

<b>Institution:</b> University of Southampton
<b>Unit of Assessment:</b> 16 Economics and Econometrics
<p><b>1. Unit context and structure, research, and impact strategy</b></p> <p><b>a) OVERVIEW AND RESEARCH STRUCTURE</b></p> <p>The Department of Economics (“the Department”) at the University of Southampton is one of the oldest economics departments in the UK with a sustained and proven track record of cutting-edge research, spanning the entire scope of modern Economics. We are one of the five departments in the School of Economic, Social and Political Sciences and a community of 32 (27.55 FTE of which 77% Male/ 23% Female; 16% UK/84% non-UK) research active academics producing research and delivering teaching and supervision to more than 150 Masters and PhD students and about 600 undergraduates.</p> <p>Our key strategic objectives are to produce innovative research that furthers and deepens our understanding of economic behaviour and societal problems, informs, and influences economic and social policy, explores interdisciplinary approaches to big questions, whilst at the same time maintaining global recognition within our own discipline.</p> <p>Underpinning these objectives is a research environment guided by the principles of academic rigour, relevance and originality, collaboration, inclusiveness, knowledge sharing, and by the overarching concern of delivering societal impact.</p> <p>These core values have enabled us to achieve our objectives in the form of high quality publications (over 240 published outputs during the period), sustained grant income (awards in excess of £7 million as PIs and Co-Is with a UoA16 share in excess of £2 million), policy relevance of our research (e.g. impact on UK migration policy, impact on EU mergers policies, impact on improving UK migration statistics), our direct involvement in both national and international policy-making addressing global challenges such as migration (e.g. <i>Wahba</i> as a member of the UK Migration Advisory Committee (MAC)), competition policy (e.g. <i>Ornaghi</i> advising the EU on mergers policy) and crime (e.g. <i>Giulietti</i> and <i>McConnell</i>’s ESRC funded research on measuring the cost of crime in the UK), numerous interdisciplinary initiatives (e.g. our research initiative on the credibility of scientific research), the national and international recognition of our research staff in the form of State Honours and Fellowships (e.g. <i>Wahba</i> awarded an OBE for services to Economic Policy in the Queen’s Birthday Honours Lists 2020, <i>Zenou</i> and <i>Phillips</i> elected Fellows of the Econometric Society, <i>Wahba</i> elected member of the Council of the Royal Economic Society and Academia Europaea), and the employment and publication success of our doctoral scholars benefitting from our rigorous PhD programme (placements at Monash, Munich, Kings, Exeter, UT-Sydney, UCD, OECD, NIESR, World Bank and others).</p> <p>With more than 18 nationalities and four continents being represented amongst its members, the Department is also proud of its rich diversity and international tradition. We strive to create an environment that is diverse and inclusive through our active participation in the Athena SWAN Charter and the fact that equality, diversity, and inclusion (EDI) considerations are embedded in all our processes (see Section 2c).</p> <p>Research in the Department is structured around four interconnected research groups (RGs), each contributing to the Department’s aims within their own field-specific theoretical and applied paradigms.</p> <p><b>Applied Economics</b> including applied microeconomics, labour economics, development economics, economics of education, applied industrial organisation; (<i>Giulietti</i>, <i>McConnell</i>, <i>Mentzakis</i>, <i>Ornaghi</i>, <i>Paul</i>, <i>Tonei</i>, <i>Vlassopoulos</i>, <i>Wahba</i>, <i>Zenou</i>).</p>

**Econometrics** including financial econometrics, time-series econometrics, statistical theory; (*Bhattacharya, Hillier, Kyriacou, Magdalinos, Olmo, Phillips, Pitarakis, Podivinsky, Schluter*).

**Economic Theory and Experimental Economics** including microeconomic theory, industrial organisation, behavioural economics, experimental economics; (*Ferreira, Gall, Hellmann, Ianni, Kellner, Kwiek, Maniadis, Ozbek, Tong*).

**Macroeconomics** including macroeconomic theory, international economics, quantitative macroeconomics, household finance; (*Calvo-Pardo, Forlati, Hatcher, Mennuni, Stepanchuk*).

Each RG is led by a senior colleague whose role is to ensure that the objectives and activities align with the broader Departmental strategy and, more generally, to help support its vitality and sustainability. This committee-like, field-specific structure is key to aggregating researchers' strengths into a coherent and dynamic group whose overall expertise is respected and recognised internationally.

Most of our research staff are active in more than one RG, reflecting an unusually high degree of collaboration on research projects, grant applications, authorships, and conference organisation. This strong culture of collaboration not only fosters cross-fertilisation of research across fields (e.g., micro/macro, micro-theory/experiments, econometrics/finance), but also broadens individual research networks (essential for ECRs), improves research productivity, and maintains the vitality and sustainability of our research. This culture of collaboration is the result of our recruitment strategy, which emphasised the hiring of ECRs (often newly completed PhDs with promising pipelines) balanced across our groups with the aim of offering them a supportive environment in which to rapidly evolve into successful academics.

Good cooperation between colleagues within the Department is mirrored by its external network, both nationally and internationally. The Department engages formally in significant joint research projects, grants and research events involving academics, external University departments and international organisations. These include Chicago, Stanford, Northwestern in the US; Toronto, McMaster, UBC in Canada; USP in Brazil; Bocconi, Carlos III-Madrid, Mannheim, Paris School of Economics, Gothenburg in continental Europe; Monash, Perth, Renmin, BNU, Jinan, SMU-Singapore in Australasia; OECD, World Bank and EU Commission (see Section 4a).

The vitality of our research environment is reflected in how the outside world perceives our contributions. According to the IDEAS/RePEc rankings for instance, our research in [Econometrics](#), [Experimental Economics](#) and the [Economics of Migration](#) places us in the top 10% of Institutions in the world. The Department as a whole ranks among the [top 25% of Economics Departments](#) globally ([top 12.5% in Europe](#)). The Department also underwent a post REF2014 external quality assessment in late 2015. A panel of two distinguished reviewers (Professors Ian Jewitt, Oxford, and Richard Smith, Cambridge) and six internal reviewers from other disciplines commented very favourably on our research organisation, quality, and roadmap for the future.

## **b) RESEARCH and IMPACT STRATEGY**

To achieve our strategic objectives, our research and impact strategy since REF2014 relied on creating a "management framework" conducive to producing high quality research, to incentivising and facilitating impact, to raising awareness of the importance of funding and interdisciplinary opportunities, and to recognising that a strong and vibrant PhD programme is a key component of a research-led Department. This process-driven approach to ensuring quality has been vital for maintaining the Department's ascendant trajectory (e.g., annual growth of 15% in funding awards over the past 5 years), while cushioning us against adverse shocks hitting our sector. Our objectives also align us closely with the University's commitment to "research that makes a real impact on society's biggest challenges".

**b-i) Creating an environment and governance conducive to achieving impact**

The Department facilitates and incentivises impact through multiple channels.

- To deliver our goals the Department has created two new senior leadership roles, **Head of Research** (HoR) and **Head of Impact** (HoI), held by two professorial staff (*Wahba/Vlassopoulos*). These roles are important in ensuring that potential research synergies within the Department are fully exploited. The HoR provides feedback on all funding applications, particularly on pathways to impact. The HoI has responsibility for raising awareness and encouraging an impactful approach to research and for identifying and supporting specific *Impact Case Studies* (ICS) by helping staff evidence and collate the societal impact of their research. Examples of events include an *Impact Training session* with the University's **Public Policy|Southampton (PP|S)** unit on how to achieve impact and engaging with policymakers (05/2016, 10/2020) and an *Impact Clinic on drafting an ICS* led by a consultant (11/2016)).
- Impact is facilitated by our close relationship with **PP|S** which regularly initiates interactions between our researchers and policy makers. This relationship has been particularly fruitful and beneficial to the Department as detailed in b(ii) below.
- Impact is incentivised through the yearly **appraisal** of our staff. This is an important review process, during which senior appraisers guide ECR and mid-level colleagues towards publicising their academic research and linking it with policy environments, while also emphasising the importance of impact for career progression. This process is aligned with the University's staff policies as described in REF5a.
- The Department views **seminars** as key events for maintaining the vitality of our environment. Our Wednesday seminar series brings world renowned researchers to present their work in Southampton. Other initiatives include a lunch-time Behavioural Economics seminar series and a weekly workshop for staff to present their early research. During the Covid19 pandemic the Department also initiated an on-line seminar series in collaboration with colleagues from Bristol and Warwick ([POLECONUK Webinar](#)).
- The Department views **recruitment and promotions** as essential inputs to our research and impact strategy (e.g., *Giulietti* joined us from a Research Director position at IZA, both strengthening the quality of our applied group and greatly enhancing our policy involvement, including a contribution to our ICSs). This view also parallels the wider University strategy of "developing world leading academic staff" (REF5a).
- The Department's commitment to its research objectives is reflected in its efforts to facilitate research by providing an environment where teaching loads are kept at sustainable levels. A **workload model** introduced in 2016 has been particularly useful in this respect, allowing for a more efficient allocation of resources. ECRs benefit from further teaching reductions and are provided with dedicated funds and mentoring by senior colleagues during the first few years of their employment. These initiatives are also closely linked to our commitment to EDI considerations (see Section 2c). Having a flexible and transparent workload model that can adapt and recognise staff members' personal circumstances or help highlight workload imbalances is an important means of ensuring reasonable expectations of work-life balance and a workload that is compatible with the principles of equality and inclusion.
- Our environment has been driven also by the view that a rigorous **PhD programme** is a fundamental prerequisite for the vitality and sustainability of a research-oriented Department. We have strengthened our PhD students' management and since 2014 their performance is monitored through a University-wide online system of evaluations and appraisals. We have also introduced a **PhD job-market coordinator** (*Maniadis*) to mentor and support students during the job market process. Our PGRs also benefit from the University-wide Doctoral College which coordinates and enhances training across the University, including personalised Professional Development Programmes (see REF5a).

## **b-ii) Evidencing the achievement of our strategic aims: Research Excellence, Impact and Interdisciplinarity**

- **Producing innovative, state-of-the-art research:** Over the REF period, each of our RG has published in general interest and field-specific journals such as *Econometrica*, *JPE*, *JEEA*, *EJ*, *IER*, *EER*, *JoE*, *ET*, *JBES*, *JoLE*, *JDE*, *JET*, *JME*, *JIE*, *RFS*, *GEB*, and others.
- **Producing impactful research:** Our 3 ICSs and other policy involvements demonstrate that our process-driven approach is successful at connecting our academic research with policymakers and other stakeholders:

Our engagement with PPJS resulted in a policy study by *Giulietti* and *Wahba* assessing the economic impact of international students in the UK. This was initially in response to a Government consultation request but grew into a major initiative to **help the ONS improve the way it measures international student migration** (see *ICS16\_01: Improving the Measurement of international student migration in the UK – Giulietti/Wahba*). The impact associated with this work has been explicitly recognised by the ESRC with *Giulietti* and *Wahba* announced as winners of its “**2020 Celebrating Impact Prize**” in the outstanding public policy impact category. The ESRCs Shortlisting Panel’s feedback highlighted that their decision was due to “*how the impact engendered by our research and engagement with the ONS has resulted in broad changes. They noted how more accurate data has changed predictions and strategies nationwide and has ultimately shaped how the country operates and plan for the future.*”

Our research on the interactions between mergers and innovation has resulted in a policy partnership with the European Commission and a vital contribution to the **implementation of merger control assessment in Europe**. *Ornaghi* is currently advising the *Department of Competition of the EU Commission* on the impact of competition policies on innovation in the context of the Pharmaceutical industry (see *ICS16\_02: Shaping European Commission merger policy to preserve innovation in the pharmaceutical and chemical industries*).

Our direct impact on **UK immigration policy** is evidenced through the membership of one of our Professors (*Wahba*) on the MAC to the UK Home Office, advising the Government on immigration matters. Professor *Wahba* is one of the five UK Economists appointed to the MAC since 2012 and reappointed in 2015 and 2018. Building upon recent work within the MAC, she has also assisted the World Bank and the Malaysian Government in designing a skill-based immigration policy - see *ICS16\_03: Shaping UK and International Policies on Skills and Migration*. *Wahba*’s early appointment to the MAC followed her cutting-edge research on migration policy highlighted in our REF2014 submission that also included an ICS based on her agenda at the time.

Other areas in which the Department’s research has had notable societal impact include advising a major water utility company (*Southern Water*) on their **water metering programme** (*Ornaghi*); Our expertise in Labour Economics resulted in important policy outcomes at the local government level, such as a policy report on the transition to **Universal Credit** for *Winchester City Council* (*Vlassopoulos/Giulietti/Wahba*). Our engagement with PPJS resulted in numerous other initiatives e.g., a project by *Giulietti* commissioned by the *Home Office* to investigate the **impact of immigration on the well-being of the UK-born population**; a response by *Gall* and *Maniadis* to the *Commons Science and Technology Committee’s research integrity* inquiry. The Department has also showcased its research to the wider public through *Paul’s* public engagements via the *British Library*.



- **Commitment to interdisciplinarity and contributions to societal debates:**

The Department's research has made important contributions to the debate on the [Credibility of Empirical Research](#), anticipating its importance prior to it becoming a major international concern. In 2015 we organised an international conference (*Maniadis/Gall*) followed by a multidisciplinary roundtable on the credibility crisis (Medicine, Psychology, Demography) in cooperation with colleagues from Psychology. Interdisciplinarity is crucial to address *big challenges* in science and world-leading experts such as *Ioannidis* (Stanford, Medicine), *Manski* (Northwestern), *Camerer* (CalTech), *Giner-Sorolla* (Kent, Psychology) gave plenary talks and were hosted by us. This on-going theme in the Department's agenda has generated numerous outputs (e.g., special issue of the *Economic Journal* (10/2017), a PLoS-Biology article joint with *Ioannidis*, an article in *Research Policy*, a volume on Replication in Experimental Economics in the *Research in Experimental Economics series* and a report on the "credibility of research and scientists' incentives" submitted to the *UK Parliament*).

Our strengths in Behavioural Economics have also led to a joint initiative with Engineering on a study that evaluated behavioural interventions on [energy conservation](#) via an on-site energy-saving experiment (*Ornaghi*, EPSRC).

Our commitment to interdisciplinary research is also reflected in a joint initiative with the Schools of Psychology and Mathematical Sciences. The "*Modelling Our World: Life under the Lens*" series of events held in 2015 aimed at fostering interdisciplinary collaborations in the application of computer science and mathematical modelling problems of behaviour and cognition. This has allowed us to host leading scholars in multidisciplinary research (*Papadimitriou* (Computer Science/Berkeley), *Myung* (Psychology/OhioState), *Wagenmakers* (Psychology/Amsterdam), *Chater* (Behavioural Science/Warwick)).

- **Research Funding:**

The Department devotes substantial effort to securing external funding. During the REF period, staff in the Department have been directly involved in total award values of more than £7 million as PIs and Co-Is. Our processes and focus on impact have helped us maintain a healthy annual growth of more than 15% in funding awards over the past 5 years (see section 3).

- **Disseminating Knowledge through Research-led Events:**

Examples of international conferences include [The Review of Economic Studies Tour 2017](#) inviting eight of the world's most promising graduating doctoral students in Economics to present their research to audiences in Europe in line with the Review's tradition to encouraging the work of young economists; The [Credibility in Scientific Research Conference 2015](#), the [Workshop on Financial Econometrics 2017](#), the [Annual Workshop on the Economics of Migration \(since 2015\)](#), the annual [Southampton Winter Workshop in Economic Theory and others](#) (see section 4).

- **Nurturing and Developing Young Scholars:**

Most Department members are directly involved with the training of our PGRs because we operate a committee-like structure for supervision. Our PhD-workshop series is also an important means by which we support our PGRs. The number of papers which staff co-author with our PGRs reflects our collegial involvement whilst also facilitating their job market success as reflected in our placement outcomes (see section 2).

**c) REVIEW OF REF2014 OBJECTIVES**

In the REF2014 the Department formulated the following strategic objectives: to maintain its role as an “internationally leading centre of research excellence evidenced through quality publications, research collaborations, funding bids, impact, interdisciplinarity and a strengthened PhD programme”.

We were successful in achieving these objectives as described above and in Sections 2-4 below. 11 new staff were appointed with a focus on scholars with interests in both theory and applications. This has helped the Department strengthen its policy-oriented and multidisciplinary research.

We further strengthened our Applied Group by recruiting *Giulietti*, who previously was Research Director at the IZA and *McConnell* from the IFS. These appointments generated multiple funding, publication and impact-related successes as mentioned above. Members of this group hold multiple editorial responsibilities. *Zenou* became an elected fellow of the Econometric Society. The group expanded its agenda on Migration under the leadership of *Wahba*. Two members (*Giulietti/Vlassopoulos*) were promoted to Chairs. In line with our research objectives, we have also recently recruited a Health Economist (*Tonei*) from York University, with expertise in public health and labour economics.

The Economic Theory/Experimental group benefited from recruiting *Kellner* (PhD- Northwestern) who joined us from Bonn, *Ozbek* (PhD-Cornell) from St-Andrews, *Hellmann* (PhD-Bielefeld) from Bielefeld and *Ferreira* (PhD-Aix-Marseille) from U-Lyon. The launch of our Experimental Lab has led to a flourishing number of projects including a taught module on the subject. *Kellner* in collaboration with *Gall* and *Ianni* organised the Review Economic Studies tour 2017. Another noteworthy initiative of this RG was its contribution to the debate on the credibility of scientific research. Members of this group also benefitted from promotions (*Gall/Maniadis* to Associate Professorships).

The Macroeconomics group was strengthened with four new members specialising in computational macroeconomics. *Forlatti* (PhD-UPF) and *Stepanchuk* (PhD-UPenn) joined us from EPFL and *Hatcher* (PhD-Cardiff) from Glasgow. A novel agenda that explores the role of expectations as drivers of big events such as financial crises, led by *Hatcher*, was awarded a grant as part of the ESRCs “Rebuilding Macroeconomics” programme. A collaboration agreement on the project “Optimal Taxation: A modern macroeconomic approach” funded by the Research Council of Norway was also initiated between our Department (*Stepanchuk*) and Oslo University.

The Econometrics group was joined by *Olmo* (PhD-UC3M) at the end of the REF2014 window. *Olmo*’s agenda in Financial Econometrics expanded the group’s expertise to empirical asset pricing. The group also developed an agenda on spatial techniques with contributions from *Hillier/Kyriacou/Phillips*. *Pitarakis* extended his research to model selection and forecasting in high dimensional settings and *Magdalinos* developed methods for the detection of predictability. The group was awarded multiple grants from BA/Leverhulme and continued running the yearly “Southampton Econometric Workshop” organised by *Hillier* and *Phillips*. The group benefitted from the recruitment of *Bhattacharya* (PhD-QMUL) specialising in quantile regressions and the modelling of auctions. A senior member of this group (*Phillips*) is also an elected Fellow of the Econometric Society.

Our goal to expand our PhD programme has been constrained by the challenging environment facing research funding. We have maintained a healthy intake of PGRs during the period, but plan further interventions over the next 5 years (e.g., launch of an MRes programme).

**d) THE NEXT FIVE YEARS**

The core principles underlying our REF2021 submission have served us well and we do not envisage to implement major changes to the strategic aims put in place since 2014 and outlined above. The solid governance structure and processes we instituted will sustain and further enhance our research environment. Our overarching objective is to maintain a vibrant, quality-led Department, producing state-of-the-art research that is rigorous, informs policy and reaches beyond our field. Naturally, our research agendas will adapt to novel priorities arising from the proliferation of data and technological developments that influence behaviour (e.g., machine learning). Our RGs are well equipped to tackle new challenges both theoretically and empirically as described below.

Going forward, we view the following aspects as particularly important:

- **Departmental Size and RGs:**

Maintaining strength and balance in all our four RGs through a coherent recruitment strategy. Our balanced RG structure was an important driver of the prolific inter-field collaborations and research-led events taking place in the Department. We also view the appointment of ECRs as allowing us to secure the future pipeline of talent of the Department and they will therefore continue to be an important aspect of our recruitment.

- **PhD Programme:**

A second important goal over the next 5 years is to increase our PGR numbers. We will explore the creation of Fellowships, blending tuition-waivers with teaching responsibilities. The Department has also launched a new MRes Programme, which we expect to be an important feeder for our doctoral programme.

- **Group Specific Objectives:**

Our guiding principle is that each RG consolidates its international excellence and branches out into collaborations within and across disciplines. A selection of themes we expect to pursue is as follows:

We aim to utilise our Applied Group's world-leading expertise on migration policy to expand our research towards the important topic of the economics of discrimination (*Wahba/Giulietti/McConnell*) and social networks (*Wahba/Zenou/Giulietti*). Our expertise in Health Economics is also expected to grow with the recruitment of *Tonei* and the work of Dr *Mentzakis* who is currently on secondment with the Allocation Team within NHS-England.

Our Behavioural Group's recent contribution to the debate on the credibility of empirical research will expand into a new theme of the "economics of scientific institutions" exploring the use of economic methodologies in analysing incentives and institutions in science (*Gall/Maniadis*). The same group has also recently started exploring the impact of new technologies and media on populist agendas and trust in experts (*Maniadis*).

Our Econometrics group will build on its flagship expertise on spatial and time series methods to expand its contributions to big data environments (e.g., *Hillier* and *Pitarakis*' on-going work on high-dimensional matrices, *Magdalinos*' work on hypothesis testing under matrix normalisations and *Olmo*'s recent work on prediction with Machine Learning methods).

Our Macroeconomics group has extensive expertise in computational macroeconomics but also a growing interest in the influence of housing policies on the Macroeconomy. The group also expects to contribute to our understanding of Financial Crises through *Hatcher*'s new project funded by the ESRC and of tax policy via *Stepanchuk*'s collaboration with Oslo University's researchers.

**e) RESEARCH INTEGRITY, OPEN RESEARCH**

- Our researchers are committed to upholding the highest standards of integrity in all aspects of research in line with the University's policy as a signatory to the national Concordat to support research integrity (see REF5a). All research work undertaken by staff and students undergoes ethics approval via the University's **ERGO** system. The Department has also a dedicated Ethics Champion (*Ornaghi*), who provides advice on ethics in research and is a member of the School Ethics Committee governing ethics approvals. We also require all new PGRs/ECRs to undertake ethics and integrity training via two compulsory online modules "Ethical Research" and "Research Integrity". Research integrity has in fact been a research theme itself in the Department thanks to *Maniadis and Gall's* pioneering initiative on credibility.
- Research produced by the Department is made public through our open access Discussion Paper series. Our outputs are also archived in our institutional repository (**ePrints**) where accepted versions of all published papers are uploaded by our researchers and made publicly available where possible.

**2. People****a) STAFFING STRATEGY AND STAFF DEVELOPMENT****a-i) Staffing Strategy***Key drivers & rationale:*

Our staffing strategy is fundamental to our research strategy. A key factor underpinning our research environment and the vitality of our research culture is the world-class quality of our staff. Our staffing strategy must ensure that we can maintain strength in all areas of economics represented by our four RGs and that each RG is given the means to contribute to our overall objectives. Despite our small size, we opted for a *generalist model* with RGs that encompass all key areas of Economics. This means that we paid particular attention to the size and composition of each RG, making sure that turnover does not weaken a particular area, i.e., our staffing strategy is closely linked to our research strategy. Two further drivers of our staffing strategy are the need to secure the future pipeline of researchers through internal promotions and ECR recruitment and the view that each RG should benefit from a good seniority balance.

*Recruitment criteria:*

Our criteria for ECR recruitment are the potential to become a research leader, the ability to publish world-leading research and the innovativeness and relevance of the research pipeline, which are key for attracting funding and generating impact. Senior appointments are expected to be accomplished researchers demonstrating high quality outputs, a strong network, funding and impact.

*Recruitment processes:*

Recruitment is led by our HoD in collaboration with our professorial staff. In line with the University's recruitment objectives (see Section 3/REF5a) we search for the best possible talent internationally, attending key international job-market events.

As part of our involvement with the Athena SWAN Charter we also pay particular attention to EDI aspects during our recruitment and the short-listing of candidates. Our profession is known for its gender imbalance with proportionately few women joining or staying in Economics academia. Our commitment to improving these statistics is reflected in our alignment with the Charter, flexible working and leave policies, career progression support (in alignment with Section 3.2/REF5a) and an accommodating and transparent workload model.



*Promotions:*

The promotion of existing staff is managed carefully to foster a culture of timely recognition of achievements. Promotion candidates are either approached by the HoD encouraging them to proceed or following their self-initiated discussions with the HoD and/or other professorial staff. Quality of research outputs, evidence of impactful research and successful research funding are base prerequisites for promotion for all category staff. The University provides all candidates with a formal interview training opportunity. The goal is to support candidates through the entire process and maximise positive outcomes. These processes parallel the institutional “Rewards and Recognition” framework as outlined in REF5a. Information related to the promotion process and opportunities is widely disseminated internally with the HoD taking a leading role in discussing expectations and criteria with candidates to ensure an inclusive process through its transparency.

*Highly Influential Economists:*

For over ten years, the Department has also benefitted from the contributions of two highly distinguished Economists who are appointed on a part time basis. *Phillips* (Yale) and *Zenou* (Monash), both **Fellows of the Econometric Society** and both ranked among the top 10% most influential economists worldwide ([REPEC-ranking](#)). *Phillips* and *Zenou* have been fully engaged in the research activities of the Department. Each year, *Phillips* spends two consecutive months and *Zenou* three periods of ten days each at the Department. Both are involved in the supervision of our PGRs, research collaborations with our staff, and organise research-led events. *Phillips* actively collaborates with *Magdalinos* and *Kyriacou*, and *Zenou* with *Wahba*, *Giulietti* and *Vlassopoulos*, in addition to collaborating on several externally funded research projects.

*A selection of outcomes of our staffing strategy:*

Our staffing strategy and the principles underpinning it led to highly successful outcomes during the current period e.g. *McConnell's* agenda on crime and *Hatcher's* agenda in Macro led to major ESRC grants; *Giulietti's* who joined the Department as an Associate Professor and was recently promoted to a Chair received ESRC and Home-Office funding in the area of migration, leading to an ICS whose exceptional impact has been acknowledged by the ESRC; *Stepanchuk's* work on taxation led to a major collaborative grant with the Research Council of Norway in 2018;

The Department was also successful in the promotions of its staff (*Giulietti*, *Olmo*, *Vlassopoulos* to Chairs; *Gall*, *Kellner*, *Maniadis*, *Stepanchuk* to Associate Professorships). This has significantly improved the seniority balance within the Department compared to our REF2014 staffing composition (9 Professors versus 4 in REF2014).

On aggregate, and since REF2014, the Department recruited 11 new staff at Lecturer/Associate Professor levels, 27% of whom were women. The Department recognises this proportion to be low and is very much aware of the low female representation in academic Economics, which is also reflected in our own staff composition (according to the 2015 RES survey on the gender balance in academic Economics in the UK, women make up fewer than 25% of permanent academic staff in Economics). We expect the concrete initiatives we have taken for addressing such imbalances (see section 2c) will help reduce the gender gap in the Department.

	Lecturer	Professors
Total-FTE	10.3	17.25
Female	42%	12%
Male	58%	88%

**a-ii) Career Development**

The Department prioritises nurturing and promoting research excellence. It also recognises the special professional needs of ECRs if they are to develop into research leaders. Staff from all categories benefit from Departmental and University wide support. Currently all members of the Department are on permanent contracts.

*Supporting ECRs:*

- *Departmental Level Support*

ECRs are offered teaching load reductions and very limited administrative duties during the first three years of their tenure. They are assigned a senior member of staff as their mentor during their probationary period. ECRs also receive a dedicated research budget to support the development of their own research network.

The yearly review of ECRs is conducted by the HoD or a Professorial Staff. This meeting spans both research and teaching matters and consists of a discussion and feedback on achievements, aims and objectives for the following year, opportunities for collaborative work, funding, and impact. This meeting is a particularly important career development platform for ECRs as it also aims to identify training needs and to provide an individually tailored roadmap for career progression through a discussion of promotion criteria and how best to fulfil them.

- *University Level Support*

Incoming ECRs receive rigorous training in teaching organised by the University's Centre for Higher Education Practice. This is a demanding scheme requiring the completion of a broad range of assessed modules. Upon completion, ECRs become Fellows of the Higher Education Academy.

The University also organises a diverse range of workshops targeted at ECRs (e.g., applying for grants) and fosters interdisciplinary innovation through the annual interdisciplinary ECR research conference.

*Supporting Staff of all Levels:*

The University is signatory to the Researcher Development Concordat and implements its principles across the whole institution (REF5a). All staff benefit from an extensive University-level support programme that includes awareness raising of the Concordat through the Faculty Induction process and an overview of the workings of all professional services. The University runs a dedicated website ("References and Resources for Research Staff") making staff aware of a range of opportunities to facilitate their careers and improve their well-being, including dedicated resources for Women in Academia, leadership workshops etc.

All academic staff are eligible to apply for Sabbatical Leave, based on one semester for every seven semesters worked. Our staff have been successful in being awarded sabbaticals during the current REF cycle, and have visited Yale, Caltech, UPenn, NYU, SMU-Singapore, UC3M amongst others.

Encouraging research-led teaching: an important element of the Departmental culture is to ensure that all staff members teach in modules linked to their research expertise. We highly value the notion of research-led teaching and believe it to be intellectually beneficial for both the students and the research skills of academic staff.

The appraisal process of senior staff is conducted by the Head of School and aims to fulfil the same objectives as for ECRs.

**b) RESEARCH STUDENTS**

Economics has a long-standing PhD programme whose goal is to train Economists who are well-prepared for careers in academia, international organisations, or the private sector. We also recognise that having a competitive and vibrant PhD programme is essential for the research reputation and sustainability of a research led Department. To achieve these goals, the Department recognises the need to provide rigorous training that goes beyond research supervision. Our PGRs students are required to complete coursework and present their research at intermediate stages of their tenure, in line with University-wide PGR policies and procedures as described under Section 3.7 of REF5a.

PGRs are assigned two supervisors with one of them acting as their main supervisor. This allows them to initiate their research agenda immediately and guarantees a rapid integration into the research culture of the Department.

Our programme is embedded within the University's Doctoral College and a Faculty Level Graduate School which also oversee training and professional development and monitor student progress (see REF5a). As the Department is part of the South-Coast-DTP, our students are also regularly exposed to other disciplines and additional training opportunities (e.g., thesis writing bootcamps).

PhD recruitment is handled by our Head of PhD programmes (*Maniadis*) who screens applications for our baseline admissions criteria prior to circulating them to staff members whose research interests match those of applicants. The merits of these applications are subsequently reviewed by RG members prior to deciding to engage with applicants via a formal interview.

Since the REF2014 the Department awarded more than 40 PhDs and at any one time has a cohort of about 10 PGRs. Economics at Southampton attracts up to two ESRC studentships each year through the South-Coast DTP. Further financial support is provided through University-wide schemes such as the Presidential Scholarships.

Economics-PhD	13/14	14/15	15/16	16/17	17/18	18/19	19/20	Total
Total entrants	5	5	9	5	5	4	3	36
Female-entrants	1	0	2	0	1	0	3	7
Male-entrants	4	5	7	5	4	4	0	29
Completion Counts	6	3	6	6	7	8	6	42

PGRs are required to present their research every year to academic staff and their peers as part of our PhD-workshop series. Presenters receive feedback on their research directions and are given the opportunity to meet all audience members. Our PGRs are also involved in teaching undergraduates which we view as an important part of their training. This requires them to complete a formal training module organised by the University, greatly enhancing their employability as future academics.

The Department also organises ad-hoc special themed lectures geared towards more specialised training (recent events include courses on the Econometrics of Networks, Matching and Investments, and a workshop on the Economics of Migration). These events are supplemented by specialised courses offered by the Southampton based National Centre for Research Methods (e.g. modules on Causal Inference, Writing Skills etc.).

The good placement record of our PGRs, their success with publishing their work at early stages of research and their ability to have their papers accepted in prestigious international conferences highlight the quality of our programme and the research culture we are able to transmit to them. Recent acceptances of our PGRs include outlets such as JEMS, EJ, EctJ, Journal of Industrial Economics, OBES amongst others. Recent placements include academic positions at Monash, UCL, Kings, Exeter, Southampton, Sydney, TU-Munich, Max Planck, UCD, Liverpool-U, Sheffield-

U, UFOP Brazil, Warsaw School of Economics, Institute of Business Administration Karachi, Hunan University, Pontificia Universidad Javeriana; Economist positions at the World Bank, OECD, NIESR, Thames-Water, DIT, ONS.

### **c) EQUALITY, DIVERSITY & INCLUSION**

EDI considerations are embedded in all our processes as described throughout the above sections and are also closely aligned with the University's policy which sets out the EDI requirements (Section 3.8 of REF5a). These include the collection and analysis of relevant data for monitoring purposes, training opportunities for awareness raising in relation to cultural, ethnic, religious and gender-specific matters amongst other initiatives.

At Departmental level, the HoR and HoD are responsible for ensuring that the EDI-related Code of Practice is adhered to when it comes to our submission of outputs and ICSs (e.g., a gender balanced committee for screening and rating outputs). The HoD also ensures that EDI considerations are present in our recruitment processes and during the shortlisting of job applicants (e.g., gender-balance).

The School of Economic, Social and Political Sciences that Economics belongs to was recently awarded the Athena SWAN Bronze recognition, highlighting our commitment to EDI. The report recognised numerous good practices across all of the Departments of the School and highlighted the good practice and efforts undertaken for the review of our Departmental workload model following gendered feedback.

Further University-wide initiatives also enhance our commitment to Equality and Diversity (e.g. peer mentoring programmes and networks such as the BAME Staff Network, LGBT Network, Parent's and Carer's network). Each staff member completes two mandatory courses ("Safe and Supported" and "Equality and Diversity Briefing") that promote the importance of EDI and fairness.

The Department recognises that the share of women among academia is low and our staff composition reflects this. We pursue several interventions to make the field and the profession more inclusive:

- The Department is actively involved in outreach activities to increase female student numbers in Economics programmes (e.g., delivery of lectures to Sixth-Form students by our staff, hosting of Sixth-Form students in the Department).
- Improved representation of female researchers as role models by increasing the number of female speakers invited to the Departmental seminars (e.g., 5 out of the 12 most recent presenters in our POLECON series were female).
- Promotions: ensuring support for staff considering promotion is available and accessible to everyone equally.
- Recruitment: scrutinizing recruitment short-lists for presence of female candidates. This intervention is led by the HoD in collaboration with the recruitment committee.
- The Department also recognises the needs of staff who experience personal difficulties or family-related constraints, offering a flexible stance on timetable arrangements, temporary flexing down and leave opportunities.
- The Department operates a workload model that allows to incorporate various forms of part-time arrangements or to facilitate the transition back to work for staff returning from leave periods. Female staff going on maternity leave are given the opportunity to combine their leave with their sabbatical entitlement. We also use our workload model for monitoring and ensuring balanced workload across genders and seniority levels.

- Since 2015 all new staff and PGRs take a mandatory online induction programme, which covers EDI training as well as information on flexible working, parental leave, appraisals, and promotion processes.
- Encouraging Departmental staff to take up University and Faculty wide roles related to EDI policies (e.g., the recently appointed School level chair of Athena SWAN and the Faculty level EDI Champions are both Economists).
- The department also adheres to the EDI guidelines recently formulated by the American Economic Association ([Best Practices for Economists](#)). Economics staff have been made aware of these best practices through communications by our EDI Champions.

### 3. Income, infrastructure, and facilities

#### a) RESEARCH INCOME: FUNDING AWARDS

Bidding for research income is an essential component of our research strategy, supported by the incentives and governance mechanisms put in place via the new roles of HoR and HoI, the emphasis on grant bidding as a prerequisite for promotion and recruitment and our close cooperation with PP|S. Our staff are expected to set concrete targets for their grant application activities in their annual review meetings and support for the application process is provided by the University's Research and Innovation Services (see REF5a).

This environment has enabled us to bid as PIs or Co-Is for funding in excess of £10 million during the REF-cycle leading to awards in excess of £2 million from sources such as ESRC, EPSRC, British Academy/Leverhulme (BA), EU, Home-Office, ONS, Southern-Water and others.

	13/14	14/15	15/16	16/17	17/18	18/19	19/20	Total
Awards (£k)	£4,051	£203	£268	£151	£1,065	£962	£555	£7,255
UoA16-shares (£k)	£438	£184	£160	£144	£196	£376	£555	£2,053

Our world-renowned expertise on Migration for instance has been recognised through major funding awards from the ESRC and the EU. A selection of funded projects includes:

- "Migration and the Reshaping of Consumption Patterns" jointly funded by the ESRC/DFG/ANR/NSFC Consortium: IZA, University of Southampton, University of Nottingham, CNRS, Beijing Normal University, Chinese Academy of Social Sciences, (*Wahba*-PI), 2015-2018, £390,356.
- H2020 - RIA MIGRATION-01-2019 - "Migration Scenarios: Understanding migration mobility patterns: elaborating mid and long-term migration scenarios", (*Wahba* Co-I), 2020-2022, £836,093.
- Our expertise on competition and innovation policy has been recognised via the ESRC grant "Mergers and inventors' productivity in the pharmaceutical industry" awarded to *Ornaghi* as PI (2019-2022, £312,556) while our recent agenda on the Economics of Crime led by *McConnell* and *Giulietti* was awarded ESRC funding via the grant "A unified approach to measuring the costs of violent crime risk" (2019-2021, £ 242,299).

All our researchers are highly active in seeking research funding with numerous successful outcomes complementing the above highlights. Our Macroeconomists for instance received major grants from the ESRCs Rebuilding the Macroeconomy Programme (*Hatcher*) and through a collaboration with Oslo University/Research Council of Norway to evaluate taxation policies (*Stepanchuk*). An inter-disciplinary initiative with Engineers resulted in the EPSRC-funded project "Low-Cost Façade Management in Naturally-Ventilated Buildings" (2014-2107, £493,581) with



*Ornaghi* as Co-I amongst numerous others (e.g., multiple BA/Leverhulme grants spanning the fields of Econometrics, Behavioural Economics, Development).

#### *A selection of outcomes from our Research Awards*

These grants spawned numerous published papers. Examples include: Review of Financial Studies (*Magdalinos'* BA grant), Economic Journal (*Gall's* BA grant), European Economic Review and Games and Economic Behaviour (*Kwiek's* BA grant), Journal of Development Economics (*Wahba's* BA grant), OBES (*Pitarakis'* BA grant), Journal of Economic Psychology (*Ioannou's* BA grant), amongst others. *Wahba's* funding from the ESRC led to publications in European Economic Review, Journal of Development Economics, Scandinavian Journal of Economics, Journal of Population Economics, and numerous other working papers. *Ornaghi's* multidisciplinary collaboration with engineers led to two articles in Energy Economics and the Journal of Building Research and Information. The recent work of *Giulietti* and *Wahba* (funded by ONS and the ESRC) led to a study on the impact of Brexit on International Student's return intentions published by the IZA in 2018. Equally importantly the above awards were instrumental in contributing to the strength of our ICSs. We expect several current working papers stemming from the above grants to be published in the coming years.

The research funded by these grants has informed numerous policy papers, many of which published by the ESRC Centre for Population Change (e.g., the CPC Briefing showcased the policy implications of *Wahba's* and *Giulietti's* work on Migration, the status of International Students in the UK and the impact of Brexit on International Students). Another channel we have used for reaching out to policymakers is the CEPR's Policy Portal, VoxEU (with contributions by *Giulietti*, *Wahba*, *Ornaghi*, *Stepanchuk* and *Hatcher*).

Our funded research has been an important contributing factor to our ICSs. *Wahba's* ESRC and British Academy funded work on migration for instance is closely linked to our ICS16\_03 *Shaping UK and International Policies on Skill and Migration* and similarly for *Giulietti* and *Wahba's* agenda on measuring international student migration in the UK associated with our ICS16\_01 *Improving the measurement of international student migration in the UK*. Our ICS16\_02 *Mergers in the Pharmaceutical Industry* also derives from *Ornaghi's* ESRC funding. Key insights and results from his work have been cited in White Papers published by the European DG for Competition and European Directorate for Research and Innovation. In the US, *Ornaghi's* findings have been cited by several Economists working for the Antitrust Division of the US Department of Justice.

#### *EDI Considerations*

As part of the Athena SWAN Bronze Award the Department is also committed to ensuring that there is no gender imbalance in research grant applications. The School is in the process of implementing a tracking system to evaluate any gender imbalance in grant applications, their success rates and value which we expect to also benefit from by helping us in targeting interventions, as necessary. In the context of our REF submission the gender composition of our ICS authors consists of 50% Female/50% Male staff.

### **b) INFRASTRUCTURE AND FACILITIES**

All staff in Economics have individual offices on the same floor of a dedicated School building, which also houses our PGRs. The Department offers all state-of-the-art resources needed to conduct research in a convivial environment that supports and stimulates collaboration. Our staff have access to a rich portfolio of software and to two supercomputers via the High-Performance Computing facility of the University (Iridis 4/5).

The Department has also invested in field-specific facilities in the form of an *Experimental Economics Laboratory* (EEL), offering both staff and research students a state-of-the-art environment for running experiments. The availability of the EEL has been crucial for our RG in Economic Theory and Experimental Economics including PhD research (e.g., *Gall*, and *Vlassopoulos'* research published in JEMS, *Ioannou's* BA funded project, *Sadeh's* ESRC funded PhD thesis).

The Department has access to a Bloomberg suite providing access to financial data (CRSP/WRDS). This is a valuable resource for staff and PGRs working in Financial Econometrics (e.g., *Olmo's* recent research on optimal asset allocation, *Pitarakis'* research on volatility forecasting in high dimensional settings). These resources are also important for attracting new talent.

#### 4. Collaboration and contribution to the research base, economy and society

##### a) COLLABORATIONS

The Department hosted short-term visitors collaborating with our own researchers from: BostonU, INSEAD, Marburg, Sao-Paulo, TSE, Verona, Mannheim, Dusseldorf, Alicante, Western-Ontario, UC3M, Tel-Aviv.

Our own staff visited: ECARES, BostonU, Sao-Paulo, Monash, FGV Sao-Paulo, Paris School of Economics, Kyoto Institute of Economic Research, IE-Business School Madrid, Cambridge, UCL, Nuffield College, Yale, UPenn, Oslo, Rotterdam, Bolzano, Bar-Ilan, Ca-Foscari, Wisconsin, Caltech, Dallas, Humboldt, Cornell, UC3M, Durham, NTNU, Renmin, Beijing Normal, and others.

Our co-authorship network extends to a broad range of institutions from around the world (70.2% of our outputs involved an international collaboration) Focusing solely on international collaborations a partial selection of co-authorship and joint funding links includes:

*Calvo-Pardo* (PSE, Frankfurt), *Forlati* (Vienna, CEU, EPFL), *Gall* (BostonU, Ottawa, Sao-Paulo, Stanford), *Giulietti* (IZA, Norwegian University of Science and Technology, Gothenburg, Trento, Jinan), *Hillier* (Toronto, Iowa State), *Kellner* (Dusseldorf, Bocconi), *Kyriacou* (Verona, Yale), *McConnell* (UCL, Bocconi), *Magdalinos* (Yale, AUEB, University of Cyprus), *Maniadis* (Stanford, Chicago), *Mennuni* (Iowa), *Mentzakis* (McMaster), *Olmo* (Arizona-State, Buenos-Aires, UC3M), *Pitarakis* (UC3M), *Stepanchuk* (Miami, Oslo, WU-Vienna, EPFL), *Vlassopoulos* (Bolzano, Nova-Lisbon), *Wahba* (Groningen, Monash, Western Australia, Luxembourg, Minnesota).

All these collaborations produced published work in journals such as JEEA, JPE, EER, EJ, JET, ET, JBES and others.

Our collaborative initiatives also included policymakers and users of our research. The Department created close links with a major UK water utility (Southern-Water) via *Ornaghi's* grant on the Impact of Price Information on Water Consumption. Another policy collaboration derived from our work on the effects of mergers and acquisitions on innovation in the Pharmaceutical Industry. This has led to close links with the EU Commission (e.g., *Ornaghi* acting as an external advisor to its Competition Policy team). Other examples include recent research by *Giulietti* for the Home Office and concerning the impact of immigration on UK natives, and the consultancy report on Universal Credit for Winchester Council by *Giulietti*, *Vlassopoulos* and *Wahba*.

##### b) CONTRIBUTIONS TO THE RESEARCH BASE, ECONOMY and SOCIETY

###### Editorships:

Members of the Department have been serving in many editorial roles during the current REF cycle:

Journal of Industry, Competition and Trade (*Ornaghi*), Research in Economics (*Ianni*, *Maniadis*), Economic Journal (Guest-Editor, *Maniadis*), Journal of Risk and Financial Management, JRSS-A and Bulletin of Economic Research (*Olmo*), World Development, IZA Journals of Development and Migration, Labour & Development (*Wahba*), Journal of Population Economics (*Giulietti*), Regional Science and Urban Economics, Journal of Urban Economics, Scandinavian Journal of Economics, IZA Journal of Migration, Annals of Economics and Statistics (*Zenou*); Econometric Theory (*Phillips*, *Magdalinos*); Journal of Time Series Analysis (*Magdalinos*); Cogent in Mathematics and Statistics (*Kyriacou*).

**Funding Bodies:**

Department members have been contributing to peer reviews for UK Research Councils (*Calvo-Pardo, Paul, Pitarakis, Schluter* and *Wahba* for the ESRC, *Olmo* for EPSRC). *Wahba* serves on the ESFs College of Expert Reviewers, the GCRF Peer Review College, the ESRC Expert Working Group on Horizon2020, the Commissioning Panel for ESRC-HRC, the Displacement Call, the ERC, the ESRC Advisory Group on the UK in a Changing Europe, the Migration Observatory Expert Advisory Board (Oxford) and the ERF Board of Trustees. Department members have acted as expert reviewers for national funding agencies in Austria, Belgium, Canada, Cyprus, France, Germany, Israel, Italy, Luxembourg, Norway, Spain, Switzerland, and the USA.

**Conferences:**

*Calvo-Pardo* and *Gall* served as members of the RES Annual Conference review panel (2017-2020); *Zenou* was member of the programme committees of the World Congress of the Regional Science Association (2018) and the European Meeting of the Econometric Society (Lisbon 2017), and Chairman of the programme committee of the Meeting of the Urban Economic Association (Portland 2015). *Giulietti* was member of the program committee of the Italian Congress of Econometrics and Empirical Economics (Lecce, 2019).

Conferences organised by the Department include: Review of Economic Studies Tour 2017 at Southampton (*Kellner, Ianni, Gall*); 2017 Southampton Workshop on Finance and Econometrics (*Olmo, Pitarakis*); Credibility of Empirical Research 2015 (*Gall, Maniadis*); Annual workshop of the Economics of Migration 2015- (*Wahba*); Workshop on Spatial Econometrics 2019 (*Kyriacou*); Bristol/Southampton Winter Workshops in Economic Theory 2014- (*Kwiek, Galanis, Makris*); Southampton Macro Workshop 2016 (*Mennuni*); Surrey/Southampton Econometrics Meetings 2015-2018 (*Kyriacou, Magdalinos*); Southampton Workshop of Applied Microeconomics (*Giulietti, Vlassopoulos, Wahba*, 2019).

Sessions organised for international conferences include: *Wahba*: Sustainability and Development Conference (UMichigan 2018), International Economic Association Conference (Mexico-City 2017), Population Association of America (San Diego 2015). *Kyriacou*: CFE (2015-2018) and International Conference on Econometrics & Statistics 2017/2018. *Pitarakis*: CFE2015, *Olmo*: CFE2018. *Giulietti*: International Economic Association Conference (Mexico-City 2017), 25th EBES Conference (Berlin, 2018), Renmin-GLO Conference (Beijing, 2018, 2019). *Hillier* benefitted from a conference in Amsterdam in May 2015 organised in his honour to celebrate his contributions to Econometrics.

**Keynotes and Plenary Talks:**

*Wahba* delivered multiple keynotes, including at the TRANSMIC Conference-EUI-2017 and at the 3rd International Conference on Changing Migration Policies, Bucharest-2016. *Wahba* also delivered a Public Lecture on "Population and Migration - Costs and Benefits of International Students" (London, 2018) and a keynote at the 2<sup>nd</sup> CREAM/RWI Workshop on the Economics of Migration (2019).

*Pitarakis* delivered a keynote at the Workshop on Time Series Econometrics, Zaragoza 2018 and delivered the 2019 John Nankervis Memorial Lecture, Essex University.

*Paul* delivered an invited Gresham Lecture on the South Sea Bubble (3/2021), an invited talk at the Einstein Forum organised by the German state of Brandenburg (11/2020) and a Public Lecture on Hyde Bridewell as part of the Hyde900 community project in Winchester, Hampshire.

*Phillips* delivered the opening keynote lecture at the International ESSEC-SMU conference on Systemic Risk, Singapore-2015, the Special Keynote Address, SETA Conference, University of Waikato, 2016, the SIRE Lecture, SIRE Conference on Time Series Econometrics, St Andrews 2016, the IAAE Lecture and Opening Address, International Association of Applied Econometrics, Milan-2018 and the Ted Hannan Lecture, Australasian Meetings of the Econometric Society, Auckland-2018.

*Zenou* was keynote speaker at the 2019 Workshop in Urban and Regional Economics, Universidad Javeriana, Colombia and the 2017 Inaugural Urban and Regional Economics Conference, SMU.

*Giulietti* delivered a keynote at the IAMO Forum (2016).

Plenary talks were delivered at international conferences and workshops including the 2015 EC2 Conference (*Kyriacou*, Edinburgh), the 12<sup>th</sup> Tinbergen Institute Conference on Inference Issues in Econometrics (*Hillier*, Amsterdam-2017), the 2018 Yale conference celebrating Peter Phillips' 40 years at Yale (*Hillier*, *Magdalinos*), the III Encontro de Economia Aplicada (*Gall* Brazil-2018), the CEPII-OECD Immigration Conference (*Wahba*, Paris-2017), the GFMD Side Event on Return Migration and Reintegration (*Wahba*, Marrakech-2018), the Workshop on Advances in Econometric Methods (*Pitarakis*, Istanbul-2018). *Wahba* was also panellist in the Dialogue on the Interrelations between Public Policies, Migration and Development, OECD, 2016, Guest Speaker at the OECD Perspectives on Global Development experts' meeting, 2016 and at the Closed Round Table Discussion on Arab Gulf Labour Markets and Migration, Doha 2014.

### **Learned Societies:**

Both *Phillips* and *Zenou* are elected Fellows of the Econometric Society (*Zenou* elected in 2018). *Magdalinos* is Senior Fellow of the Rimini Centre for Economic Research. *Wahba* is elected member of the Council of the Royal Economic Society and Academia-Europea. *Paul* is Honorary Secretary of the Economic History Society and Honorary Associate Professor at UCL's Bartlett School.

### **Press Coverage:**

Research produced in the Department is regularly covered by the specialised press and policy portals such as VoXEU. Staff are frequent contributors to *The Conversation* and NIESR blogs. Press coverage of our research includes national ([BBC](#) (*Giulietti's* research on immigrants last names), [Financial Times](#) (*Wahba* on gender issues in the Economics profession)), and international media (*Bloomberg*, [New-York Times](#) (*Giulietti's* research on racial discrimination by government officials), [Le Monde](#) (*Maniadis* research on the credibility of scientific research), Icelandic National Radio, [La Repubblica](#) (*Vlassopoulos and Giulietti's* research on stock market behaviour and car accidents), [Science Daily](#) (*Ornaghi's* research on the Universal Water metering programme), [Prospect Magazine](#) (*Maniadis* work on polls and voter behaviour) and numerous Radio 4 interventions on the South-Sea bubble by *Paul*. Most recently *Wahba's* contributions to research on Migration was also mentioned extensively in the press following her OBE for services to Economic Policy in the *Queen's Birthday Honours for 2020*.