

Institution: University of Oxford
Unit of Assessment: UoA 22A: Anthropology
1. Unit context and structure, research and impact strategy

1.1. Context

UoA22a at the University of Oxford is a large and vibrant community (51 members of staff, 48.21 FTE) mainly centred in the School of Anthropology and Museum Ethnography (SAME). The relationship between SAME and the rest of UoA22a is shown in Figure 1.

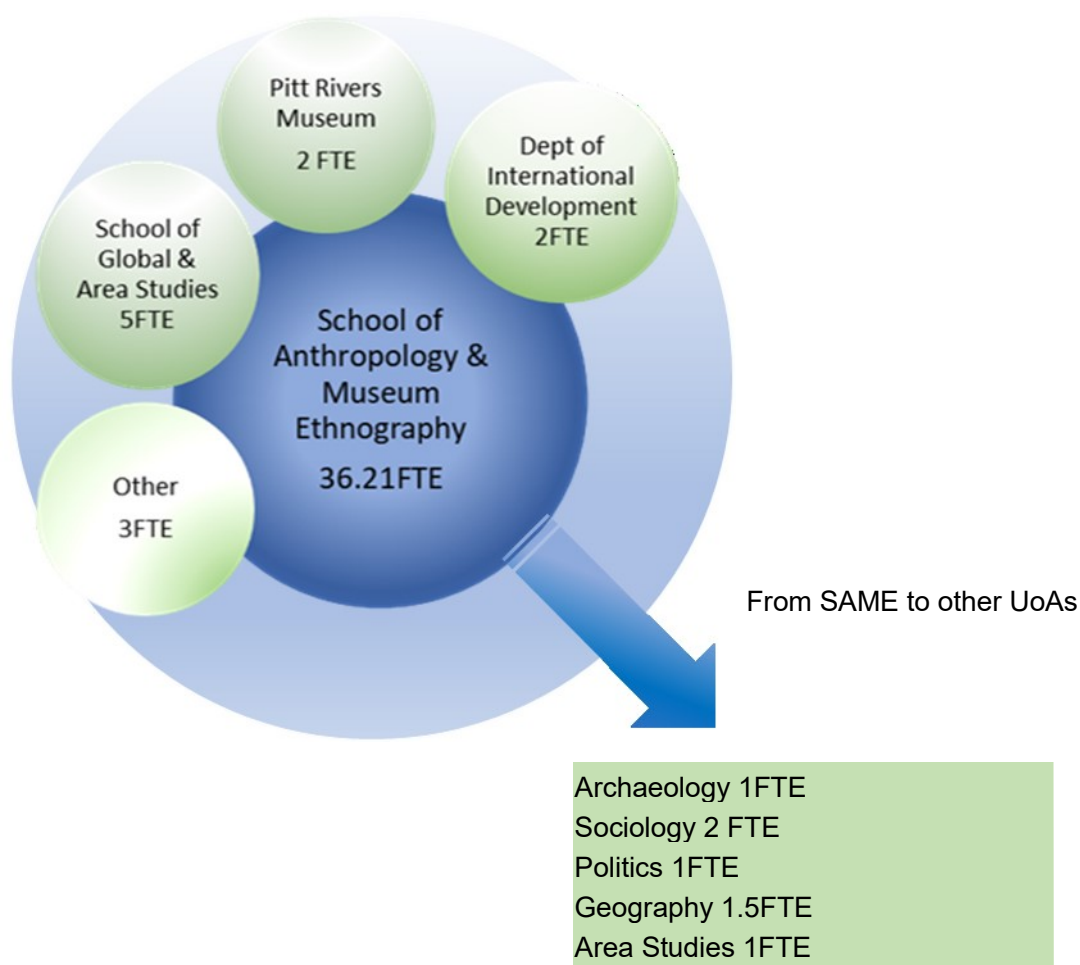


Figure 1. UoA22a and anthropology FTEs submitted to other UoAs

In disciplinary terms, SAME is one of the most diverse and inclusive anthropology departments in the UK, covering anthropology very broadly in its scientific, material, and social dimensions. We also have multiple links to other disciplines both within and beyond the University, bridging into arts, humanities, social, physical and life sciences. We embrace the expansive nature of anthropological research methods and the need for ‘undisciplined scholarship’ (†Rayner¹) in understanding the manifold complexities of human beings in the world. Oxford Anthropology is **committed to the**

¹ † indicates deceased.

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growth of Anthropology as a discipline whose reach ranges from global comparative approaches to locally-focused ethnographic studies and includes the study of humans and other primates across deep time and space. We are **equally committed to contributing anthropological perspectives to interdisciplinary efforts to solve contemporary problems**. As a result, many large, multi- and interdisciplinary programmes at the University of Oxford (hereafter Oxford) are led by, or involve, anthropologists, bringing anthropology to bear on pressing global challenges such as migration, global health, decolonising heritage and museums, and the study of the evolutionary and cultural logics of social cohesion. These two core values -- a holistic approach to the discipline and a commitment to interdisciplinarity in pursuit of impactful research -- underpin our strategy and make Oxford's UoA22a submission distinctive.

We are committed to crafting a space of research freedom and creativity conducive to the production of outstanding impactful research in key areas of scholarship. Recognising the diversity of approaches and topics of study, as well as the challenges and opportunities this affords, we nurture interactions and collaborations across different areas by being open to synergies as they arise, and cross-fertilising ideas by facilitating dialogue through seminars and regular Research Away Days. Methodologically, Anthropology at Oxford ranges from quantitative and global comparative approaches through to in-depth, long-term and localised ethnographic studies. Much of our research is interdisciplinary, recognising that complex issues and questions demand approaches transcending a single disciplinary lens. This is reflected in our outputs, which include articles in leading anthropology journals, classic single-authored monographs, collaborative papers both ethnographic and scientific, experimental speculations on migrant futures, and multi-authored edited volumes.

In our plans outlined in REF2014, we noted the challenge of being spread across multiple buildings, resulting in missed opportunities for collaborations and synergies. This key strategic aim is now coming to fruition with the allocation of space next to the Pitt Rivers Museum and planned investment of £16.3million by the University. With this, we intend to house the whole School of Anthropology under one roof to underpin the vibrancy and sustainability of our research. The move will take place in 2023.

Other strategic aims in the coming years involve investment in certain key areas of research strength and impact delivery, as set out in Section 1.3.1.

1.2. The Structure of the Unit

As noted above, the core of this UoA is the **School of Anthropology and Museum Ethnography (SAME)** which provides a supportive and inclusive home to a diverse range of anthropological research. Breadth within the UoA is both methodological as well as topical. We are committed to supporting colleagues to develop individual and collective research agendas creatively and freely. Nevertheless, the School identifies six key areas of research focus, underpinned by the thematic research centres listed below (as shown in Figure 2):

- Migration and Mobility
- Origins and Evolution
- Social and Material Worlds
- Religion, Ritual and Politics
- Science, Technology and Environment
- Health and Wellbeing

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Close and long-standing ties to the **Pitt Rivers Museum (PRM)** underpin the UoA's strengths in material, visual, and museum anthropology. Research carried out in the **Institute of Social and Cultural Anthropology (ISCA)** addresses a theoretically and geographically diverse range of contemporary issues within material, medical, social and visual anthropology. Research on migration and mobility, emphasising conceptual advances and interdisciplinary reach, knowledge exchange, and policy, is supported by the **Centre on Migration, Policy and Society (COMPAS)**, the main hub for migration studies at Oxford, which includes the Migration Observatory and the Global Exchange on Migration (both outward-facing units informing public policy and perceptions of migration). **The Institute for Science, Innovation and Society (InSIS)** drives forward research in the areas of technology, science, and the environment. **The Institute of Cognitive and Evolutionary Anthropology (ICEA)** brings together research on primatology, evolutionary human sciences, and cognitive approaches to culture, while the **Centre for the Study of Social Cohesion (CSSC)** provides a home for interdisciplinary research on group bonding, ritual, and the global history of religion.

This breadth of perspectives within the UoA feeds into our teaching and therefore into the preparation of future cohorts of scholars. Building on a broad undergraduate degree located within SAME's Institute of Human Sciences, we offer eight MSc/MPhil programmes and two DPhil programmes, including our new interdisciplinary DPhil in Migration Studies, started in 2019 (described further below; Sections 1.3.1, 1.3.2, and 2.5).



Figure 2. The core of UoA22A - the School of Anthropology and Museum Ethnography – areas of research focus and cross-cutting research units

The UoA has remained largely stable in size during the REF period, consolidating growth experienced by the Unit up to REF2014 (REF2014, 55.8 FTE; REF2021, 48.21 FTE, although the changing pattern of UoA returns between 2014 and 2021 make direct comparisons difficult). As noted in Figure 1, a number of anthropologists in Oxford are also being returned in other UoAs, such as Archaeology, Sociology, Politics, Geography and Area Studies.

1.3. Research and Impact Strategy

In REF 2014, Oxford Anthropology committed itself to establishing a renewed holistic and collaborative approach to the subject, since contemporary problems do not respect conventional disciplinary boundaries. This required the School not only to expand into new areas, such as cognitive and evolutionary anthropology, migration studies, and science and technology studies, but also to foster collaborations reaching beyond anthropology.

The School of Anthropology Management Board (SMB) sets an overall strategy for SAME, including the approval of major new research initiatives, and coordinates five-yearly reviews with the Social Sciences Division to ensure targeted resource planning. In 2016, the School established a Research Committee with a broad representation from across the School and career stages, which liaises with the divisional Research Strategy Group, connecting with University-wide research strategy and initiatives, and contributes to strategic decisions relating to research in the School and beyond into the University. This Committee also monitors and oversees research activity, including demand management as required by funders. The Head of School approves all grant applications submitted by the department, taking into account resource requirements, space, and institutional fit. The Research Units detailed above take an active role in setting research strategies within their particular areas.

1.3.1 Future research objectives and impact plans

In support of our two core values identified in Section 1.1: **1) growing Anthropology as a discipline; and 2) contributing anthropological perspectives to interdisciplinary efforts to solve contemporary problems**, over the next five years we will:

- A) **support diversity in research practices and methods**, in order to sustain our vibrant research culture within the School;
- B) **maintain, diversify, and increase income streams** to support our research and impact activities;
- C) **continue to promote excellent interdisciplinary and collaborative research;**
- D) **build our impact and engagement activity more comprehensively into the research process** to ensure we enable our researchers to contribute to solving contemporary problems and promote intercultural understanding and tolerance.

Crucial to all these objectives in the next five years is the aforementioned acquisition of a new home to house the whole School of Anthropology under one roof (Section 1.1). The process of configuring the new space presents an exciting opportunity to shape the ways that the different units of the School can both maintain their distinctive work practices while also ensuring their maximal openness to serendipitous interaction and interdisciplinary collaborations across the whole School (Objectives A & C).

Members of the UoA are extremely excited at the opportunities afforded by this move. The intended close proximity to the PRM builds on our close and historic links with the museum and opens up stimulating pathways to impact and public engagement with research (Objective D). We also plan to invest further in visual, material and museum anthropology by appointing to an associate professorship in visual anthropology. In the medium term, we intend to re-appoint to the SAME/PRM lecturer-curator post vacated in 2018 (Objective A).

Against the backdrop of uncertainty in relation to funding sources arising from the economic effects of Covid-19 and Brexit, it will be vitally important to continue to diversify our funding sources (See Figure 5, Section 3.1). Supporting this is an integral aspect of our Research Development Officer's (RDO) remit. Their support will be bolstered by divisional support from the Senior Research Facilitator and the University's newly formed Strategic Research Development Team. Together all three provide targeted support for the development of cross-disciplinary networks and hubs and major inter- and multi-disciplinary grants (Objectives B & C).

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The School intends to enhance the research capacity and profile of the Institute of Human Sciences (IHS) (Section 1.2; currently primarily a teaching unit) by incorporating the research of the members of the Institute of Cognitive and Evolutionary Anthropology (**Carvalho², Cohen, Fortunato**) into the IHS, adding a strong research dimension to its uniquely interdisciplinary undergraduate degree. This will bring teaching and research in the fields of evolutionary human sciences under a single umbrella and drive forward interdisciplinary research agendas focusing on human evolution and origins (Objective C).

Building on our extant strength in the field of medical anthropology, there is exciting potential to expand research capacity in the broad areas of Science and Technology Studies (STS) as they relate to global and environmental health and wellbeing. An anticipated staff retirement in medical anthropology in 2022 offers an opportunity to identify emerging areas of research priority that will feed into our staffing strategy. Against the backdrop of the global environmental crisis and pandemic, this presents itself as a particularly important and exciting opportunity to embed further the anthropology of planetary and human health as a distinctive subfield of research and specialisation in the School (Objectives A & C).

Migration studies is an area of continuing growth, evidenced by the creation of a new DPhil in Migration Studies (See Section 1.3.2). We will take the opportunity of anticipated staff turnover to build this further and expand intellectual leadership and research excellence in this field. In particular, the School plans to create an additional post to build research expertise focusing on the political economy of migration as part of its commitment to interdisciplinary approaches to the study of migration (Objective C).

Inspired by productive collaboration with the divisional Research Impact Facilitator in the run-up to the REF submission, we plan to continue providing impact facilitation support to researchers. This will further embed a research culture of developing pathways to engagement and impact. As part of strengthening our pathway from research through to impact we will also enhance communications resource across the Unit (Objective D).

1.3.2. Research and Impact since REF2014

Since REF2014, Oxford Anthropology has made significant progress towards the seven Strategic Aims that were our focus at that time (1-7), and we have since added two further aims (8-9). Our Objectives (A-D) for the next five years, as set out above, build on the aims that have guided us over the REF period:

1. **building up cross-disciplinary research centres and networks;**
2. **recruiting the best international researchers;**
3. **encouraging staff research activity through sabbaticals and external funding;**
4. **providing a stimulating and supportive environment for research students;**
5. **promoting Oxford Anthropology's traditional strength in social anthropology while also underpinning an expanded range of interdisciplinary research focused on contemporary challenges;**
6. **supporting and encouraging horizontal research links between different parts of the Unit to retain a coherent identity as a network of networks;**
7. **encouraging and supporting the impact and dissemination of our work;**
8. **attracting and supporting Early Career Fellows;**

² Names in **bold** indicate individuals submitted for REF2021; names not in bold refer to individuals not submitted.

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9. fostering international exchanges.

We value short-term, problem-driven research as well as long-term, in-depth and wide-ranging engagement over many years with the same field sites, and we recognise that empirical research takes many forms, from individual inquiry through to large, multidisciplinary, collaborative teams.

We have developed our traditional strength in social anthropology by creating two new permanent Associate Professorships (AP) - one in Africanist Anthropology (the Clarendon-Lienhardt Associate Professorship (**Cousins**)); and another in Visual, Material and Museum Anthropology (**Hallam**). We also hosted one of the largest ever conferences for the Association of Social Anthropologists of the UK and Commonwealth (2018) (Section 4.3). (Aim 5).

Interdisciplinary links and programmes that were already underway in 2014 have been strengthened, testifying to the potential and vibrancy of Oxford Anthropology. Three of our key interdisciplinary Research Centres (InSIS, COMPAS and CSSC) have all established firmer footings in the last six years with a series of collaborative projects. For example, **Keith's** Urban Transformations (2015-20) and PEAK Urban programmes (2017-2022), bring interdisciplinary expertise (drawing from geography, data analytics, anthropology and epidemiology) to bear on the pressing challenges of urban futures. We have also established a new cross-departmental interdisciplinary DPhil in Migration Studies, which complements our strength in migration and mobility, centred around **COMPAS**. (Aims 1 and 5).

A School Annual Research Away Day fosters dialogue across the Unit, encouraging horizontal research links that facilitate collaboration within and beyond the Unit. For example, a new collaboration between **Alvergne** and **Olszewska**, investigating the links between the Covid-19 pandemic and female reproductive health, was borne out of the last Away Day in January 2020. A Postdoctoral Network ('Postdoc and Pastries') enables Fixed Term Researchers (FTRs) to develop their peer-support network both within the School and beyond, and researchers at all career stages participate in multiple vibrant interdisciplinary research seminars (Aims 1, 5 and 6).

In 2018, we introduced a new part-time Research Impact Facilitator (RIF) role, dedicated to the School to provide vital impact and engagement advice and support to our researchers. Our Public Engagement with Research Leader (Allen³), based in COMPAS has also recently organised a series of workshops to train researchers to produce engaging videos of their research (Section 3.2). Our four REF2021 impact case studies exemplify our commitment to policy impact, knowledge exchange, and social justice. Three focus on migration, including irregular and destitute migrants, the integration of migrants in UK cities, and understanding how migration policies affect the UK (**Spencer, Sumption, Vargas Silva**). Our Migration research is highly regarded and has been nationally recognised with an ESRC Impact Prize (2017) (Section 3.2). The final case study (**Harris**) focuses on visual representations of Tibetans, influencing curatorial practice and enabling unprecedented opportunities for Tibetans to reflect on their identity, exemplifying our approach to engagement with the communities we study (Aim 7).

As noted above (Section 1.3.1), further support to our researchers is provided by a dedicated RDO (appointed in 2017). This, along with light-touch internal peer review of grant applications, is available to all researchers whatever their career stage, but particularly those in the early stages of their careers (Section 3.2). This dual support has translated into an increased application success rate from 22% (2014/15) to 31% in (2019/20), and growth in research income (£22.2million over the

³ Returned to UoA 9 Politics.

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current REF period, compared with £13.9million between 2008 and 2014 (more detail provided in Section 3.1). We are fortunate to provide a generous research leave allowance (one term in seven for all permanent academic staff) and a sympathetic approach to FTR requests (see Section 2.2 and 2.4 for more detail) (Aim 3).

The Unit has met further grant success with ECR fellowships, regularly hosting and investing in ECRs via funded fellowships, such as Leverhulme Early Career Fellows, British Academy Postdoctoral Fellows, and Marie Skłodowska Curie Fellows, as well as other funded ECR fellowships. Departmental funds are also used to appoint fixed-term early career scholars (e.g. **Hendriks; Zharkevich**). Finally, major research grants fund significant numbers of FTRs. For example **Whitehouse's** €2.5million ERC Advanced Grant has provided funding to 9 FTRs based in the CSSC. Some of the above remain in post at the census date, others, especially many of the FTRs working within our Centres, have gone on to prestigious academic posts elsewhere (eg. Max Planck Institute, Edinburgh University, Concordia University). (See Section 2.4 for further details). (Aims 3 and 8).

Improvements to our stimulating and supportive environment for research students are evidenced by a doubling of funding for research student bursaries (£75,000 p.a. in 2014 to more than £200,000 p.a. in 2020) and skills and hardship (£11,000 to £28,000 per year). We also encourage timely thesis submission by offering bursaries of up to £1,500 (in cases of established need) to students within the last six months of their doctorate. Providing high-quality workspace for research students remains a challenge and is a priority for the new building. (See Section 2.5 for more details). (Aim 4).

We have recruited the best international researchers over the REF period. 60% of our newly recruited academic staff have an international background. Particular international appointments of note in the period include **Carvalho**, to further strengthen our research on human origins and evolution; and new appointments in the fields of social anthropology (**Cousins**) and migration and mobility (**Dzenovska**). (See Section 2.12 for details on approach to recruitment). To complement international appointments, international exchanges are fostered through a stream of visitors. Recent highlights include Michael Jackson (Astor lecturer 2017 from Harvard); Marcio Goldman (TORCH-Mellon Global Visiting Professor from National Museum in Rio de Janeiro); Anna Tsing (Marett Lecturer from UC Santa Cruz); Tanya Luhrmann (Winchester Visiting Lecturer from Stanford); and Olga Jubany (COMPAS Visiting Scholar, University of Barcelona). International exchanges for us are not just about bringing outstanding scholars to Oxford but also about supporting the exchange of knowledge in the Global South. To this end, **Carvalho** has directed the Paleo-Primate Project Gorongosa in Mozambique since 2015, leading an international interdisciplinary team of twenty senior researchers to understand hominin origins and adaptations, with Oxford Anthropology ECRs contributing to a field school there. **Keith** oversaw the ESRC-funded Urban Transformations programme 2015-20 (£120million), and worked closely with the following international funders: the Natural Science Foundation in China, the Indian Council of Social Science Research, the National Research Foundation in South Africa and the federal Brazilian FAPE network (Fundação de Amparo à Pesquisa do Estado). (Aims 2 and 9).

1.4 Research Integrity, the Open Research Agenda, Ethics

Research quality and integrity is assured by the School's light-touch peer-review process of all major grant applications, and the University's support for responsible data management and information compliance.

Research integrity is a core value of the School, as evidenced by **Fortunato's** commitment to open research since 2016. Initially supported by a John Fell Fund cross-divisional grant, she leads

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Reproducible Research Oxford (RROx), a University-wide initiative focused on advancing the open research agenda at Oxford. The overarching goal is to promote a coordinated approach to open scholarship and research reproducibility that extends to all disciplines (see also the Institutional-level statement, p.5 for further detail on RROx).

Recognising that research data management is an increasingly complex area, the School proactively ensures that researchers are aware of relevant legislation, University policy and relevant ethical guidelines. For example, we recently held a staff training session with representatives from the University Information Security and Compliance team. The UoA is committed to the University's Open Scholarship policy and Plan S principles, for example through our peer-reviewed Journal of the Anthropological Society (JASO), which is completely open access, free to publish and free to read. All outputs submitted in REF2021 are available through the Oxford Research Archive and Act on Acceptance reports are monitored. We encourage staff to archive data at Research Data Oxford.

Oxford's aspiration to high standards of research integrity is met through our ethical frameworks and processes. All field research involving human participants is reviewed by the School's Research Ethics Committee, chaired by the Head of School, and by the Safety in Fieldwork process (administered jointly with the Division). Where research involves participants identified as vulnerable, or a particularly sensitive research focus, the project undergoes further scrutiny and review by the Interdivisional Research Ethics Committee for the Social Sciences and Humanities (IDREC - SSH) on which the School is also represented.

2. People

In line with the University's strategy, UoA22a is committed to attracting, recruiting, and retaining academics of the highest calibre from as diverse a pool as possible. All appointments are made via selection committees with at least 40% female representation on each recruitment panel.

2.1. Staffing Profile and Strategy

The School Management Board is responsible for setting and implementing staffing strategy and does so in consultation with the School Teaching Committee, School Research Committee and research centres as appropriate.

2.1.1. Staffing Profile

In our REF2014 submission, the UoA took a very inclusive approach, returning very nearly 100% of eligible staff. As noted in Section 1.2, the UoA has remained largely stable in terms of size during the REF period, consolidating the growth experienced by the Unit up to REF2014 (REF2014, 55.8 FTE; REF2021, 48.21 FTE). However, the apparent slight drop in FTE in REF2021 also reflects that several departments in Oxford now employ anthropologists who have been returned through other UoAs, further evidencing the interdisciplinary value of anthropology.

The balance between our permanent and fixed-term research staff has improved and numbers are now approximately 50:50 compared with only 40% of submitted staff in REF2014 being permanent. This is due to some level of consolidation within the Centres, where FTRs eligible under the 2021 criteria have fallen in number, and in part, as above, due to some anthropologists being returned to other UoAs as a consequence of greater value being placed on interdisciplinarity in REF2021. In some cases, this is also due to FTRs being converted into permanent appointments (e.g **Dzenovska** has secured a permanent AP position following her period as fixed-term departmental lecturer).

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From a gender perspective the percentage of female staff has improved both among permanent and fixed term researchers rising from approximately 42% to 53% in both cases. This evidences the positive effect of some of our approaches to Equality and Diversity within our recruitment processes (see Section 2.6 below).

	People	FTE	% Female
Professor	11	10.2	36%; 4 fem
Associate Professor (AP)	17	17	63%; 10 fem
Fixed Term Researchers	24	22.01	54% 13 fem
TOTAL	51	48.21	53%; 27 fem

Table 1. UoA22a staff profile for REF 2021

Our current staff profile of those submitted (Table 1) suggests a healthy gender balance among FTRs, early career and mid-career researchers (with 50-65% female staffing ratios), but work remains to be done at the professorial level. We are particularly encouraged by the percentage of female APs as these represent permanent appointments, many of whom are likely to secure professorial title in time. We are also pleased that of 24 FTRs, 11 are ECRs (64% female), further testifying to our commitment to supporting the next generation of researchers.

2.1.2. Staffing Strategy 2014-21

Many of the posts returned under this UoA are joint posts held with other departments, for example, the lecturer-curator post (**Harris**) in connection with the PRM, the Associate Professorship (AP) in the Anthropology of Africa and the Evans-Pritchard Early Career Departmental Lectureship (**Pratten** and **Hendriks** respectively) in connection with the School of Global and Area Studies, among others. These joint posts are particularly beneficial in sustaining close links with other departments, fostering interdisciplinary research (Aim 1, as noted in Section 1.3.2) and ensuring appropriately holistic supervision for research students (Aim 4, Section 1.3.2).

In the period since the last REF, new appointments have:

- built and expanded **regional and social anthropological expertise** in the anthropology of South Asia, the Middle East and Africa (**Cousins; Hendriks; Mathur⁴; Olszewska**);
- consolidated expertise in the field of **migration and mobility** (**Dzenovska**);
- enhanced research excellence at the interface of **social and material entanglements** in relation to the body, creativity and material anthropology (**Hallam**);
- expanded expertise in the fields of **evolutionary anthropology and primatology** (**Carvalho**);
- invested in interdisciplinary research in **Human Sciences** (Kashyap⁵ – a joint post shared with the Department of Sociology).

These posts drive forward research excellence in specific fields, but they also cut across disciplinary and thematic boundaries, thereby encouraging interdisciplinarity, one of our core commitments (Section 1.1). For example, for the endowed AP in African Anthropology we appointed an Africanist, who also fosters a commitment to interdisciplinary research in the fields of animal-human relations, global health and wellbeing (**Cousins**), thus nurturing synergies between work at InSIS and in ISCA, broadly in the fields of global health, medical anthropology, and more-than-human anthropology.

⁴ Returned to UoA25 Area Studies.

⁵ Returned to UoA21 Sociology.

2.1.3. Future Staffing Strategy

Over the coming years, SAME plans to further consolidate and expand areas of research strength detailed under Section 1.2. As noted in Section 1.3.1, several recent and future staff changes present opportunities to build strategically on extant capacity. We aim to refill the lecturer-curator post vacated by Peers' retirement, jointly held with the PRM. The success of the Migration DPhil Programme makes a further post in the interdisciplinary field of migration studies desirable. This would both build research capacity and expertise as well as add to the vibrancy of COMPAS as the University hub for the study of migration and mobility. Finally, anticipated staff turnover in medical anthropology presents an exciting opportunity to explore potential synergies at the interface between medical anthropology and science and technology studies, for example by expanding concepts of health and wellbeing to include global or planetary health.

With regards to recruitment procedures, it is compulsory that all recruitment panel chairs are trained according to University procedures and all panel members are required to undertake training on recognising implicit bias. As noted above, all panels are gender-balanced (with at least 40% female representation). Some progress has been made in recent years with diversification of staffing. Of eight AP appointments made in the past five years, seven have gone to female candidates; two out of six appointments have been staff of colour. Nevertheless, the School recognises that there is still much progress to be made, particularly in relation to issues of race equality. In June 2020, the School established a small student/staff working group on anti-racism and equality to foster inclusive and anti-racist practices within the School and engage with wider initiatives around Diversity and Equality in the University (e.g. Race Equality Chartermark process).

2.2. Research Leave

All permanent academic staff are entitled to one term of sabbatical leave in every seven, or one year in seven. They also receive teaching buy-out when leading externally funded research projects that include provision for teaching cover. Furthermore, all academic staff (including fixed-term departmental lecturers) have an annual research allowance (£1,000) to support travel, conference attendance, etc. This system has facilitated much productive in-depth research; for example, **Ewart** who used her annual allowance to begin new research in southwest Ethiopia, subsequently secured internal John Fell funding before securing further external funding for her current project on human-plant relations among small-scale farmers.

2.3. Staff Support and Development

At induction, all new members of staff are assigned a mentor from within the School and are given an induction pack which includes the Code of Practice for Research Staff. We implement the University's Code of Practice for the Employment and Career Management of Research Staff, which includes skills training for researchers as well as careers advice, professional development opportunities, and opportunities to meet and network with researchers in other departments. We anticipate working in alignment with the University's Concordat for Researchers' plans to support ECRs and FTRs in the coming years. The School provides support to FTRs towards the end of fixed-term contracts in applying for new funding and/or assistance with job applications.

As part of the University's responsibility to maintain conditions in which research of the highest quality can take place, all academic and academic-related staff are offered a chance to reflect and proactively plan ahead for their research during annual career development reviews with the Head of School or their line manager. These reviews also encourage individuals to comment on realistic measures that the School could take to improve their working lives and wellbeing. For those at an

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earlier stage of their career, these reviews are opportune moments for us to provide support, advice and encouragement, for example in applying for grants both internally and externally, support for which is provided by the RDO and the RIF. We also encourage collaborations between academia and business, industry or public or third sector bodies. Much of the work of the Global Exchange on Migration and Diversity (**Broadhead; Spencer**) is based on exchanges with third sector and public bodies, while **Alvergne** collaborates with Clue, a period tracker app, to enhance female reproductive health.

2.4. Early Career and Fixed Term Researchers

In the REF period, Oxford Anthropology has built and supported a vibrant community of **early career** anthropologists at Oxford whose informal network ('Postdocs and Pastries' (P&P)) meets monthly. This provides an important opportunity to interact with their peers, who are otherwise spread across six buildings. The P&P Group allows fixed term researchers to develop their peer-support network both within the School and beyond in other Social Science Departments (these have been particularly useful during the pandemic when isolation could easily have set in). Anthropology ECRs have led on University-wide initiatives such as the 'Pint of Ethics' discussion group and the 'Photography in Fieldwork' group co-run with Geography. Anthropology ECRs have also been particularly active in representing the fixed-term researcher community on University-wide committees, such as the Research Staff Consultative Group and Oxford Research Staff Society. College-based Junior Research Fellows (e.g. **Ei Khachab; Achtnich**) are welcomed and actively included in departmental activities.

We ensure FTRs and ECRs have the same conditions of service as other academic-related staff and their career development is supported. Fixed-term teaching and research staff are treated as full members of the School and not assigned a substantially heavier teaching load than permanent academic staff (workload is measured by a teaching points system). All contract researchers are actively encouraged to participate in departmental life and, where contracts permit, they are also involved in teaching. They are invited to attend and present papers at departmental seminars, and many are co-supervisors of doctoral student projects or deliver option courses, helping them to gain valuable teaching experience. Although not formally entitled to sabbatical leave, applications from fixed-term staff for reduction in teaching obligations, e.g. to complete a book, are sympathetically received and we view such support as integral to the career development of our early career colleagues. For example, **Hendriks** was granted one year's research leave while an early career departmental lecturer to enable him to finish and submit his first monograph for publication, resulting in his securing a permanent post at KU Leuven at the end of his fixed-term lectureship in SAME.

All our doctoral students and researchers have access to an unrivalled set of research seminars and lectures across Oxford, with anthropologists participating and presenting work across a wide range of seminars, demonstrating the premium placed on interdisciplinarity by the University. These vital fora sustain the cross-disciplinary approaches of all our researchers, whatever their career stage.

To complement this, ECRs and FTRs are provided with targeted support by our RDO and RIF to develop internal and external grant applications of which many are successful. These act as a springboard for this new generation of researchers to develop their careers both at Oxford and beyond. Examples include:

- Kapitany's British Academy Small Grant, which helped build his research profile and subsequent appointment as a lecturer in Psychology at Keele University;
- Luncz's John Fell Fund award, which contributed to her success in securing a research group leadership position at the Max Planck Institute for Evolutionary Anthropology;

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- **De Souza Santos's** employment, as Postdoctoral Fellow on the Urban Transformations programme (2015-18) and subsequent progression to the directorship of the Brazilian Studies Centre at Oxford.
- Other ECRs from Oxford Anthropology, who progressed to prestigious permanent appointments include Gutiérrez Garza at the University of St Andrews; Angel at the University of Leicester; Haines at the University of Edinburgh; Sopranzetti at the Central European University; Tarr at the London Interdisciplinary School; Archambault at Concordia University, Montreal; and Carrier at Bristol University.

2.5. Research students

UoA22a's strategy is to attract the most talented research students and to provide them with the best possible research environment in which to reach their potential. Doctoral students in anthropology do fieldwork in the most diverse and challenging situations, from urban settings to more remote rural locations and in contexts where access to research participants can be challenging. In some cases, the length of fieldwork is extended to accommodate the time needed to acquire additional language proficiency. We have no research-based professional doctoral programmes.

SAME Research students	2014	2020
DPhil awards in SAME	106 from 2014-2020	
SAME fees funding	£75,333 per annum	£207,000 per annum
Skills & hardship funding	£11,000	£28,000
Research students beyond fee liability	37%	21%

Table 2. Research student data comparison, 2014 with 2020.

We currently invest over £200,000 p.a. of departmental funds in research student bursaries (significantly increased from £75,000 p.a. in 2014). Where possible these funds are offered as full studentships and we have successfully negotiated with three Oxford Colleges to share costs thereby maximising the number of scholarships offered. Oxford Anthropology benefits from access to Oxford's fully funded Clarendon scholarships (three awarded to Anthropology in each of the last two years), ESRC scholarships (an average of three per year), and AHRC awards (three over the period). Studentships are also written into research funding applications when possible (for example, **Fortunato's** Calleva project and **Dzenovska's** Emptiness project). Oxford Anthropology has more than doubled its skills and hardship funding since 2014, from £11,000 to £28,000 per year. These increases in funding available to research students have resulted in a noticeable reduction of research students that are beyond fee liability (from 37% to 21%), suggesting the increased funding allows students to write up in a timely, supported manner (Figure 3).

We recognise that in a highly challenging funding environment, competitive full scholarships are key to offering doctoral places to the most able candidates, regardless of their socio-economic background. In line with the University and Divisional strategy, we are committed to continuing to increase the proportion of departmental income recycled into student support by actively seeking fundraising and college match-funding opportunities.

Unit-level environment template (REF5b)

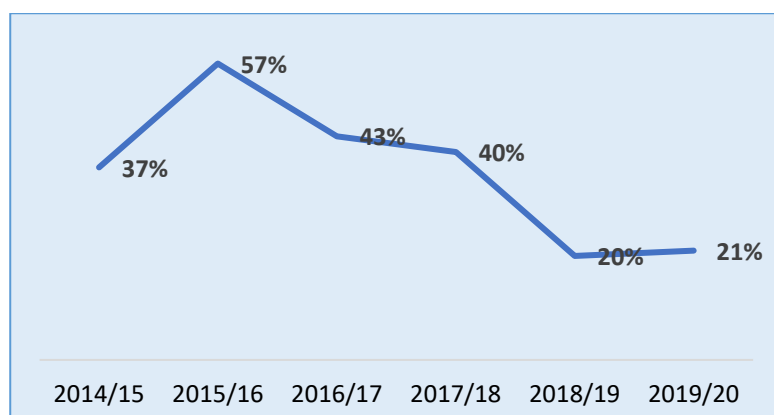


Figure 3. Percentage of registered SAME Doctoral research students out of fee liability by year

Better provision of doctoral workspace is a priority in planning the move to our new building. This will facilitate exchanges between doctoral and postdoctoral researchers, and enable regular informal encounters among researchers at all career stages.

Our student support team, comprising the Director of Graduate Studies, the Doctoral Admissions and Research Coordinator and our Academic Coordinator, oversee student progress. The weekly Graduate Research Seminar, chaired by the Head of School, ensures that our doctoral students are intellectually nurtured and build a supportive cohort with their peers. Seminars mainly revolve around our students' doctoral projects but also include occasional sessions focused on common challenges faced by students such as career advice and getting published. Prior to fieldwork they take specialised methods courses, which include sessions on ethical issues as well as safety in fieldwork. Post-fieldwork students are expected to attend and present at the Graduate Research Seminar convened by the Head of School. Research students can also access short courses through Oxford's ESRC Doctoral Training Partnership as well as training offered by the Social Sciences Division, including grant writing, research ethics, conducting fieldwork, media training, public engagement, impact and knowledge exchange.

We encourage timely thesis submission by offering a number of bursaries of up to £1,500 to students within the last six months of their doctorate. We offer in-house training to graduate students wishing to gain teaching experience by tutoring undergraduates.

Doctoral students take the lead in running the Oxford University Anthropology Society (OUAS), and the Oxford University Migration Studies Society (OUMSS), with support from the School. OUAS invites speakers, holds film screenings and photographic competitions, organises conferences and training, and provides mentoring to new students, as well as organising social events such as the Wednesday coffee morning which serves as an important hub for staff, retired colleagues, visitors and students to mix. COMPAS funds an annual conference, organised by OUMSS, which draws in research students in migration studies from across the country. Our research students are also actively involved in other initiatives such as the Weather Matters hub and the Journal of the Anthropological Society of Oxford (JASO), our in-house peer-reviewed, open-access journal. Doctoral students are also regularly involved in organising conferences and workshops and the School supports these financially where possible, e.g. the RAI Annual Student Conference 2019, organised by DPhil student Keiko Kanno and hosted at SAME.

Unit-level environment template (REF5b)

Oxford Anthropology's strong research culture and the intercollegiate University as a whole, as well as joint supervision arrangements, mean that doctoral students are drawn into overlapping research networks across units of the School or into groups with shared regional interest, sometimes hosted in adjacent departments, such as African Studies or colleges. Similarly, students in Development Studies or Geography are regularly invited to join our Anthropology networks. As an example, our doctoral student Stephanie Postar, now at the University of California, organised, together with students from Geography, a group working on mining and society, which led to a conference and an edited volume.

2.6. Equality and diversity

The School achieved an Athena Swan Bronze award in 2017 and is preparing an application for renewal in 2022. Beyond this formal recognition, we foster an inclusive environment which supports the wellbeing of our staff. We do this for example via:

- the establishment of the Working Life Committee (which is charged with implementing the action plan arising out of the Athena Swan award);
- by encouraging eligible staff to apply for support from the University Returning Carers Fund;
- through the School's Family-Support Policy, which details facilities and support in relation to students/staff with parenting responsibilities;
- by supporting flexible working where desirable; and
- by explicitly inclusive research seminar series such as the Primate Conversations who have produced guidelines for managing inclusive discussions and a welcoming approach towards children, including provision of toys for quiet play.

All these initiatives are part of promoting an inclusive and welcoming ethos in the School. Whole-staff training sessions have promoted awareness of disability issues in the workplace; active bystander training; and implicit bias/race awareness.

While the School has made considerable progress towards the aim of achieving gender balance at all levels within the department, and some progress towards diversification of staff and students, the School also recognises that there is still much work to be done, especially in regard to race equality and other forms of diversity. As briefly noted above, the School established a working group on Anti-Racism and Equality in 2020 with a membership that includes students and staff. This group meets regularly to highlight areas of student concern, discuss measures the School might take in achieving greater inclusivity in relation to student and staff recruitment, and addressing the sometimes-troubled history of the discipline itself. The School is also committed to engaging with recent University-wide initiatives on race equality and inclusivity that promote the sharing of good practice.

As part of the ASA 2018 conference, the subject librarian for Anthropology & Archaeology, Helen Worrell, organised a Diversifying Anthropology exhibit. This involved staff and students within the School nominating the lives and works of anthropologists with diverse backgrounds and histories. Posters from this project are displayed around the School, and our librarian has more recently initiated 'Changing the Narrative: championing inclusive collections', a project aimed at diversifying Bodleian library collections and engaging critically with the disciplinary story that particular library collections tell.

2.6.1 How outputs were selected and reviewed

In 2019, the Research Committee convened a REF Working Group to coordinate activities in accordance with the University's REF Code of Practice. The Head of School (**Ewart**) was REF Lead, supported by **Sarró** as REF Co-ordinator and by an administrative team led by the Head of

Unit-level environment template (REF5b)

Administration. A team made up of those with the title of full professor, the Chair of SAME Research Committee, the REF Lead and Co-ordinator were tasked with the review and selection of outputs. There were 12 reviewers, 25% were women. Regular meetings of this REF Committee and updates to colleagues across the department ensured that staff were informed of practices and progress.

A rigorous outputs selection process was applied to ensure parity of treatment across all researchers. All Category A staff members were asked to nominate up to 5 outputs, which were then reviewed by two readers according to the REF criteria for output excellence. From the pool of assessed outputs, based on review scores, those finally returned were selected to meet the minimum criteria of one per Category A staff and output excellence. This process was handled confidentially by the REF Lead, REF Coordinator and REF Administrator. It is worth noting that of the 21 researchers submitting three or more outputs, 14 are female (67%) (Table 3).

No. outputs in submission	Cat. A staff	Cat. B staff
5	3	0
4	4	0
3	14	0
2	13	2
1	17	1

Table 3. Distribution of UoA22a REF outputs 2021

3. Income, infrastructure and facilities

Oxford Anthropology encourages and facilitates research of the highest quality, recognising that some research demands large interdisciplinary teams to tackle complex problems while other research questions rely on long-term individual researchers' engagement. In support of this principle, we endeavour to be as flexible, constructive, and solution-focused as possible when allocating our resources.

3.1 Research Income

Over the REF period the Unit has received £22.2million research income in total. As noted in Section 1.3.2, this research income has almost doubled from £13.9million between 2008 and 2014. While the UoA staff headcount has remained broadly stable from REF 2014 to REF 2021, annual external research income has increased by 22%, from £3,043,048 in 2013/14 to £3,713,286 in 2019/20 (see Figure 4).

As noted under Aim 3 (Section 1.3.2), the introduction of dedicated resource to support research development in the shape of a new departmental RDO in 2017 has helped to grow our income in an increasingly challenging funding environment. A weekly Anthropology Bulletin, circulated by the Head of Administration and Finance, ensures that staff are aware of upcoming grant opportunities and events to assist researchers in making connections across the department and beyond. Researchers making applications are then supported by both peer-review and professional research support from the RDO. This has led to improved numbers of applications and success rates over the last few years.

Unit-level environment template (REF5b)

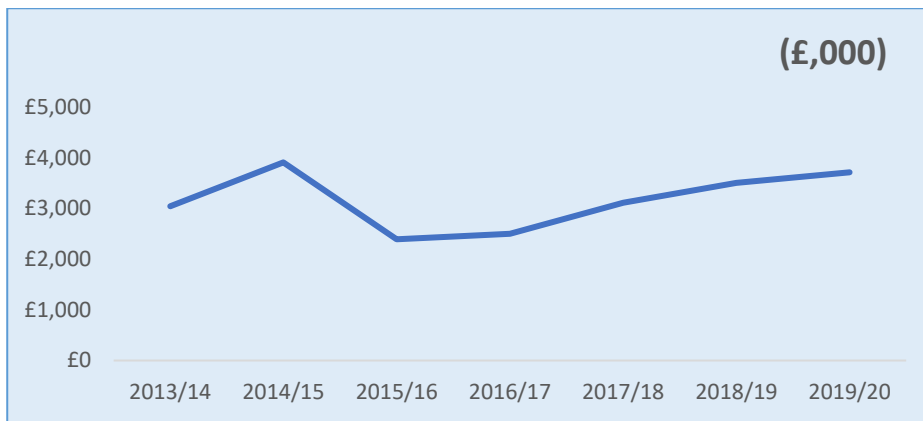


Figure 4. Annual UoA22a Research income (£,000)

In 2019/20, UoA22a held 64 externally-funded awards averaging approximately £180,000. Three-quarters of these projects (47) were small (under £100,000), reflecting the breadth of our projects and the lone scholar nature of much of our research. However, 20% (13) ranged from £100,000 to £1million (usually involving staffing budget), and six had a budget of more than £1million, demonstrating our success with difference scales of research grant. The latter particularly indicates success with large-scale, interdisciplinary, collaborative grants, speaking to Aim 1 (Section 1.3.2).

The sources of our funding are currently split as follows:

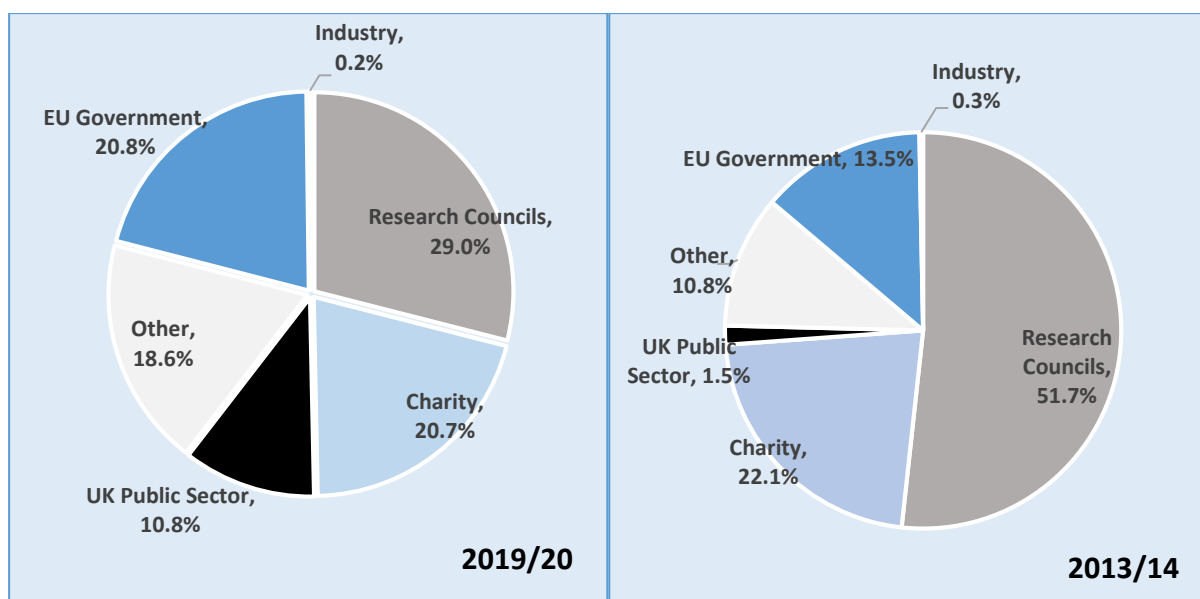


Figure 5. Research income by funding source for UoA22a, 2019/20 and 2013/14

Across the UoA, reliance on Research Council funding has reduced from over half (51.7%) of the total funding at the time of the last REF to 29% in 2019/20, while funding from the EU and UK Public Sector sources has grown commensurately. These two snapshots at either end of the REF period indicate a trend of growing diversification in funding sources across the same period with increasing success in securing funding from independent charities and foundations while managing to maximise eligibility for Charity Quality-Related income. Over the same period reliance on EU funding has increased slightly through successful large scale EU bids, such as **Dzenovska's** ERC-funded

Unit-level environment template (REF5b)

'Emptiness' project, or **Lezaun's** involvement in the Horizon 2020 project OceanNETs, led by GEOMAR Helmholtz Centre for Ocean Research in Kiel, Germany.

3.2 Research and Impact Support

In addressing some of our Aims (1, 3, 6, 8 – see Section 1.3.2), by pump priming larger scale bids, developing new research ideas, methodologies and approaches to complex problems, as well as enabling ECRs to develop funding track records, our researchers have made full use of the University's internal research fund - the OUP John Fell Fund (JFF). Researchers in the Unit have received a total of £1.26million over the REF period, funding 46 projects. One of the crucial ways in which we have encouraged our researchers to use the JFF is to begin to develop confidence and a track-record with grant writing (responding to Aim 8, Section 1.3.2). Many of these projects were relatively small pilot projects with funding of £10-40,000, which have often led to more extensive external awards. One such example is **Clarke**, who secured a JFF grant for a collaborative pump-priming project on understanding the place of sharia law in the everyday life of UK Shi'i Muslims. The JFF grant prepared the ground for subsequent funding from Leverhulme Trust for a comparative project developing new anthropological approaches to the study of explicit ethical rules. **Cohen** received £6,330 for a pump-priming project ('Placebo and support in exercise-induced pain and fatigue'), which led to securing £178,571 from the James S. McDonnell Foundation. A further example is **Dzenovska** who received two JFF awards during the REF period - one in 2014, as an ECR, developing her track-record, a second in 2017 which pump-primed her successful ERC Consolidator project in 2019.

It is always difficult to draw a direct correlation between research development support and external grant success rates. However, we have sustained our success rates at around 30% at a time when funding is becoming increasingly competitive. We offer research development support to all staff, and our RDO is particularly keen to ensure that less experienced researchers are encouraged to submit applications. In the words of one ECR: "I wanted to thank you again so very much for the kind support the Department has given me with my application for the John Fell Fund, and position as a College-based JRF. [...] - this will be a big help in terms of my fieldwork." (email **Achtnich** 06/12/19). This support to ECRs has proved particularly successful with the Leverhulme Early Career Fellowship scheme, with seven awards since 2014.

In addition to supporting researchers in submitting competitive grant applications, the RDO has also been proactive in seeking to diversify our funding sources. For example, The Paul Hamlyn Foundation now provides support to COMPAS over a 10-year period to fund leadership of the Global Exchange on Migration as well as the Migration Observatory. Other new funders in the charity/philanthropy sector include The Christensen Fund, Climateworks Foundation, Joseph Rowntree Foundation, New Philanthropy Foundation, Nuffield Foundation and Unbound Philanthropies.

Diversification of research grant income sources spreads risk but this needs to be balanced against the fact that not all sources of funding provide research overheads. As the effects of Brexit and Covid-19 on the research funding landscape become clearer, we will remain responsive to emergent opportunities for fellowships, collaborative/interdisciplinary research, and engagement, assisted by our RDO and Research Committee as well as the divisional Research Strategy Group, and the Research, Impact and Engagement team.

While we consider research income and sources of income as important metrics, we also acknowledge and value significant research activity within the UoA that does not cost a lot of money

Unit-level environment template (REF5b)

but that requires investment in time. Impactful, solutions-targeted project work is certainly vital to the research profile of the School, but so too are long-term engagements and attention to historical and political transformations at specific fieldsites, giving rise to outputs which mature long after the original research occurred. Examples include **Zeitlyn's** work on Mambila divination, based on decades of research in Cameroon, or **Rival's** *Huaorani Transformations* based on long-term in-depth engagement with Huaorani people in Ecuador. In short, within UoA22a there is much high-quality research that does not require significant external funds.

Our research support also extends to dedicated impact support from a Research Impact Facilitator (RIF), shared with 3 other departments (appointed 2018). The RIF works with the RDO to help researchers design and implement impact pathways as an integral part of grant proposals from the start. The RIF operates as part of a divisional team and therefore helps identify scope for cooperation across departments and build a culture of sustainable impact by educating researchers. Both the RIF and RDO roles work in tandem with the divisional Research, Impact and Engagement team. The Division is responsible for providing impact funding and support via the ESRC Impact Acceleration Account (£150,000 has been awarded to 26 researchers in Anthropology since 2014), with dedicated support for impact and engagement, and specific support for business engagement. The divisional team also provides research facilitation, particularly for collaborative and fellowship applications. At University level a new Strategic Research Development Team and specialist teams supporting Policy and Public Engagement provide advice and guidance to our researchers.

Communications support for the School is partly provided by our Executive Assistant, Communications and Ethics Administrator (1FTE). The School also employs two professional staff dedicated to supporting communications in COMPAS and the Migration Observatory to enhance the visibility of our outward-focused migration research. As noted in Section 1.3.1, we plan to strengthen our research and impact communications support in the coming years.

3.3 Infrastructure and facilities

As noted above, plans are now well under way to move the School of Anthropology out of six buildings into a single space adjacent to the PRM. The University plans to invest £16.3million in the refurbishment and reconfiguration of our future home with the work due to be completed in 2023. Bringing the School together into one building to create a single hub for Anthropology at Oxford will provide opportunities for skills sharing as well as the exchange of best practice. For example, the field of migration studies with COMPAS as the hub has developed considerable expertise in impactful policy-focused research, which other areas stand to benefit and learn from. Similarly, there are synergies between researchers in ISCA working on matters of health and wellbeing (e.g. **Cousins, Hsu, Shaw, Sheppard, Ulijaszek**) and work by InSIS. Many colleagues are also involved with initiatives that could draw more directly on opportunities afforded by the PRM, both for research as well as public engagement. The new building will further provide space to organise public engagement with research events, which are not possible in our current buildings.

As noted in the University-level Environment Statement, Oxford Anthropology benefits from world-class libraries and research collections. These, along with the University museums (principally the PRM, Ashmolean, and Museum of Natural History), are of vital importance to research in UoA22a. Indeed, the long-standing and close relation that the School maintains with the PRM, including joint posts, research seminars and numerous collaborations (e.g. **Sarró's** Blow-up in Bissau exhibition) is of particular value in facilitating research that addresses social and material entanglements. Furthermore, the collections and archives of the PRM offer exciting opportunities for research initiatives (e.g. **Morton** on fieldwork and photography of Evans-Pritchard).

Colleges and Research Institutes across the University provide an institutional framework for cross-disciplinary research networks within Oxford, and networks linking researchers and research users outside the University. The key networking role of Kellogg College as part of the hub for migration and mobility is particularly noteworthy, as is the role St Antony's plays in relation to area studies research, much of which involves anthropologists.

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

As noted in Section 1.1, Oxford Anthropology is a highly inter- and multidisciplinary grouping, with much inter-connectedness with other parts of the University and beyond, appropriately involving policymakers and different publics to make a difference to society.

4.1 Collaboration

In addition to contributing our expertise to a broad range of contemporary problems, participation in large interdisciplinary projects also affords exceptional opportunities to develop novel formats of collaborative anthropological inquiry, recognising that, for anthropology, collaboration and engagement with the communities that we study often go hand-in-hand.

Anthropologists at Oxford are key partners in several large-scale interdisciplinary research projects, building on a tradition of collaboration with researchers from across the natural and social sciences and the humanities. **Keith's** Peak Urban GCRF-funded programme, supports over 40 multidisciplinary projects around the world, employing more than 85 ECRs internationally, working between Oxford, EAFIT University in Colombia, the University of Cape Town in South Africa, the Indian Institute of Human Settlements in Bangalore and Beijing Da Xue (Peking University) in China. Researchers at InSIS are part of two projects that demonstrate the breadth of their interdisciplinary research:

- NERC-funded FATHUM project (Forecasts for Anticipatory Humanitarian Action), led by hydrometeorologists in collaboration with the Red Cross/Red Crescent Climate Center and partners at several African universities (**Lezaun**).
- Newton-funded collaboration with King's College London, Centre de Recherche Médecine, Sciences, Santé, Santé mentale, Société, Paris, and colleagues at the Oswaldo Cruz Foundation (Fiocruz) in Brazil in response to the 2015 Zika outbreak, exploring how scientific research agendas are established and shape public health responses in times of medical emergency (**Lezaun**).

In addition to **Harris'** impact case study with Tibetan artist Nyema Droma and involving UK-based Tibetan communities, other examples of working collaboratively with communities include **Sarró's** involvement in the revival of the National Ethnographic Museum in Guinea-Bissau. In September 2017 he co-organised an exhibition in Guinea Bissau based on digitalized old contact prints found in archives, and subsequently brought the exhibition to the PRM. Committed to social justice, peace and equity, **Gellner** and **Adhikari's** research on Dalits in Nepal, seeks to understand Dalits' social position in their own terms. In particular, their work on the representation of Dalits in school textbooks is having an impact on the Nepali educational curriculum, one of the anticipated outcomes being to inform policies of decentralised local governments. InSIS' Horizon 2020 project OceanNETs investigates local perceptions of ocean use and marine preservation in the locations where the project is planning to conduct physical experiments to use the oceans to remove CO₂ (**Lezaun**). Other examples of collaboration with communities can be found below in Section 4.2.

Unit-level environment template (REF5b)

4.2 Contributions to Economy and Society

Beyond academia our research involves engaging responsibly with individuals and institutions, often abroad, with the intention not only to understand or explain the world, but also to drive positive change.

The selected impact case studies submitted to REF2021 are particularly well-developed examples of change that occurred in policy and in society as a direct outcome of our research (see Aim 7, Section 1.3.2 where details are listed). These case studies highlight the interdisciplinary nature of our methods as well as the high level of detailed ethnographic engagement with which we approach our research.

Further examples come from **Lezaun's** work focusing on the development of new public health tools for community engagement and public participation in accepting modified mosquito releases, and his GCRF-funded LabHackathon model developed by researchers to address laboratory equipment shortages in low-income countries. COMPAS research is designed to have a transformational effect on social policies relating to migration. Their data and research feed back into policies on migration and economics (**Sumption, Vargas**), irregular and destitute migrants (**Spencer**), and the integration of migrants (**Broadhead**), and also contribute to public debates on migration, mobility, and Brexit. CSSC researchers are working with The Twinning Project, which brings together professional football clubs and HM Prisons to explore the positive effects of football as a catalyst for change among ex-prisoners (**Whitehouse**).

Public engagement with research (PER) is a key growing strength in the School, and examples are very diverse. Building on Allen's University PER Leader work (mentioned in Aim 7, Section 1.3.2), researchers across Oxford Anthropology have developed some great examples of PER over the REF period.

The Migration Observatory has been key in shaping public understanding of migration issues over the last 3 years, frequently featuring on BBC Radio 4's Today programme, among other traditional and social media outlets. PER is also at the heart of **van Broekhoven's** work as Director of the PRM, where along with other colleagues based in the Museum (**Harris, Morton**), she is a leading voice in debates on the role of ethnographic museums in the 21st century, the decolonisation of museum collections and collaborative working with source communities. **Pratten's** recent project (2018) on masquerades, youth, politics and insecurity in Nigeria, involving the commissioning and purchase of a mask from the Niger Delta, resulted in his participation in the British Academy Summer Showcase (2018). Meanwhile **Whitehouse** served as chief consultant on the first ever television documentary series focusing on the nature and diversity of human rituals, broadcast in a prime-time evening slot on BBC2 in the autumn of 2018. He also appeared in the National Geographic series 'The Story of God with Morgan Freeman' discussing the origins of organised religion at a major Neolithic excavation in Turkey. As part of Oxford Anthropology's commitment to PER, we also regularly make research seminars openly accessible in the form of podcasts (some 450 podcasts are currently available) – see Table 5.

	Number of Podcasts	Downloads	Streams
School of Anthropology	446	867,690	91,981

Table 5. Podcasts arising from research activities and seminars in the School

Unit-level environment template (REF5b)

Other good examples of impact on society and different publics include: **Olszewska's** work with a theatre company to make a theatre piece out of her monograph on Iranian poetry. **Clarke's** research on neo-natal care of babies has had a considerable effect on policies of milk donation in Muslim communities. **Alvergne** has produced significant impact with her research, collaborating with Clue, an app to empower women to take control of their reproductive health. **Ulijaszek** (et al) contributed an evidence brief on childhood obesity to DEFRA's National Food Strategy. The Ethno-ornithology World Atlas (part of the research programme 'creative multilingualism') led by **Gosler** with AHRC funding has become a public tool widely used across the country, altering perceptions of nature as well as of multiculturalism.

4.3 Contribution to Research Base

There are multiple ways in which the Unit contributes to the discipline of Anthropology. It was the strength and breadth of Anthropology in Oxford that made it a natural host for the ASA (Association of Social Anthropology of the UK and Commonwealth) conference of 2018. The conference was tasked by the ASA with attempting to bring together all areas of anthropology and archaeology. The conference was jointly hosted by SAME (lead), the PRM, and the Department of Social Sciences at Oxford Brookes University. The conference invited participants from – and aimed to encourage debate as widely as possible across – socio-cultural, material, visual, biological, forensic, cognitive, evolutionary, and linguistic fields. With over 800 academics attending, 82 panels, 15 labs, and 558 papers spanning all four fields of the discipline and beyond, it achieved this, while being the largest ASA conference to date.

The Unit also organises the annual Marett lecture in collaboration with Exeter College, and since 2015 has been co-organising, with UCL, the Mary Douglas Lecture. Recent Marett lecturers have included Anna Tsing, Thomas Hylland Eriksen, and Anne-Christine Taylor. In addition, the School is associated with the annual Evans-Pritchard Lectures in All Souls College, which are usually given by an early career scholar.

The School is home to the journal JASO (*Journal of the Anthropology Society of Oxford*), which since 2009 has been a fully open-access journal. In 2019 the editors revised their procedures to clarify the informal review process so that it can be legitimately and unambiguously considered a peer-reviewed journal. Over the last 5 years, the editor of the most important journal of anthropology in the UK (*JRAI*) was based in Oxford (**Hallam**) as was her editorial assistant and book review editor (see below for other editorial engagements of staff in the UoA).

Indicators of wider influence and contribution to vitality and sustainability of the research base include many prestigious editorial responsibilities, keynote speeches in international conferences, special fellowships or prizes. A few examples are:

Awards and Special Fellowships

- **Broadhead** Winston Churchill Memorial Trust Fellowship
- **Hallam** Wellcome Medal for Research in Anthropology as Applied to Medical Problems
- **Harris** Fellowship of the British Academy
- **Olszewska** Middle East Section Book Award for her monograph *The Pearl of Dari*
- **Sopranzetti** Margaret Mead Award for his monograph *Owners of the Map*
- **Spencer** Community Integration Award for on-line advice for destitute migrants

Keynotes and special lectures:

- **Gellner** Myers Lecture RAI (2020); Mahesh Chandra Regmi Lecture, Nepal (2016)

Unit-level environment template (REF5b)

- **Hsu**, Traditional Chinese Medicine and medical anthropology, inaugural conference, Hunan University, China (2018)
- **Sarró** Keynote to the Society of Anthropology of Religion (New Orleans)
- **Spencer**, Plenary presentation to the Global Migration Conference (Boston)
- **Ulijaszek**, Keynote address to conference at the Research Centre for Anthropology and Health, Coimbra (Portugal)
- **Whitehouse**, gave special lectures at the International Convention of Psychological Science (Amsterdam, 2015), the World Economic Forum (Davos, 2017), the European Business Summit (Brussels, 2017), and the Kazanah Megatrends Forum (Kuala Lumpur, 2019)

Editorial board memberships:

- **Alvergne** *Evolutionary Human Sciences*
- **Clarke**, Honorary Member of the *JRAI*, Founding editorial member of *Contemporary Levant*
- **Cohen** *Religion, Brain and Behaviour*
- **Dzenovska** *PoLAR*
- **Hallam**, Hon. Editor, *Journal of the Royal Anthropological Institute*
- **Harris** *Asian Ethnology*
- **Hsu** *Anthropology & Medicine*
- **Pratten** *Africa*
- **Sarró**, Founding member and editorial board member of *Religion and Society: Advances in Research*.
- **Sumption**, Investment Migration Working Papers
- **Ulijaszek**, Associate Editor of *Homo: Journal of Comparative Human Biology*
- **Whitehouse**, *Journal of Cognition and Culture; Religion, Brian, and Behaviour; Emotions: History, Culture, Society*
- **Xiang** *China Quarterly*
- **Zeitlyn**, *Vestiges* and *JASO*