in exceptional cases, such as long-term illness. Additionally, the PhD coordinator meets with each student annually, outside of formal R&D interviews, to discuss progress and provide referrals to further support when needed. Communication within the PhD community has been strengthened through regular meetings between the PhD coordinator, Graduate School director, and the PhD council. The Faculty board also holds annual meetings with both the PhD council and all PhD students to address concerns and gather feedback. Regular sessions for supervisors several times per year provide a space for supervisors to share best practices and discuss issues, and for the Graduate School to discuss topics raised as relevant by the PhD community. Supervisors are also encouraged to participate in university courses to enhance their mentoring skills.

The Committee supports these initiatives and recommends closely monitoring them to ensure they lead to improved completion rates and overall PhD success.

2.9 Conclusions and recommendations

The Committee regards GRIPh as a highly successful and forward-thinking academic institution that has firmly established itself as a leader in philosophy research. Its commitment to autonomy, collaboration, academic freedom, and societal relevance is commendable, with these principles fostering an environment where both individual and collective excellence can thrive. The Committee is particularly impressed by GRIPh's strong international reputation and its impactful, field-defining scholarship, as well as its unwavering commitment to socially relevant research and extensive outreach efforts.

While GRIPh faces several challenges, the Committee views it as a viable and well-regarded research institute within the university. The success of GRIPh is largely attributed to its embedding within an independent Faculty of Philosophy, which is characterized by a strong collaborative research culture, stable staffing, and a proactive approach to securing external funding. The Committee emphasizes the critical importance of preserving the Faculty's autonomy and independent structure, which are essential for maintaining the collaborative and flexible research environment that has been key to its success.

The Committee also recognizes GRIPh's commitment to Open Science and its inclusive academic culture as important strengths. Additionally, the support provided to PhD students through the Graduate School of Philosophy is another notable positive aspect of GRIPh's academic environment.



Nevertheless, the Committee has identified several recommendations, which it hopes will help the faculty build upon and further strengthen its recent successes.

- GRIPh should maintain its current organizational structure within an independent Faculty of Philosophy to preserve the collaborative, flexible, and responsive research environment that has been key to its success.
- GRIPh should explore further opportunities to develop partnerships outside of academia, with continuing care to preserve academic freedom, care that GRIPh has already displayed in current strategies for societal relevance.
- GRIPh should preserve the inclusive, non-hierarchical academic culture by continuing to develop initiatives that foster staff's wellbeing, social safety, and job satisfaction.
- GRIPh should continue efforts to recruit more female academics and to better promote ethnic diversity, particularly by exploring hiring opportunities in less traditional philosophical areas and by incorporating more diverse perspectives into seminars and public lectures.
- GRIPh should monitor closely the measures taken to improve PhD completion rates to ensure their effectiveness.



Appendix A - Program of the site visit

November 4 2024	
16:00 –18:00	Internal preparatory meeting review Committee
18:30	Dinner review Committee
November 5, 2024	
09:00 – 09:45	Meeting with the Faculty Board
09:45 – 10:00	Break
10:00 – 10:30	Meeting with Graduate School
10:30 – 10:45	Break
10:45 – 11:15	Meeting with PhD Candidates
11:15 – 11:45	Break
11:45 – 12:15	Meeting with junior staff
12:15 – 13:15	Lunch break
13:15 – 13:45	Meeting with senior staff
13:45 – 14:00	Break
14:00 –14:30	Meeting with KCF
14:30 – 14:45	Break
14:45 – 15:15	Internal meeting
15.15 – 15:30	Break
15:30 – 16:00	Meeting Faculty Board
16: 00 –17:15	Internal deliberation review Committee
17:15 – 17:45	Presentation professional findings



Appendix B - Quantitative data

B.1 Research staff 2018-2023

	2018		2019		2020		2021		2022		2023	
	fte	n	fte	n	fte	n	fte	n	fte	n	fte	n
Assistant prof	6.1	18	6.6	14.7	5.9	14.3	4.7	13.1	4.8	12.6	4	10.5
Associate prof	3.1	9	2.1	4.6	2	4.7	3.6	8.8	3.5	9	3.8	10.3
Full professor	1.4	6	2	5	2.3	5.9	2.5	6	2.8	6	2.9	6
Postdocs	7.3	12	8.7	8.7	8	8.4	7.4	7.7	6.7	7.7	4.6	5.3
PhD candidates	22	32	30.1	31	30.3	30.7	30	30.1	28	28	29.7	29.8
Support staff	0	0	0	0	0	0	0	0	0	0	0	0
Total scientific staff	39.9	77	49.5	64	48.5	64	48.2	66.3	45.8	63.3	45	61.9

FTE: For research only; funded/planned rather than realized FTEs (no adjustment for sick leave, sabbaticals etc.).

N: Staff with research duties, adjusted for duration in any given year but regardless of appointment size.

Support staff: Due to the nature of our research, we do not have support staff who directly support research.

B.2 - Funding (in FTE) and expenditure (in k€)

	2018		2019		2020		2021		2022		2023	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
<i>Funding</i>												
Direct funding	39.2	72	38.2	66	38.2	66	42.7	71	47.4	72	45.2	75
Research grants	14.6	27	14.3	25	14.3	25	10.6	18	7.8	12	6.4	10
Contract research	0.3	0	5.6	10	5.6	10	6.9	11	10.9	16	9	15
Total funding	54.1	100	58.1	100	58.1	100	60.2	100	66.1	100	61.1	100
<i>Expenditure</i>												
Personal costs	4,007	80	4,425	80	4,544	81	4,838	78	5,464	82	5,426	78
Other costs	1,023	20	1,107	20	1,072	19	1,388	22	1,163	18	1,522	22
Total expenditure	5,030	100	5,533	100	5,616	100	6,225	100	6,627	100	6,948	100



B.3 PhD enrollment and success rate

Starting year	M	F	Total	≤ 4 yr	≤ 5 yr	≤ 6 yr	≤ 7 yr	Not yet finished	Discontinued
2014	4	2	6	1 (17%)	1 (17%)	3 (50%)	3 (50%)	1 (17%)	2 (33%)
2015	2	1	3	1 (33%)	2 (66%)	2 (66%)	2 (66%)	0 (0%)	1 (33%)
2016	9	2	11	2 (18%)	7 (64%)	10 (91%)	10 (91%)	1 (9%)	0 (0%)
2017	5	4	9	0 (0%)	6 (67%)	7 (78%)		1 (11%)	1 (11%)
2018	6	4	10	4 (40%)	7 (70%)			0 (0%)	3 (30%)
2019	4	3	7	2 (29%)	5 (71%)			2 (29%)	0 (0%)
Total	30	16	46						

