Philosophy Hiring Plan

NB: the discussion took its bearing from the possibility of having **six** hires in the next five years, and how best to distribute them in light of the questions. This ambitious plan takes its bearing in part from IFIKK's current financial situation and in part from the fact that the number of permanent staff in Philosophy and exphil has gone from 37 in 2012 to 31 today. We have an urgent need to hire as quickly as possible so that we can cover our teaching obligations. This is especially urgent since those retiring are primarily Lecturer who have higher teaching loads. Regarding how best to distribute these positions, the section divided its support between one distribution (3 to theoretical philosophy, 2 to practical philosophy, and 1 to history of philosophy); and another (2 to theoretical philosophy, 3 to practical philosophy, and 1 to history of philosophy). However, there was very broad agreement that practical and theoretical should be emphasized over history of philosophy, such that, in the event of 5 hires, it would be reasonable to distribute them thus: 2 to theoretical philosophy, 2 to practical philosophy, and 1 to history of philosophy. The following answers leave standing the disagreements, but this should not overshadow the core agreement that we share.

- Which research plans and research areas does the Philosophy section regard as especially important with respect to the section's development?

The Philosophy section's research plans are connected to maintaining and supplementing its core research strengths: History of Philosophy, especially Ancient and Modern; Theoretical Philosophy, especially the Philosophy of Language, the Philosophy of Logic and Mathematics, Epistemology and the Philosophy of Mind; in addition to an emerging strength in Practical Philosophy. These research areas, highlighted in the recent HUMEVAL self-evaluation report, are connected to the three research groups we submitted to the panel: CSMN, ConceptLab, and the research group in Ancient Philosophy. It is plausible to think that the Philosophy section's overarching research potential lies in interaction and synergy between the three areas of philosophy: theoretical, practical and history of philosophy. This is especially so in consideration of the unique expertise in both theoretical and practical philosophy represented by the agencies constituting CSMN. As CSMN will close down in 2017, it is vital that this broad competence is maintained and developed at IFIKK. Given this, the section wants to advertise very broadly in the three areas theoretical, practical and history of philosophy, such that we can recruit top candidates whose research intersects in interesting ways with our research strengths.

The department's strengths in Philosophy of Language, the Philosophy of Logic and Mathematics, Epistemology and the Philosophy of Mind are connected to the Linguistic and Rational Agency sections of CSMN and the new ConceptLab Toppforsk center, which is itself in the process of applying to become a Center for Excellence. It is thus imperative that this area of research be supported and supplemented, especially with the attention the new center will be drawing from the international philosophical community. The strategy plans of HF and UiO explicitly instruct us to prioritize existing areas of strength, and this is an obvious area in which to do so.

Practical philosophy at IFIKK is an emerging strength with significant research potential. First, practical philosophers publish regularly internationally in influential journals and at prominent publishing houses. In addition, IFIKK has succeeded to attract an internationally renowned ethicist as Professor II (Carla Bagnoli) and has via CSMN contact with other prominent scholars in the field. Second, to strengthen this development a new Research Group in Practical Philosophy will function as a think-tank by organizing seminars, reading groups, workshops, and conferences. It will also constitute a natural platform for applications for external funding and as a meeting place for practical philosophers at the department, the university (including Law and

Political Science, and PluriCourts), external organizations (like PRIO) and the society at large. The Research Group also includes a number of people associated with the former "Etikkprogrammet", some of which have important positions within and outside the university. Third, on the plausible assumption that ethics has capacity for interdisciplinary research with societal relevance, and research funding institutions (like NFR) encourage such research, practical philosophy should have good opportunities to receive research grants. Fourth, the fact that IFIKK is fortunate to have ethicists who work from both historical and contemporary perspectives suggests that it represents a distinct research competence which is quite exceptional at least in a Scandinavian context, and which can be considered as a potential advantage in applying for external funding.

The Ancient Philosophy group is also planning a Center of Excellence application for when the next round of applications come—once Thomas Johansen arrives, Ancient Philosophy will have six permanent staff members, making it one of the strongest in the world. There was very broad agreement that, barring unforeseen circumstances, the Ancient Philosophy group is so strong that it would not need another hire in the coming five-year period, and thus that history of philosophy would be de-emphasized in comparison to theoretical and practical philosophy in this plan. That said, there was unanimity that history of philosophy ought not be neglected entirely, and thus should be further strengthened with a one position in a historical period that supplements our current strengths.

In Favor of an 'extra' position Theoretical
Some participants in the meeting mentioned practical philosophy as an area to be developed further, perhaps even with more hires in this area than in theoretical philosophy. Others participants objected that this is not recognized as one of our current areas of strength, e.g. in the recent report filed for HUMEVAL. This consideration strongly favors three positions in theoretical and two in practical. This would be a significant boost to our group in practical, while simultaneously being more proportionate to the extent of our current strengths of the respective areas. This will better ensure that we satisfy the instructions from the strategy plans.

In favor of an 'extra' position in Practical
Despite its research potential, practical philosophy is heavily underrepresented at IFIKK, both with regard to number of staff members and the courses offered to students. The predominance of two aspects of philosophy at the expense of another makes the department stand out as quite unusual in an international comparison. In addition, a number of the present permanent staff working within practical philosophy do so from a mainly historical point of view. As a result, contemporary practical philosophy is underrepresented. Also in this regard IFIKK sticks out in an international perspective. In recent years, there has been an international trend in favor of practical philosophy in so far as topics traditionally studied in this area have turned out to be important to theoretical philosophy. For example, the notion of normativity, which belongs to the very heart of practical philosophy, is nowadays widely discussed in philosophy of language and epistemology. This movement in favor of practical philosophy is also reflected in the number of positions announced in different areas of philosophy (see http://philjobs.org). It is thus important that IFIKK has competent researches in all areas of philosophy.
It is true that "Årsrapport 2013–Det humanistiske fakultet" states that departments at HF should prioritize "Konsentrasjon og spissing" (p. 2), which can be taken as an argument for positions in theoretical philosophy. However, this is by no means the only relevant consideration (see "Strategisk plan 2020 Det humanistiske fakultet"). Other relevant considerations are teaching needs and gender balance (discussed below), as well as societal relevance: as can be seen from the description above, practical philosophy comprises the aspects of philosophy that are of most concern to people outside the university, such as various ethical, social and political challenges,

and issues with regard to gender. Moreover, it is presumably the part of philosophy that has most potential to cooperate closely with society and provide it with the services it might ask for. In this regard, "Strategisk plan 2020" states that HF should prioritize "langsiktig og institusjonelt forankret samarbeid med andre aktører i samfunns- og arbeidsliv" and "HFs ansatte og studenter skal aktivt bidra til å sette samfunnsproblemer under debatt og bidra med fakta, analyser, nyanser og kritikk" (p. 4). The former "Etikkprogrammet" engaged numerous practical philosophers, and produced a number of PhDs, who did an excellent work to fulfil such responsibilities. However, nothing has come in its place. In order to meet the mentioned interest and provide the requisite services to society, it is vital that IFIKK employs practical philosophers that are able to fulfil these tasks.

- Which possibilities for teaching development does the section want to emphasize?

The number of permanent staff in Philosophy and exphil has gone from 37 in 2012 to 31 today. Combined with out collective success in getting grants and teaching buy-outs, the section has serious difficulties with satisfying its teaching obligations. While we have one staff member joining us this Spring, and two hires in progress, even in the best case scenario, we will be significantly below our operational capacity in the coming years. We have very many staff members who have worked well above their contractually required hours, and this is an unsustainable position for the section to be in. In the near future, revisions to the exphil program will help to alleviate the burden by reducing the number of hours that exphil will require, and indeed make it possible for the Philosophy section to cover all areas of teaching without needing to hire further Lecturer positions. That said, there is an urgent need to hire more teaching staff as soon as possible.

There is broad agreement in the entire philosophy section that we need a group who is willing and able to teach broadly and outside their own areas of specialization. This breadth is also extremely important in light of the fact that we will all have to take our share of exphil teaching in coming years.

Our primary educational aim should be to:

(1) Continue our work to improve the rate of completion of our students

(2) Develop more courses that can appeal to students outside of the Philosophy programs. This will require developing courses of an interdisciplinary nature or appeal.

(3) Ensure that our BA and MA students receive a training good enough to enable at least the better ones to qualify for admission into top international graduate programs.

(4) Attract strong PhD fellows in our core research areas and ensure that these are competitive for academic and non-academic positions.

These aims are best ensured by hiring the best possible teachers and researchers, irrespective of specialization, but with the mentioned proviso of an ability and willingness to teach broadly. When hiring, we should be particularly interested in teachers who can break disciplinary boundaries. This was also mentioned as a possible way of attracting more female applicants, since many female philosophers, for example, those working in feminism, do not consider themselves as fitting neatly into the traditional categories into which philosophy is often divided.

In favor of an 'extra' position in Practical

One reasons given for hiring more staff in practical philosophy was that a majority of the courses at the BA level in philosophy that are obligatory or belong to "kjernegruppen" are courses within theoretical philosophy and history of philosophy. The same consideration applies to the MA level. First, it might be feared that this gives students a rather narrow view of philosophy. It should be possible to develop courses in practical philosophy – for example in political philosophy and

philosophy of law (BA level) and separate courses in the different parts of ethics – to give students a more comprehensive grounding in philosophy. Second, as is well-known philosophy has difficulties with students not finishing their programs. At the same time, many students ask for courses that are more directly concerned with various challenges of society and can be useful for them after they have finished their studies. It is plausible to think that good teachers in practical philosophy are needed in this context. Incidentally, the MA students are roughly evenly divided between theoretical and practical, which means that advisors in theoretical philosophy may be under-utilized, and those in practical philosophy over-utilized. Fourth, IFIKK's "Strategisk plan 2011-2020" states that "IFIKK skal gi landets beste undervisning innenfor våre fagområder og oppnå internasjonal anerkjennelse for kvalitet i programmene". As important means to this end, IFIKK should "verne om og styrke den forskningsbaserte undervisningen" and "styrke arbeidslivsrelevansen i våre programmer" (p. 3). Again, good teachers in practical philosophy are needed to accomplish this. With regard to the relation between research and teaching, it is relevant to notice the following passage in "Stillingsplan for IFIKK 2014-18": "Både kriteriene for og resultatene fra HFs faglige prioriteringer og fakultetets omstillingsarbeid må ligge til grunn også for IFIKKs prioriteringer. Men hovedkriteriene for de faglige prioriteringene forholdt seg hovedsakelig til forskning. Vi må derfor i vår begrunnelse av stillinger supplere disse kriteriene med hensyn til Undervisningskvalitet" (p. 2).

- Which possibilities for external funding does the section want to emphasize?

In connection with ConceptLab, there is an SFF application that has made it to the second round of the competition. In case this fails, ConceptLab will start preparing to produce an improved application for the next round in five years. Four ERC applications from ConceptLab are being planned in the next two or three of years. ConceptLab can be seen as a hub for other grant applications, both from Norwegian and European sources. In light of the broad remit, these applications may span all three main categories of philosophy, not only theoretical.

The new Research Group in Practical Philosophy will function as a think-tank by organizing seminars, reading groups, workshops, and an annual conference. It will also constitute a natural platform for applications for external funding and as a meeting place for practical philosophers at the department, the university, and the society at large. Given ethics' capacity for interdisciplinary research with societal relevance, and research funding institutions (like NFR) encourage such research, practical philosophy should have good opportunities to receive research grants.

The Ancient Philosophy group recently submitted a Toppforsk grant application that was not successful. The group's plan is to continue working on the project with an eye towards next year's competition, and the long-term plan is to submit an SFF application.

- Which cooperation possibilities—both internal and external—does the section think are especially important in the coming years?

ConceptLab involved collaboration between theoretical, practical and history of philosophy. They already have many external collaborators in place. In the SFF application, they have collaborators from Law (Oxford), Mathematics (Munich), Psychiatry (Virginia), and Linguistics (London). They also plan to collaborate extensively with other research centers across Europe, including Arché (St Andrews), Logos (Barcelona), Munich Center for Mathematical Philosophy, and Institute Jean Nicod in Paris. Finally, they have collaborators outside of the university sector (in the press and military sectors).

At and around UiO, research related to practical philosophy is carried out at several places: the Law School, PluriCourts, the Center for Human Rights, the Peace Research Institute in Oslo, the Political Science Department, and the Centre for Medical Ethics. Practical philosophy at IFIKK should be in a good position to create synergy among these communities, as well as provide a hub for research collaboration and cooperation in applying for external funding.

In connection with various projects, the Ancient Philosophy group has important connections and ongoing cooperation with top philosophers and classicists in Oxford, Cambridge, Harvard, Princeton, Yale, Humboldt, NYU, Arizona, UChicago, etc., as well as with those from the best departments in Scandinavia. Through further funding applications, this group will sustain and develop those connections.

- For Philosophy: how are we to secure the recruitment of female candidates?

It is imperative that the Philosophy section successfully recruit female candidates. Even if *all* the 5-6 hires discussed in this plan turn out to be women, we would still, 5 years from now, still be way below gender parity and the average at institutions we would like to compare ourselves to. Looking still further, in 10 years, two of our current permanent female staff members will retire.

Three general strategies for recruiting female candidates were discussed: (1) summoning female candidates; (2) altering the advertisement text in order to make the positions more attractive for female candidates; (3) advertising only one position at at time such that we might extend offers to two, if the opportunity to hire a highly qualified female candidate emerges; and (4) advertising in areas that women are better represented, like ethics and social/political philosophy. First, we plan to set up a committee in order to 'summon' female candidates who are established in the field. This committee will not have any decision-making authority, but will be charged with soliciting and compiling a list of suggestions. The committee will then report to the section as a group, and the section will settle on some preferred candidate(s). We decided that this committee will not take potential candidates' area of research into account. Second, we want to revamp the position descriptions in order to emphasize our interest in female candidates; and in candidates who cross traditional philosophical boundaries, as well as in candidates who will be able to talk to and collaborate with us; part of the thought is that attracting candidates who cross traditional philosophical boundaries will also attract female candidates.

The fourth strategy was more controversial. Some were very much opposed to it for the following reasons: Firstly, the differences in representation between theoretical and practical philosophy are relatively small, and the chances of ending up with more men would anyway be high. Second, our own recent experience at IFIKK shows that, if anything, women are *better* represented among finalists for positions in theoretical philosophy than for positions in other parts of philosophy. Since 2012, we have made four hires in theoretical philosophy (including an offer that is currently outstanding). Two of these positions were offered to women, who declined. The analogous numbers for practical (not including the position currently being filled) are two and zero; and for history of philosophy, three and zero Finally, we need to look not only at the 'production' side but also compare that to the 'demand' side. Our chances of making the kind of hires we are looking for increase when we search in an area where there's currently little demand. It turns out that there is currently far more competition for candidates in practical philosophy than for those in certain areas of theoretical philosophy. The following information is from the adverts on PhilJobs in 2015 (http://philjobs.org, excluding positions where AOS is listed as Open): There were 78 jobs that listed Moral, political, and ethics as AOS, 5 jobs with Philosophy of Language, and 0 jobs with Logic or Philosophy of mathematics. So: there is far more competition for candidates from practical philosophy than for candidates in particular areas

of theoretical philosophy.

Some reasons in favor of targeting areas in which women are more represented include the following: In a recent survey on the prevalence of women in philosophy in the US, "Philosophy: Quantitative Analyses of Specialization, Prevalence, Visibility, and Generational Change", Eric Schwitzgebel and Carolyn Dicey Jennings found that their data "strongly support" the conclusion that "ethics, construed broadly to include social and political philosophy, is closer to gender parity than are other fields in philosophy" (http://faculty.ucr.edu/~eschwitz/SchwitzAbs/WomenInPhil.htm). Thus, it seems that more women work in practical philosophy than in other areas of philosophy. Accordingly, recent IFIKK positions in practical philosophy have attracted two or three times as many female applicants compared to those in theoretical philosophy. The fact that women are better represented among finalists here at IFIKK may actually indicate that there is great competition for women in theoretical philosophy (since those who got the offers declined). The increased competition for women in theoretical philosophy is not surprising given the gender imbalance in subject orientation that Schwitzgebel and Jennings found. The greater competition for hiring these women makes it much less likely that we would be successful even if we offer the jobs to women. If the competition for women in theoretical philosophy is very high and they predictably decline, then hiring in practical seems a reasonable alternative strategy. Thus, there are reasons to believe that advertisements of positions in practical philosophy (rather than theoretical philosophy and history of philosophy) would increase our chances of doing something about the present gender imbalance at the department. Moreover, in order to attract women to philosophy at all stages in the education (BA, MA, PhD), it is important that female philosophers become more visible both as researchers and teachers.

- What consequences do the answers to these questions have for future need for permanent positions?

It is imperative that we hire permanent staff as quickly as possible, and there was broad agreement that hiring a position in theoretical philosophy should be done first, especially in light of the new ConcetLab. We need to satisfy our teaching obligations, and it is important to hire while we have the attention of the international philosophical community. We want to advertise in the traditional areas of Theoretical, Practical, and History, with a disjunctive set of areas to be specified later, but certainly including the connection to our areas of strength and two big externally funded projects.

When it comes to the recruitment of female candidates, we want to pursue both the summoning strategy and within our ordinary hires, we want to advertise *one position per area* at a time, such that we have the option to hire two, if the opportunity to hire a female candidate emerges. We must pursue these strategies simultaneously, and this means that our plan needs to be flexible enough to accommodate both success and failure in either strategy.

Philosophy Hiring Plan addendum

Given the recent discussion in 'lederteam', it has become clear that Philosophy would aim to make 17 hires in the next five years, not 6, as was originally assumed. This is justified in large part by three factors: (1) expanding the time horizon to 2025, during the course of which over ten Philosophy/Exphil staff members will retire; (2) trying to make the philosophy section self-sufficient, that is, able to cover its teaching obligations even in light of buy-outs from external funding; and (3) considering the slow pace of hiring, which has led to an overall decrease in the number of staff members and contributed to problems covering our teaching obligations. If the section gets to hire this many staff members in 'førstestillinger' in the coming years, the philosophy section stands before a historic opportunity to become one of the best philosophy departments in the entire world.

Given the significantly altered circumstances, the philosophy section will need to have another meeting to discuss our strategy. That said, some tentative and preliminary estimates may be drawn by extrapolating from the philosophy group's earlier discussion this spring of how to distribute 6 positions (see original hiring plan document for details). It is important to note that the new scenario takes into consideration the fact that between 2016 and 2025, there will be 10,3 retirements (some are already partially retired), of which 5,6 happen after 2023. While the majority of those retirements are of those in Lecturer positions with little research, this new horizon now encompasses the retirements of three major research-active staff members: two in ancient philosophy (Emilsson and Tollefsen) and one in practical philosophy (Fricke). Assuming that these staff members should be replaced by people working in their respective areas—especially important for ancient philosophy since the strategy plans of HF and UiO explicitly instruct us to prioritize existing areas of strength, but also important for practical philosophy as an emerging strength—the remaining 14 positions might be distributed in two ways, depending on whether one accepts the arguments supporting an extra position for practical versus theoretical: 6 to theoretical, 5 to practical and 3 to history; or 5 to theoretical, 6 to practical and 3 to history. On either of these scenarios, the three traditional areas within philosophy will grow significantly, and no one will be in a position to claim that their area is not being significantly strengthened. Indeed, we will be able both to strengthen existing areas of strength and to establish new areas of strength.

Given this many hires, it is extremely important that the section is able to fill a significant portion of these with female candidates. Hiring merely one or two, or even five, women out of the proposed 17 positions, will merely exacerbate the current imbalance.