

<b>Institution:</b> Oxford Brookes University
<b>Unit of Assessment:</b> UoA17 – Geography, Archaeology and Environmental Studies
<p><b>a. Overview</b></p> <p>The University's 2009/10 strategic review amalgamated 8 Schools into 4 Faculties to enable stronger leadership, more effective organisation, and to achieve critical mass in research. The Department of Social Sciences, located within the Faculty of Humanities and Social Sciences, houses Geography, Anthropology including prehistoric Archaeology, Sociology, Politics and International Relations. Environmental Sciences is part of the Department of Biological and Medical Sciences - Faculty of Health and Life Sciences. The UoA return was established to promote innovative thinking through intra-, multi- and interdisciplinary research across cognate disciplines that are inextricably linked. It aims to give the University greater international prominence by exploring groundbreaking areas of research activity and promoting intellectual debates of relevance to the UoA 17 disciplines. Oxford Brookes University is submitting to this unit of assessment for the first time since 1992. The UoA submission brings together researchers in the cognate disciplines of Geography, Archaeology and Environmental Studies from across two Faculties. The 13.7 staff (FTE) included in this UoA is an integrated research group with a commitment to interdisciplinary research at the interface between the natural and social sciences. Our distinctive, interdisciplinary approach has brought together academics at the forefront of research, enhancing our international profile and impact as a world-class centre for research. Areas of expertise have been broadened by new research initiatives in <i>Human Origins and Palaeoenvironments</i>, <i>Conservation and Environment</i> and <i>Social and Cultural Environments</i>. Under the University's strategy of focusing on areas of core strength, the UoA has been supported to broaden its scope, to increase staff and research student numbers, and to build up resources and longer term projects in a number of distinctive areas within Brookes and outside via collaboration with national and international partners.</p> <p><b>b. Research strategy</b></p> <p>The University has been transformed following a major review and restructure post RAE 2008. Following this review an ambitious strategy to develop an international reputation for advancing theoretical and methodological innovations, advancing interdisciplinary practice and providing impact within and beyond the discipline was set down. This is reflected in the research groups that were formed post 2008 and the redevelopment of cross-Faculty research aimed to foster key interests at the interface between the natural and social sciences. Our active research environment is sustained by a strong research structure at University, Faculty and Departmental levels. The University manages its research activities via a Research and Knowledge Exchange Committee (RKEC), chaired by the Pro-Vice Chancellor (Research) which co-ordinates the strategic research aims of the University. The Faculty also has a Faculty RKEC, which is chaired by the Faculty Associate Dean for Research. Departments manage their research strategy via Research Sub-Committees chaired by a Research Lead in consultation with the Departmental and UoA research leads. Our UoA has succeeded in developing foci in the following key areas:</p> <p>(a) We have strengthened research groups that embrace the physical, environmental and social sciences, with research at the interface between society and the natural world. These are: 1. <i>Human Origins and Palaeoenvironments</i> (<b>Parker, Finlayson, Fraser, Hockings, Morley, Preston, Russ, Smith</b>); 2. <i>Conservation and Environment</i> (<b>Thompson, Fraser, Hill, Hockings, McLennan, Pearce, Priston</b>) group has been particularly important in enabling collaboration between the social and natural sciences in the areas of Human-Wildlife Conflict (<b>McLennan, Hill, Hockings, Priston, Thompson</b>), spatial ecology (<b>Thompson</b>), methane (<b>Fraser, Pearce</b>); 3. <i>Social and Cultural Landscapes</i> (<b>Donner, Macclancy</b>). Research clusters provide a framework to support staff, post-doctoral and postgraduate activities and to promote research excellence and scholarship both individually and collectively. Cross-cluster links are fostered through shared membership, research collaborations and joint symposia e.g. international symposia on 'Ethics in the field' (2009) and 'Social dimensions of human-wildlife conflict' (2011).</p> <p>(b) Publish the highest quality research outputs (detailed in REF 2) in the foremost peer reviewed journals in Geography, Archaeology, Environmental Studies and beyond in the physical sciences, humanities and social sciences e.g. <i>Science</i> (<b>Parker</b>), <i>Nature Geoscience</i> (<b>Fraser</b>), <i>Proceedings of the National Academy of Sciences</i> (<b>Finlayson, Smith</b>), <i>Global Change Biology</i> (<b>Pearce</b>), <i>Current Biology</i> (<b>Hockings</b>), <i>Earth and Planetary Science Letters</i> (<b>Fraser</b>), <i>Diversity and Distributions</i> (<b>McLennan</b>), as well as influential monographs (<b>Donner, Macclancy</b>), thus</p>

## Environment template (REF5)

demonstrating our impact within and beyond the UoA disciplines.

(c) Increasing our engagement with colleagues both at Oxford Brookes and elsewhere, including the development of stronger international links (see section e).

(d) Promoting academic staff in recognition of research excellence by awarding externally peer-evaluated titles of distinction (personal chairs **Hill, Parker, Thompson**). Chairs provide research leadership within and across the clusters

(e) Increase research income generation. Throughout the period, researchers have been supported in securing external funding by the Faculty Grants Panel. This provides both academic support, through mentoring and review by colleagues with a track record of grant success, and administrative support including a shared Research Grants Officer. The Grants Panel also encourages colleagues through directing them to possible opportunities in their area, and organising staff development events on grant issues, for instance in 2011 a visit by the AHRC Director of Research, in 2012 a training event on the evolving landscape of Research Fellowships. Research income generation has also been coupled with the development of research led consultancy (e.g. *Oxford Brookes Archaeology and Heritage (OBAH)*, **Parker, Morley and Russ**) and KTP initiatives (e.g. *WildKnowledge*, **Thompson**).

(f) Increase capacity building and nurturing for the next generation of academics and intellectual leaders from recruiting and supporting a vibrant graduate community through to the integration of early career researchers. To date we have had 15 successful PhD completions, converted one ERCF to a full-time permanent lectureship (**Priston**) and appointed five new early career staff (**Fraser, McLennan, Preston, Russ and Smith**), three experienced researchers (**Donner, Hockings and Morley**) and one research chair (**Finlayson**).

(g) Widen the range of research activity and to increase the engagement of research staff with the internal and external research environment via seminar series, reading groups, workshops and collaborative events at Brookes and beyond. Staff continue to develop a wide range of research activity beyond the traditional production of monographs, journal articles and reports by hosting conferences, giving lectures and seminar papers both internally and externally, nationally and internationally. In addition, staff have engaged in blogging, podcasts and webinars.

### **Research strategy 2014-2020**

Since 2008, we have invested in people and facilities, restructured research clusters and created new faculties with crosscutting research. These processes have demonstrably enhanced and channelled the research achievements and culture within the UoA. Our strategy for the next period is focussed on sustaining and enhancing international research strength in the following ways:

1. Retaining core staff and replacing those due to retire
2. Intensifying the impact of our Research Clusters in and beyond the UoA disciplines
3. Continuing to strengthen research opportunities and career development of postgraduates and early/mid-career academic staff through protected research time and training.
4. Further development of national/international research linkages through investment, hosting international programmes, and building institutional affiliations.

Building on our achievements in this review period, we are committed to sustaining and enhancing our distinctive intellectual profile in research and research training. We will continue to focus on innovative, interdisciplinary research at the interface between the natural and social sciences, which contribute to societal relevance and academic standing. All research clusters have established collaborations, new funding and ambitious agendas in place for the next five years.

These include the following: **Human Origins and Palaeoenvironments (HOPE)**: Investigating long-term records of solar irradiance UV-B flux using fossil pollen/spore records using FTIR Spectroscopy (Fraser: NERC); development of FTIR as a tool for environmental reconstruction (Fraser: Royal Society); further developing climate-human dispersals Out of Africa (Parker: DFG); understanding Neolithic landscapes of the Persian Gulf coast (Parker/Preston/Russ: CNRS, ENHG, BFSA; Parker/Morley: DFG). Zooarchaeological research in Qatar (Russ: Qatar Museum Authority). Terminal Pleistocene human occupation in the Levant (Smith, Finlayson: CBRL).

**Conservation and Environment**: Crop-raiding, feeding behaviour and modelling risk of crop-raiding macaques (Priston: Lawana Ecotone NGO); socio-ecological adaptations by chimpanzees, Human-Chimpanzee sympatry (Hockings: FCT, Portugal; McLennan/Hill: Leverhulme); Measurement and modelling of methane emissions from wetlands using quadrupole mass

## Environment template (REF5)

spectrometry (Pearce), methane emissions from vegetation using FTIR (Fraser: Royal Society).

**Cultural and Social Environments:** Pre-Modernist appreciation of tribal arts; influence of Pitt-Rivers museum on the practice of Parisian surrealists; barriers to non-Western artists in the Globalizing Art Market; social, cultural and political dimensions of Basque culinary culture (Macclancy); class, gender and food in India (Donner).

**c. People, including:**

**i. Staffing strategy and staff development**

Oxford Brookes University attaches great importance to research that it considers is vital for its academic reputation and for the development and future career prospects of its academic staff. Departmental staffing policies have been to strengthen our existing research areas and as well as develop new directions. It is policy to recruit academic staff who are research active or who have considerable research potential. Supported by University and Faculty strategic funding and research strategy, a new, permanent senior lectureship appointment has been made, bringing growing international reputation to research in social/cultural landscapes (**Donner**, UCL) and an Early Career Research Fellowship in human-wildlife interactions was converted to a permanent lectureship (**Priston**). Human wildlife interactions were also supported by the appointment of **Hockings** (Lisbon) and **McLennan** (Leverhulme ECRF award). Replacement of staff leaving the Department for other HEIs: Carter (UCL), Rose (Birmingham), Ainslee (Reading), retiring (Hendry, Bearder, Elsom all appointed to Emeritus Chairs) has enabled the continued development of existing strengths and new strategic initiatives. In Human Origins and Palaeoenvironments we have strengthened our research through the appointment of Early Career Researchers: **Smith** (Reading), **Fraser** (Open), **Russ** (Sheffield), **Preston** (Brookes) as well as established researchers (**Morley**, MoLAS and **Finlayson**, CBRL). In addition, successful promotion of three existing staff to personal chairs via a rigorous peer-evaluated external review process (**Hill**, **Parker**, **Thompson**) is indicative of the centrality of career support for research. These senior appointments provide research leadership in Human Origins and Palaeoenvironments and Conservation and Ecology.

The University and Faculty supports research activity, for example through dedicated research time; funding from the Central Research Fund for research projects, sabbaticals, conference attendance, and help in writing research grant applications. All new academic staff undergo an induction programme at both Faculty (led by **Hill**) and University levels. Early-career staff are assigned a mentor to provide advice on research activity and strategic directions. A 'Your First Three Years' scheme is provided where training in research processes and grant writing is tied to QR devolved financial support (competitive bids up to £1200 per year). New academic staff are integrated into the research culture of the Department through active participation in research themes and activities. Research performance is central to academic staff promotions. The research activity of staff is overseen by Heads of Department and Research Leads, and through an annual research review system. The HoD is responsible for managing research, teaching and administrative loads to protect research time of academic staff.

Continuing professional development and research skills training programmes are provided through Oxford Brookes Centre for Staff Learning and Development (OCSLD) and the Research and Business Development Office (RBDO). All **new academic staff**, including Lecturers, Senior Lecturers, Readers, Principal Lecturers and Professors, whose contracts include teaching and research and are greater than one year; and who may be full or part-time are required to undertake a Research Methods and Management Training Course. Elements of the course are also appropriate for established academic staff as part of staff development through Personal Development Review (PDR).

All new research staff, including Research Assistants, Postdoctoral Researchers and Research Fellows undertake research training. The course is compulsory for those new to Higher Education (i.e. have less than three years' experience in HE in the UK) but elements of the course are also appropriate for established researchers and agreed as part of the Personal Development Review (PDR). The training accords with the RCUK researchers 'Concordat to Support the Career Development of Researchers'. It is underpinned by the University's 'Code of Practice for the career management and development of researchers' and supported by the University's web resource for researchers and Contract Research Staff which also contains information on winning funding, obtaining bridging funds along with further career guidance and support. In addition, Vitae, which incorporates the UK GRAD Programme and UKHERD, is strongly recommended.

The University is committed to the principles of equality and equal opportunities, and this is

reflected in its appointment and promotion procedures. In 2008 we recognised that there was an underrepresentation of women at Reader and Professorial level, (only 20% of professors in the previous School of Social Sciences were female in 2008, with 27% across the University as a whole). In 2009 the Faculty introduced a scheme for identifying staff within two years of promotion as part of the annual research planning process. By 2012 the number across the institution had risen to 32% (the 5th highest in all UK Universities). The University conforms to the Athena Swan Charter and recognises and celebrates good employment practice for women working in Science, Engineering and Technology (SET) in higher education and research. The University received the Bronze Award in recognition of this in 2013. Additionally, the University has achieved 'Investor in People' (IIP) Gold status. The University and Faculty have well-established ethics procedures, through which research integrity is maintained. All research projects involving human and/or animal participants receive due consideration by the University Research Ethics Committee and can only proceed with approval.

#### ii. Research students

Research students are integral to Departmental research culture and a healthy research environment. Our view is that taking a full part in academic life is crucial to the training of future scholars. This has been threatened by the targeted investment by Research Councils in Doctoral Training Centres combined with a reduction in studentship funding across the board. To counter this, the Faculty invests considerable funds from its own income stream to support a number of internal studentships. The number of research students has increased across the Department since RAE2008. Fifteen PhDs have been awarded since 2008. Thus, the Department has a healthy cohort of research students, which are funded by a number of income sources including Research Councils, UK-based charities and self-funded full and part-time students.

All research students are members of the University Graduate College and Faculty Doctoral Training Programmes. Supervisory teams consist of a Director of Studies, second supervisor and further supervisors where necessary, who are often external to the University. All supervisors are required to complete the University supervisor-training programme and all research students undertake a structured three-year training programme monitored via a training diary. Students attend a range of University research training events (e.g. research design, project management, presenting research). All research students receive desk/computing space in dedicated offices, and access to Faculty research facilities. The progression of research students is supervised at Departmental level by the Post-Graduate Research Tutor, as well as at Faculty level. The University Graduate Office provides support for research students including ethical training in research, networking, publishing research, numerical and statistical methods and electronic submission of theses. An annual conference is held for research students, where they give oral presentations and display posters of their research. Research students are also supported to present work at international and national conferences with a stipend up to £150 pa for full time and £75 pa for part-time students. Research students are encouraged to publish in the latter stages of research (e.g. Parton, *PLoSOne* (2011); Wallace, *Biodiversity and Conservation* (2012); McLennan, *American Journal of Primatology* (2010). Many of our graduate students have secured academic/research posts (Parton (Oxford), Preston (Oxford Brookes), Wallace (Frankfurt)).

#### d. Income, infrastructure and facilities

Research totalling £530k has been funded from a diverse range of sources including: Research Councils (NERC, AHRC, BBSRC), the Royal Society, British Academy, RGS, Leverhulme Trust. Owing to the highly competitive nature of these types of funding we have also developed new strategies to increase our income generation via non-REF income. These include a 'spin out' company WildKnowledge (total income £400k to date) developed via a BBSRC (KTP) (Impact Case Study 2) as well as commercial services and contract research by Oxford Brookes Archaeology and Heritage (OBAH), which provide (Impact Case Study 1). OBAH was formed in 2008 via HEFCE HEIF 4 & 5 funding totalling £220k. It has generated external consultancy funding totalling £500k leading to key outputs include papers in peer-reviewed journals (e.g. *PLoSOne*, *Quaternary International*, *Journal of Human Evolution*). The **Centre for Ecology, Environment and Conservation** was established in 2012, with a remit of providing a focus for research, consultancy, teaching and training in ecology, environment and conservation. The Centre received HEFCE HEIF 5 funding. The Income generated from these royalty, research and consultancy activities is re-invested into new research equipment and infrastructure to help promote vitality and sustainability across the UoA.

The University provides a high quality research infrastructure to maximise the research environment. In the last 5 years we have seen a number of major changes in the research profile across the UoA due to staff retirements, alongside an increase in the number of research active staff. This has necessitated some reconfiguration of research laboratory space and due to this the University has invested in upgrading the research facilities. The UoA benefits from laboratory facilities across two Faculties, which provides a greatly enhanced research environment. There are excellent laboratory suites with technician support for sedimentology, debris flow-simulation, thin section micromorphology and facilities for palaeoecology and bioarchaeology (including faunal collections) and a large lithic collection. The UoA also has access to a Hitachi S-3400N variable pressure scanning EM [installed June 2009] located in the Bioimaging Unit of Biological & Biomedical Sciences. Specialist fieldwork equipment includes a Leica DGPS, and total stations for topographical surveying. These items are supported by ruggedized laptops with specialised software and high specification PCs with 'industry standard' GIS and image-processing applications. The UoA has a wide range of coring equipment (Russian corers, Cobra percussion corer, augers for sample collection and sub-surface topographic work). The Centre for Ecology, Environment and Conservation has specialist facilities for solid and aqueous phase sample preparation, including membrane inlet Quadropole Mass Spectrometry for molecular analysis of gas concentrations from organics. The centre provides state-of-the art spatial solution analysis, GIS facilities and award winning mobile technologies.

The University is building a new Library (commenced 2011) as part of a £140 m campus re-development programme. The University Library underpins first class coverage in all research areas with dedicated subject Librarians, web-site guidance and provides on and off site support, including mobile technologies. The Library has membership to the SCONUL Access scheme, a reciprocal agreement with Oxford University for research access to the Bodleian Library, Open Athens, Web of Knowledge and bibliographic and full text access to the RADAR open access digital research repository. Journal packages, amongst others, include those delivered by EBSCO, ScienceDirect, Ingenta and JSTOR. The Library provides training for research data management, including MANTRA, RIN, RCC, primarily aimed at PGR and early career researchers, as well as research tools including Digimap and Endnote. The University provides a comprehensive range of IT facilities, teleconferencing suites and is supported centrally.

**Research Clusters** are central to our research and both drive and reflect our research agendas and initiatives, providing intellectual linkages between postgraduates, postdocs and academics.

**Human Origins and Palaeoenvironments (HOPE)** is at the forefront of investigations into past human-societal interactions, climate and landscape. The cluster has been strengthened and refocused by the appointments of Finlayson, Fraser, Morley, Preston, Russ, joining Parker to build on this dynamic group. We have made distinctive contributions in several core fields including, landscape dynamics, geomorphology and geoarchaeology at a range of spatial and temporal scales, chronologies and causes of late Quaternary environmental change. We collaborate with international partners, including the Universities of Oxford, Cambridge, Harvard, Michigan, Paris-Sorbonne 1, Tübingen, Belgrade, Toronto, Imperial, Open and Nottingham. Research has been supported by grants including NERC, AHRC, Royal Society, British Academy, RGS.

- Major achievements include: organisation of international symposia (e.g. IBiS, Parker; British Academy, British Museum, Finlayson); keynote addresses; highly cited papers in major interdisciplinary journals (e.g. *Science*, *Nature Geoscience*, *Proceedings of the National Academy of Sciences*), editorial coverage of projects seven times in *Nature* and *Science*.
- Leading developments in new methodologies: measuring UV-B fluxes to determine past changes in solar forcing and palaeoaltimetry (Fraser); assessment of Rayleigh fractionation of silicon, oxygen and carbon isotopes for palaeoenvironmental analyses (Parker).
- Benchmark developments in Quaternary Science, including significant contributions to the 'out-of-Africa' human dispersal debate (Parker, Morley); bipedality (Hockings); Neolithic dispersals and occupation of Arabia (Parker, Preston); early domestication in the Middle East (Finlayson, Smith, Parker, Preston); Pleistocene human occupations of Europe (Morley); evidence for deep-sea fishing in the Bronze Age of Britain (Russ).

**Conservation and Environment** comprises several sub-groupings. The appointments of Hockings, McLennan and Fraser, joining Hill, Pearce, Priston and Thompson, have enhanced capacity. Research is supported by: NERC, ESRC, BBSRC, Leverhulme Trust and Defra. **Human-**

**Wildlife Interactions and Spatial Ecology** provides a forum for interdisciplinary research into livelihood economies, people-wildlife interactions, rural development and their relevance to conservation. We have made distinctive contributions to understanding changing land use and impacts on livelihood strategies, and human-induced disturbances on wildlife populations. Group members have extensive experience of fieldwork across Africa (West, East and South) and Southeast Asia (Hill, Hockings, McLennan, Priston, Thompson). We collaborate with international partners, including the Universities of Tokyo, Hamburg, Rutgers, and the Kenya Wildlife Service. Major achievements include:

- Organisation of international symposia e.g. Human-Wildlife conflict, Oxford (Priston and Hill); IV European federation for Primatology, Portugal (Hockings); XXIII International Primatological Society Congress, Japan (Hockings), keynote addresses; key publications in major interdisciplinary journals (e.g. *Current Biology*, *Diversity and Distributions*), editorial coverage of projects in *ScienceDaily*, NERC Planet Earth.
- Benchmark developments in human-wildlife interactions including: crop raiding patterns (Priston), crop protection tools to reduce crop losses to non-human primates (Hill), assessment of habitat loss for great apes (McLennan), self-medication by great apes to control intestinal parasites (McLennan).
- Leading new developments for understanding methane emissions from ponds and wetlands in agricultural areas (Pearce). Developing mitigation measures for EIAs (Thompson).

**Social and Cultural Environments** has been strengthened by the addition of Donner and have made distinctive contributions in the social sciences. Major achievements include:

- Organisation of international symposia e.g. Ethics in fieldwork, Oxford (Macclancy).
- Benchmark developments in social and cultural approaches to gender, class and urban politics in India (Donner); food (Donner, Macclancy); art (Macclancy).
- Leading developments in exploring new approaches to multidisciplinary fieldwork at the interface between the natural and social sciences (Macclancy).

#### **e. Collaboration or contribution to the discipline or research base**

Researchers have established an extensive network of UK and overseas contacts and collaborations as well as commercial archaeology units (Oxford Archaeology), national research facilities (NERC-BGS, British Museum), charities (RSPB), National Geographic, and the NHS.

**Donner:** Publications Officer, Association of Social Anthropologists; Editor, Routledge Urban South Asia series; Editorial Board, Handbook of Gender in South Asia. Grant reviews: ESRC; Academy of Finland; British Academy; Studienstiftung des Deutschen Volkes. Reviewer: 20 journals, 1 publisher.

**Finlayson:** Officer of the Order of the British Empire (OBE), 2011; Member, British Academy Middle East and North Africa Area Panel (2007-current); Korrespondierendes Mitglied des Deutschen Archäologischen Institut (2010-current); Academic Advisory Board for *Zeitschrift für Orient-Archäologie*; Associate Editor *Levant*, Visiting Chair Reading University. Cultural heritage management advisor for Ministry of Tourism and Antiquities (Jordan). Grants reviewed: Deutsche Forschungsgemeinschaft (DFG) (including major review panel), Israel Science Foundation, National Geographic, Irish Research Council for Humanities and Social Sciences; Publications consultant Freie Universität Berlin; Keynote: German Archaeological Institute, Bonn (2010), British Association of Near Eastern Archaeology, Manchester (2012),. Major conferences organised: 7 including British Academy (2); British Museum, Jordan (3), Kiel (1).

**Fraser (ECR):** Committee member of the Geochemistry Group, Geological Society of London/Mineralogical Society (2013-). He collaborates with colleagues at the Open University, Imperial, Nottingham and Chicago. Co-PI NERC; PI Royal Society.

**Hill:** Editorial board, *Journal of the Royal Anthropological Institute* (2008-2011); IUCN SSC Primate Special Group member; Chair of the BioSocial Society Bursaries Committee (2010-2012); Chair of BioSocial Society 2012-2015. ESRC project evaluator. Grant reviews: NERC, ESRC, Leverhulme Trust, National Geographic, Primate Society of Great Britain, BioSocial Society. Reviewer for 16 journals. Research collaborations with Universities of Hamburg, Kyoto. External: 7 doctorates.

## Environment template (REF5)

**Hockings:** Member of the IUCN/SSC Great Ape Specialist Group. Conference co-organiser: IV European Federation for Primatology (Portugal 2011); Hope GM Primate Mind and Society conference (Japan 2010). Grants reviewed: Ruffords Conservation. Research collaborates with researchers at the Universities of Lisbon, Rutgers, and Kyoto.

**Macclancy:** AHRC peer review college (2008-11); Council Member, Royal Anthropological Institute (RAI) (2009-present); RAI Publishing Committee (2008- present); RAI Film Committee (2008-present); Founding Editor, RAI Book Series (2011-present); Advisory Board, Oxford Food Symposium Trust (2009-12); Advisory Committee, *Kobie* (Basque journal of social anthropology). Organizing Committee, RAI conference 'Anthropology in the world' 2012, RAI; Visiting Professor, Universidad de Santiago de Compostela, Spain. Invited lectures: Bilbao, Pamplono, Spain. Grants reviewed: FCT, (Foundation for Science & Technology), Minsterio da Educacao y Ciencia, Government of Portugal. Media (TV & radio) interviews: 5; Reviewer: 6 publishers and 10 journals. External: 2 doctorates (UK and Spain) and 1 senior promotion panel (USA).

**McLennan (ECR):** Leverhulme Trust Early Career Fellowship (2013). Grants reviewed: Leakey Foundation, Earthwatch. Reviewed papers for 5 journals. Research collaboration: Universities of Kyoto, Hamburg and the German Primate Centre, Göttingen. Research featured: NERC Planet Earth Online (2012, 2013), BBC Wildlife Magazine.

**Morley:** Oman-Thesiger Research Fellow (2012); invited lecture: 78th annual Society for American Archaeology (SAA), Hawaii (2013). Research collaboration: Universities of Michigan, Harvard, Cambridge, Oxford, Toronto, Wollongong. PI: British Academy; RGS. Reviewer for 5 journals.

**Parker:** Reviewer: AHRC early career awards; Grants reviewed: Israel Science Foundation, Leverhulme Foundation, Leakey Foundation, National Geographic, MacArthur Foundation. Award: Smithsonian 2<sup>nd</sup> most important Hominin related discovery 2011. Founding member and co-convenor (2008-2012) for IBiS (Isotopes in Biogenic Silica) and organiser 2<sup>nd</sup> Isotopes in Biogenic Silica (IBiS) Conference, Oxford (2008). Smithsonian 2<sup>nd</sup> most important Hominin related discovery 2011; Co-editor special issue of *Journal of Arid Environments* (2012) on Ancient Agriculture in The Middle East. Reviewer for 19 journals. External: 2 doctorates; 1 senior promotion panel.

**Preston (ECR):** Research collaboration: Universities of Tübingen, Paris Sorbonne-1 Pantheon and NERC-NIGL. Referee: 3 journals.

**Priston:** Research collaborations: San Diego, Stirling, and Jakarta. Reviewer: 9 journals.

**Pearce:** Member of the British Ecological Society and Chair of Mires Research Group (2008).

**Russ (ECR):** British Federation of Women Graduates Eila Campbell Scholarship for academic excellence 2010. Committee member: Association for Environmental Archaeology (2011- present), Archaeological Fish Resource: Steering Committee. Referee: 6 journals. Research collaboration: Lampeter, Bradford, Oxford, Sheffield, Copenhagen and the Qatar Museums Authority.

**Smith (ECR):** Antiquity best paper award 2011. Referee: 3 journals; Research collaboration: Reading; Bristol; Deutsche Archäologische Institut, Berlin; Kiel, Germany, Waterloo; Canada.

**Thompson:** Co-organiser: DEFRA workshop on Biodiversity Offsets (2010); co-convenor British Ecological Society workshop on Biodiversity Offsets (2013). Technology Showcase Winner Public Choice Award for Innovation, VentureFest 2008 for *WildKnowledge*. Research collaboration: Kenya Wildlife Service, DEFRA, Environment Bank, Operation Wallaceae, Centre for Ecology and Hydrology (Natural Capital Initiative). Media work: BBC Natural History Film Unit. Grants reviewed: Earthwatch. External: 3 doctorates.