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| Institution: University of Oxford, Department of Social Policy and Intervention |
| Unit of Assessment 22: Social Work and Social Policy |
| <p>a. Overview</p> <p>Oxford's submission to UoA 22 describes the research environment of the Department of Social Policy and Intervention (henceforth the Department). The Department is a multidisciplinary centre of excellence for research and teaching in social policy, the development and systematic evaluation of social interventions, and population studies. It carries out both applied and basic research, and is home to a global community of academics and researchers with a range of disciplinary backgrounds. Since 2008, the Department has reorganised its internal structure, strengthened research areas in which it has recognised strength, developed new areas of research, expanded collaboration across the social sciences and with units in the medical sciences at Oxford, as well as furthered its international collaboration.</p> <p>Research in the Department is organised into three research clusters:</p> <ul style="list-style-type: none"> • The Oxford Institute of Social Policy (OISP), coordinated by Seeleib-Kaiser; • The Centre for Evidence-Based Intervention (CEBI), coordinated by Gardner and Montgomery; and • The Oxford Centre for Population Studies (OXPOP), coordinated by Coleman. <p>These clusters integrate different research areas and enable collaboration across disciplines. People are key to our success and we are on a strong growth trajectory, recruiting two Professors and four University Lecturers during the period. We have built on our long-term commitment to support ECRs (Early Career Researchers) by creating four new postdoctoral researcher positions funded directly by the Department and appointing four Departmental Lecturers. Based on an improved academic environment, the number of doctoral completions has increased significantly from an annual average of 3.8 per year in the RAE 2008 to 9.9 per year in REF 2014. Compared with the RAE 2008, our annual average research income has risen by 25%. Furthermore, we have been especially successful in diversifying our research income. As part of this process, the share of income from Research Councils rose from 6% of our external research income (RAE 2008) to 24% in the current REF period.</p> |
| <p>b. Research strategy</p> <p>The Department's overall aim is to deliver international research excellence in social policy analysis, the development as well as systematic evaluation of social interventions, and population studies. Key elements of our research strategy are:</p> <ul style="list-style-type: none"> • building expertise by strategic recruitment and investment to consolidate and develop research strengths in specific areas; • emphasising methodological excellence and innovation at the macro and micro level; • engaging in international and collaborative research; and • strengthening our capacities in evaluation research and international comparative analysis. <p>Underpinning these aims, the Department has developed a coherent structure of research arrangements and has strengthened the mechanisms to support and foster internal as well as external collaboration. The 2008 RAE concluded that "research infrastructure was mainly excellent relative to the size and needs of the department". Since 2008, we have built on existing structures, developing further support in response to changing internal and external environments.</p> <p>While the Department places strong emphasis on academic freedom, research is carefully coordinated through the Department's management structure. The Department's Research Coordinator facilitates research initiatives and serves on the Executive Committee. Staff contribute to the overall formulation of the research strategy through participation in department-wide away-days and meetings as well as working parties that feed into recommendations presented to the Executive Committee. Final decisions on research strategy are taken by the Executive Committee.</p> <p>After significant transformations leading up to the 2008 RAE, the Department has further consolidated areas of research expertise and enhanced its research capacity setting the context for growth during the next five years.</p> |

Key developments

An important development is the achievement of a more coherent organisational structure for research. At the time of the RAE 2008, research was grouped into eight main themes.

Subsequently the Department reviewed its structure and reorganised research into three clusters by integrating social policy research into the newly established Oxford Institute of Social Policy (OISP). The creation of OISP complements the extant research clusters, the Centre for Evidence-Based Intervention (CEBI) and the Oxford Centre for Population Research (OXPOP). The new arrangements are intended to facilitate collaboration and improve the capacity to develop new research areas. Each cluster has achieved an expansion of its research portfolio, with research within CEBI achieving particular growth, recognised in the Department's name change from the Department of Social Policy and Social Work to the Department of Social Policy and Intervention.

The research clusters are a critical part of the Department's strategy for fostering and enhancing a collaborative and innovative research environment and facilitating multidisciplinary working. Staff in the Department come from a range of disciplinary backgrounds, including demography, geography, political science, psychology and sociology as well as social policy and social work, which creates a rich and vibrant research community. All research students, researchers and academics belong to one of the three clusters; and, in addition, to the activities within the research clusters, the Department holds weekly colloquia which provide an opportunity to present work to the entire academic community of the Department. These colloquia have contributed to strengthening the exchange of ideas within and across research clusters, and have been an important element in connecting basic and applied research. Furthermore, they have fostered dialogue within the Department leading to a number of joint multidisciplinary applications for external funding.

Oxford Institute of Social Policy (OISP) (Bennett, Bukodi, Chase, Daly, Davidsson, Farthing, Ferragina, Goldthorpe, Kemp, Mattei, Naczyk, Noble, Picot, Ruhs, Seeleib-Kaiser, Walker)

OISP undertakes both scholarly and policy-relevant social policy research, has a multi-disciplinary and comparative outlook, and employs a wide range of research methodologies and theoretical perspectives. During the period OISP has strengthened its international and comparative focus. Ferragina, Seeleib-Kaiser and Walker have collaborated on a methodological project as part of the ESRC's Cross-National Comparative Methods Research Initiative, in line with our commitments to methodological excellence and innovation as well as international comparative research. Most of OISP's research is focused on social policy in the 'OECD world'; however it has also developed a significant research trajectory on the analysis of social policy in developing countries.

Our strength in research on poverty and social disadvantage has been consolidated and broadened by the recruitment of Bukodi and Goldthorpe. Their work on intergenerational mobility and social inequality, funded by the ESRC, has added a temporal dimension to the study of inequality, complementing Noble's research expertise in the area of spatial dimensions of poverty and disadvantage in the UK and South Africa using small area-level indices of deprivation. Ongoing work on poverty in developing countries, supported by a variety of external funders, has expanded to include further countries in Southern Africa in addition to the Republic of South Africa. ESRC-funded research by Chase and Walker provides a comparative analysis of poverty and shame in developed and developing countries.

Work on the politics of social policy, coordinated by Seeleib-Kaiser, and identified as an area of expansion in the RAE 2008, has seen significant growth and attracted external grant income from a number of funders, including the Anglo-German Foundation, the ESRC, and the European Union. The main focus of this research is on the political determinants and drivers of social policy change, as well as the changing mix between public and private provision. Much of the research is comparative and embedded in international collaborative networks and programmes. Work in this area has been further enhanced through the recruitment of three ECRs (Farthing, Ferragina, Naczyk) and a University Lecturer (Mattei). Mattei's research focuses primarily on issues of democratic governance and accountability in the policy areas of health and education.

Work on social security has been consolidated and current research focuses on various dimensions of labour market policies as well as work and welfare more generally. This includes analysis of people on the margins of the labour market (Kemp) and research addressing various policy dimensions around migrants' access to labour markets (Ruhs). Labour market research has been further strengthened through the recruitment of a Departmental Lecturer (Picot) working on

labour market segmentation and its political implications, and a Postdoctoral Research Fellow (Davidsson) working on labour market reforms and the role of unions. Much of this research is comparative and international in nature.

The Department has invested significantly to develop research on family policy. Following staff changes, the Department decided to shift focus from child and family law and the operation of the family justice system to research on gender, care and family policies in a comparative and international context. To build momentum and facilitate the recruitment of a leading academic, OISP organised an international seminar series, inviting internationally renowned academics to present their research. This approach facilitated the appointment of Daly, whose research centres on the complex relationships between welfare states (and other institutional domains) and challenges associated with change in family life, the study of parenting and other child-related policies, as well as policies on gender, care and work-life balance. Daly's work complements Bennett's research, which focuses on intra-household distribution patterns and the impact of various social security arrangements and reform from a family and gender perspective.

Centre for Evidence-Based Intervention (CEBI) (Bowes, Boyes, Cluver, Gardner, Humphreys, Leijten, Melendez-Torres, Montgomery, Richardson)

CEBI specialises in the development and evaluation of interventions for social and psychosocial problems, in particular through conducting randomised controlled trials, systematic reviews and other evaluation designs. CEBI also carries out basic research into causes of social problems to enhance knowledge of intervention mechanisms, especially longitudinal studies of risk and resilience for psychosocial problems.

During the assessment period CEBI has consolidated and expanded its work, supported by a significant amount of external funding. This has enabled growth and cross-fertilisation between various themes and research areas, including nutrition, parenting interventions, HIV/AIDS, and evaluation methodologies. Major studies have included randomised trials investigating the effects of nutrition on child behaviour and learning (Montgomery and Richardson, funded by DSM Nutritional Products and Martek Biosciences Corporation), and parenting interventions addressing anti-social behaviour in children (Gardner, funded by NIH) including new methodological work examining mechanisms and differential effects by pooling individual-level data from multiple parenting trials across Europe. With ESRC funding, Montgomery has further advanced methodological work to develop an international CONSORT guideline for reporting trials of complex social interventions. Systematic review methodology has been expanded with projects funded by the Cochrane Collaboration Innovations Fund to look at empty reviews, resulting in papers in major international journals and conference presentations. CEBI is a substantial contributor of systematic reviews to the well-established Cochrane and Campbell Collaborations.

Expertise in the area of HIV and AIDS has grown through the establishment of the *Centre for AIDS Interdisciplinary Research at Oxford (CAIRO)* co-hosted with the Department of Public Health. CAIRO is a multidisciplinary and interdivisional initiative, led by Cluver and Adrian Smith (Department of Public Health), bringing together specialist researchers and students working on HIV/AIDS from across the Social and Medical Sciences Divisions. Cluver has significantly developed her research portfolio on AIDS-affected children in South Africa, one strand focusing on children who are HIV-infected or who care for family members with AIDS (funded by the ESRC and Nuffield Foundation), and another linking with Gardner's strand of work, conducting randomised trials of parenting interventions (funded by the ERC, the WHO and Ilifa Labantwana). This work is complemented by Boyes' research on child psychological disorders within a South African context. ECRs bring distinctive methodological and theoretical approaches to build on and enhance CEBI's collective skills and collaborations. Humphreys provides expertise in non-randomised evaluation designs and structural-level interventions, and Melendez-Torres in qualitative meta-synthesis and network meta-analysis applied to evaluating HIV prevention. Leijten brings new methods for investigating mechanisms of change in parenting interventions and effects of social class and ethnicity. Bowes adds expertise in longitudinal analysis of social and genetic risk factors for violence, complementing the work of Cluver and Gardner.

Oxford Centre for Population Studies (OXPOP) (Basten, Coleman, Dubuc, Wilson)

OXPOP has historically focused on research into demographic developments in 'developed' countries and during the assessment period has broadened its geographical reach to include

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emerging East-Asian economies. OXPOP aims to monitor and project demographic trends, analyse their underlying causes and consequences, and evaluate the challenges and opportunities that they present as well as their linkages to the physical, economic and social policy environment.

Coleman's work has primarily focused on the future of fertility and the demographic consequences of migration and the demography of ethnic minorities. Dubuc's work has served to expand OXPOP's focus by researching the childbearing behaviour of ethnic minority groups and second-generation immigrants in the UK, with funding from the British Academy, the ESRC and the Nuffield Foundation.

During the REF assessment period, the recruitment of Basten, whose work focuses on ultra-low fertility rates and their policy implications, funded by BP plc and the ESRC, has broadened the geographic reach of the cluster, and has been instrumental in the development of expertise in East-Asian economies. OXPOP has been significantly strengthened by the recent strategic recruitment of Wilson, who brings to the Centre a focus on, and reputation for, large macro demographic questions.

Plans for the next five years

Having strengthened existing clusters and developed research in new areas, the Department intends to consolidate its expertise over the next five years; and, in particular, to develop further multidisciplinary and international collaboration, and to increase capacity in comparative research and methodological expertise.

To achieve our goal to increase multidisciplinary and international research collaboration, we intend to build further links across various research areas within the Department, the University, and with other universities nationally and internationally. Key priorities will be to advance research capacity in family and labour market policy analysis. Daly's ESRC-funded international collaborative project on parenting connects to work conducted in CEBI and is intended to build further links with Gardner's work, bringing together macro and micro themes on parenting-oriented policy and interventions. We are working towards expanding our research on labour market policy, e.g. by participating in a large EU-funded FP7 research programme on youth unemployment.

The Department will continue to invest in building links with collaborators at universities nationally and internationally to take the lead on developing a global network of comparative social policy research, facilitating engagement in large collaborative research projects and programmes.

Building on existing contacts, important international institutions in such a network of excellence would include, for example, the Universities of Bremen, California at Berkeley, Southern Denmark (Odense), and Utrecht, Harvard University, Korea University, Sciences Po (Paris), Seoul National University and the WZB (Berlin Social Research Center).

CEBI intends to consolidate its role as a leading centre for rigorous evaluation of social interventions and policies, and plans to develop new methodologies in systematic reviewing and randomised trials, with high international policy relevance. This dovetails with the Department's intention to expand its research expertise in quantitative policy evaluation, especially non-randomised designs, linked to existing expertise in social intervention methodologies. Cluver and Gardner plan to expand their work with the WHO and collaborators in Africa and Asia, to develop parenting interventions that are adapted for and evaluated in low and middle income countries.

Building on existing links with the Department of Sociology and the School of Anthropology at the University of Oxford, OXPOP intends to intensify its collaborative work to develop an interdepartmental hub in demography and population studies. There are also opportunities in this area of research for further collaborative work with Bukodi and Daly.

The Department will aim to diversify external research income further to improve the sustainability of an expanding research trajectory in uncertain times. Initial success in significantly growing EU-funded research is evidenced by the recent award of a Starter Grant (€1.5 million) by the European Research Council (ERC) to Cluver and Seeleib-Kaiser's participation in two FP7 programmes.

c. People**i. Staffing strategy and staff development**

Individual academics and researchers are critical to the Department's success, and we are committed to retaining and recruiting international staff of the highest distinction and potential. Equality of opportunity and diversity are integral to the Department's identity.

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In line with the Department's strategy of developing research in specified areas through recruitment, we have undertaken focused global recruitment of mid-career and senior academics and have further improved the staff balance following retirements by providing greater opportunities for ECRs. Current academic staff and researchers in the Department are drawn from 12 countries and four continents. Academic recruitment has included the Professor of Sociology and Social Policy (Daly, Fellow of the Royal Irish Academy); the Barnett Professor of Comparative Social Policy and Politics (Seeleib-Kaiser); and four University Lecturers - in Social Policy (Basten), Quantitative Social Policy (Bukodi), Comparative Social Policy (Mattei), and Demography (Wilson). Of the six senior academic appointments made during the period, 50 per cent were female. The Department also appointed Goldthorpe (FBA) as a Distinguished Senior Research Fellow.

The 2008 RAE noted "excellent support for research development" for ECRs. This has continued to be a priority and is evidenced in 40% of category A staff being ECRs (15% in 2008). The support for ECRs not only provides these scholars with the opportunity to develop their own research trajectory, but is seen to be crucial for the intellectual vitality and innovative capacity of the Department. To build on our commitment to supporting the development of ECRs, following retirements we have created one and two-year postdoctoral research fellowships (Bowes, Davidsson, Leijten and Naczyk), which offer the freedom and support necessary to develop and strengthen research trajectories. We have also appointed four Departmental Lecturers (Ferragina, Humphreys, Melendez-Torres and Picot) with limited teaching responsibilities and other support to provide the postholders with the opportunity to enhance their research portfolios.

The Department has significantly invested in capacity building and in career development of researchers in line with the national concordat. At Oxford, the Concordat is implemented via a local *Code of Practice for the Employment and Career Development of Research Staff*. The University has gained the European Commission's HR Excellence in Research Award, recognising the systems and practices in place to support researchers' careers and professional development. We aim to provide continued employment to contract researchers, enabling them to develop their skills and experience. As a result of continued mentoring and access to professional training, Basten, Chase and Dubuc have become Principal Investigators on research projects and Ferragina has progressed to Departmental Lecturer. In addition, three of our ECRs (Bowes, Griggs and Saunders) were awarded Leverhulme Early Career Fellowships. Following these prestigious fellowships, Griggs and Saunders secured research posts in 2012: one as a British Academy Postdoctoral Fellow in the Department of Politics and International Relations at Oxford, and the other as a researcher at the National Centre for Social Research. Bowes will start her Leverhulme Fellowship in early 2014. Basten, also initially employed as a contract researcher, secured an ESRC Future Research Leaders Grant in 2012, allowing him to develop his own research trajectory, and in 2013 was appointed to the post of University Lecturer. The success of the support offered to ECRs is demonstrated not only in these achievements in securing prestigious awards, but also in researchers' subsequent careers. During the current period of assessment, seven ECRs have secured permanent lectureships and research posts at LSE, Leeds, NatGen, Nelson Mandela Metropolitan University, Rhodes University, Sheffield University and UCL. All ECRs are offered a mentor from among senior faculty members to provide individual guidance and career support. Researchers are encouraged to participate in the life of the Department and University, for example by attending meetings or serving on committees, and participating in teaching. Throughout their employment ECRs are provided with information on, and supported to participate in, skill development available across the University, such as courses offered by the Oxford Learning Institute, IT Services and support through the Careers Service.

In addition to support offered to ECRs, the Department is strongly committed to career development of all members of staff. All academic and research staff have the opportunity to be considered for promotion in regular Recognition of Distinction Exercises; during the assessment period Seeleib-Kaiser (2009) and Montgomery (2010) were promoted to Professor. In total 59 % of our academic staff are professors. The Department is supporting Surrender in her role as a University Proctor, a senior management post within the University. In line with University arrangements, new University Lecturers undergo a five-year initial period of appointment, during which they are supported in their progress towards confirmation of appointment. All academics have a mentor from amongst senior faculty members, and the University has a five-yearly appraisal system in place for academics, enabling them to discuss their career trajectories.

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The University has generous maternity and paternity leave arrangements. In addition the Department provides unpaid leave and flexible working arrangements for all staff requiring time for care responsibilities. To provide academics with maximum flexibility the Department has introduced a workload management system under which staff can vary their time spent on teaching, research and administrative work to accommodate and prioritise research output. For example, Cluver has successfully secured a five year ERC Starter Grant, and the Department has relieved her from teaching duties to carry out this research. All academic staff have access to, and are encouraged to make use, of the University's contractual arrangements for sabbatical leave. The Department provides research allowances of £2k per person plus an allowance based on overhead income raised in the previous year to facilitate (international) conference attendance and other research activities, and additional training not provided by the Department or the University.

A core element of our staffing and career development strategy is to support colleagues to develop research projects. The University offers support through the competitive John Fell OUP Research Fund, which provides seedcorn funding of £5 million per year across the University. The Department was awarded around £1 million (24 projects) through a competitive intra-university process during the assessment period, which supported colleagues to develop projects which were successful in attracting approximately £3.4 million of external funding. For example, Cluver has received internal pump-prime funding, enabling her to effectively apply for funding from ERC, ESRC, Nuffield Foundation and from South African organisations. The Higher Studies Fund of the University provides additional funding to support newly appointed professors. The Department has a number of additional processes in place to encourage and support applications and to maintain high quality standards, including peer review of research applications by the Department's Research Coordinator and the Head of Department or other senior colleagues as appropriate, the opportunity for wider internal comment and feedback on research proposals via presentations at departmental colloquia, and the rigour provided by the ethics committee structures. All research proposals are also assessed by the Departmental, and if necessary by the Interdepartmental or the Central University's, Research Ethics Committees.

ii. Research students

The Department is committed to attracting the best research students globally for its doctoral programmes. During the REF period, 35 students transferred from our Masters courses into our DPhil programmes. High completion rates reflect the University's and Department's supportive environment. The increase in DPhil completions from an annual average of 3.8 in the RAE 2008 to 9.9 in the REF 2014 (i.e. from 0.83 FTE per research active staff in RAE 2008 to 1.80 in REF 2014), totalling 49.5 PhD students completing during the current assessment period, demonstrates the effectiveness of the improvements to our academic and support environment for research students. The success of our strategy is also evidenced by the destinations of our alumni. 18 former doctoral students have gone directly into academia, obtaining lectureships, assistant professorships, or postdoctoral positions at various research universities, including Bath, Brown, Cork, Ewha Women's University (Seoul), King's College London, Kyoto, Liverpool, London School of Hygiene and Tropical Medicine, Michigan, Oxford, and Sheffield.

We integrate students into the Department and University in a number of ways. All research students are members of the research clusters. This gives them access to academic staff and researchers, and provides them with the opportunity to explore themes and methods beyond their immediate doctoral research, engage in challenging each other's ideas, develop their presentation skills, and co-author papers and articles. Research students also attend and present at the weekly departmental colloquia. Our doctoral programmes are part of the ESRC-funded Doctoral Training Centre (DTC) at Oxford. Through the DTC, students have access to additional courses and skills training from across the social sciences within their area of interest as well as training in transferable skills. Students from other departments can participate in our methods training, enriching the exchange of ideas and skills for our students. The University has a code of good practice for supervising research students: supervisors meet with students three times a term and complete termly reports which are discussed with the student. Directors of Graduate Studies (DGS) use these reports to ensure that students are progressing satisfactorily and receiving suitable supervision. College advisors may view the reports to assist with college pastoral care and support. In addition, our departmental Graduate Research Students Convenor has a supporting role in coordinating and facilitating the activities of our research students.

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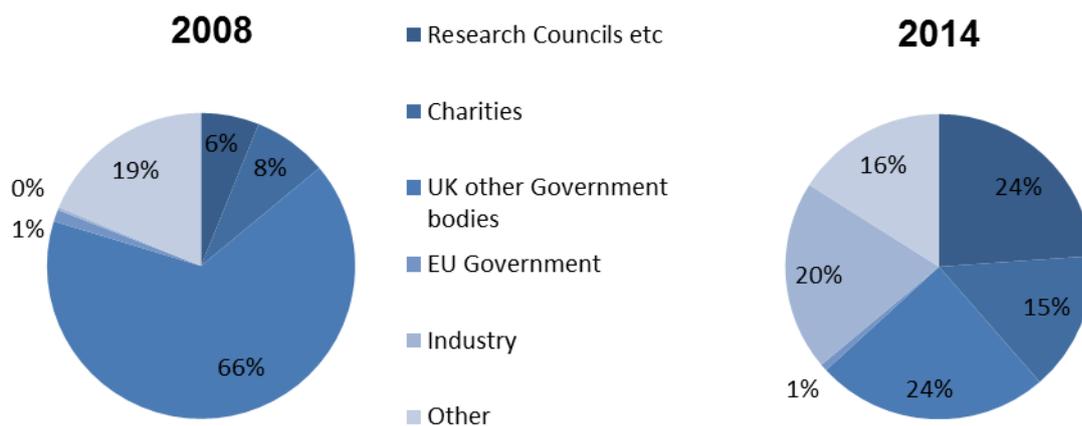
One of our key priorities is to improve funding opportunities for doctoral students. A total of 26 PhD students have been awarded one of the following prestigious scholarships: Clarendon, Chevening, Felix, Marshall, Rhodes, and Weidenfeld during REF 2014. In addition, three PhD students were supported through Oxford Colleges and 12 have been supported through scholarships from their home governments or other institutions. In addition, the Department awards two ESRC studentships per annum as part of the DTC and has access to additional pooled scholarships. The Department has also significantly improved its own commitment to supporting students; starting in 2013-14, we are providing two additional departmental scholarships worth £20k per annum each. For 2014-15, we have partnered with Wolfson College to offer the jointly-funded Oxford Wolfson Marriott and Department of Social Policy and Intervention Graduate Scholarship. We recognise that attracting top calibre students enriches the Department, as staff and students benefit from a two-way flow of ideas. The Department provides financial support of up to £1.5k per year for each student to present at conferences, and attend additional methods training not available at Oxford. We also have exchange programmes set up with the University of California at Berkeley and the University of Bremen, enriching the student experience.

In addition to pastoral support, many colleges offer further opportunities for students to engage in academic activities with colleagues from neighbouring disciplines and world-renowned scholars, for example through the various seminars in sociology and political science offered by Nuffield College, seminars in various fields of area studies at St. Antony’s College and the Future of Work Programme at Green Templeton College.

d. Income, infrastructure and facilities

A key development since RAE 2008, has been growth in externally funded research by 25 %, from an average of £1.2 million per year in the RAE 2008 to an average of £1.5 million per year. In addition there has been growth in the share of highly competitive grant funding from Research Councils (grown from 6% to 24% of income), and a move away from government funding (fallen from 66% to 24% of income) as shown in Figure 1. Funding has come from a range of sponsors, including 16 projects funded by the ESRC since 2008; other government sources (such as funding from DWP in the UK, and from various entities of the South African Government); major industry sponsors (including BP plc, Martek Biosciences Corporation, and DSM Nutritional Products); charity sponsors (such as the Anglo-German Foundation, Joseph Rowntree Foundation, the Nuffield Foundation and the Waterloo Foundation); and international sponsors including the EU, NIH, and the Swedish Board of Health and Welfare.

Consolidated Sources of Income in the RAE 2008 Period and the REF 2014 Period



Core to the Department’s infrastructural approach relating to research is the aim of providing excellent administrative support and the best facilities and support services. Dedicated departmental administrative resources and facilities are available to support applications and subsequent management of research projects. At University level, there is a central specialist research support unit, Research Services, with teams that build expertise and relationships in particular areas. Research facilitation support is also available via the Divisional Office, which has a particular remit to facilitate major and collaborative bids across divisions, support dissemination of information about research opportunities, and assist with preparation of applications.

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Our main research and teaching facilities are in Barnett House, but we also have access to facilities in the Social Sciences Building in Manor Road. In addition, staff and students have access to library services through the world-renowned Bodleian Libraries, including the Social Sciences Library and various specialist area studies libraries. The library system's collections are amongst the most comprehensive in the UK. The Libraries also provide discussion room facilities and offer information literacy and skills training and research skills toolkit sessions. Oxford continues to hold the top position for the provision of electronic resources.

In addition to the computing infrastructure available within the Department, the University provides additional high performance computing facilities. IT Services offer comprehensive training and support, including back-up and archiving arrangements and online space for collaborative working. The Department provides all research students with dedicated workspace; some Colleges and central University facilities offer additional workspaces. Graduate students share common room facilities with staff, enabling further opportunities for informal interaction.

e. Collaboration or contribution to the discipline or research base

International collaboration is a key element of our research strategy. Collaboration is supported via mechanisms such as generous financial and institutional support and facilitation for international visiting academics and collaborators. The Department also enables wider contributions to and involvement in the various disciplines by providing financial support and time for staff to attend conferences and contribute to seminars, editorial boards and research networks. In addition, collaboration with colleagues of other disciplines and departments within Oxford is facilitated through the collegiate University system and various College activities, such as the Sociology Group at Nuffield, the Comparative Political Economy Seminar (facilitated by the Department of Politics and International Relations) and various programmes at Green Templeton College.

Staff work on a wide range of large international collaborative research projects. Examples include:

- Basten's ESRC-funded collaboration with Renmin University of China, the University of Hong Kong, National Taiwan University and Xi'an Jiaotong University which examines policy responses to low fertility in East Asia.
- Bukodi's and Seeleib-Kaiser's participation in the international, interdisciplinary project *Young People and the Great Recession. Comparing experiences in the UK, US, and Germany* with the Institute of Education, and the Universities of Essex, Glasgow, Bremen, and Michigan. The work crosses various disciplinary approaches, including sociology, education, psychology, economics, and political science.
- Daly's international collaboration with the Universities of Rennes, Göttingen, and Utrecht on an ESRC-funded project analysing child- and parent-centred investment in various European countries.
- Gardner's 13 years of collaboration with four US institutions (Universities of Virginia, Pittsburgh, Oregon, and Arizona State) has resulted in over \$20m of highly competitive joint grant funding from the NIH. As part of this collaborative study, Gardner is the lead or co-author on a large number of papers in leading high impact journals in the fields of psychology, psychiatry, child development, education, and family studies.
- Chase's and Seeleib-Kaiser's participation in the research programme bEUcitizen, funded by the EU's FP7 and involving 26 institutions from 19 countries in and outside Europe, which analyses the rights of EU citizens.
- Chase's and Walker's collaboration with universities in China, India, Norway and Uganda on an ESRC-funded project to study shame, social exclusion and the effectiveness of anti-poverty programmes in seven countries.

The research of a number of colleagues has been embedded into various EU-funded *Networks of Excellence*. For example, with funding from the Network of Excellence on 'Reconciling Work and Welfare in Europe' (RECWOWE), the University's John Fell OUP Research Fund, the Friedrich Ebert Foundation and Green Templeton College, Seeleib-Kaiser collaborated with colleagues from Sciences Po (Paris), the University of Southern Denmark (Odense) and the University of Konstanz to organise two high-profile workshops in Oxford, with additional participants from Bremen, Edinburgh, Lund, Mannheim and MIT. A key output of the three-year collaboration has been an edited volume, entitled *The Age of Dualization* (published by OUP; a Korean translation has been

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published by the Korean Labor Institute). Bukodi and Goldthorpe are active researchers within EQUALSOC, which until 2010 was funded by the EU as a Network of Excellence, but will continue with its work until the end of 2013. As part of this Network of Excellence, Goldthorpe has organised - with Professor Antonio Schizzerotto (Trento, Italy) - a workshop on intergenerational occupational mobility in Western Europe.

The continued internationalisation of research within the Department is further evidenced by the active participation of academics and researchers as panel organisers and presenters at prestigious international conferences, such as the annual meetings of the American Political Science Association, the American Sociological Association, the Asian Population Association, the Cochrane Collaboration, the European Social Policy Network, the European Sociological Association, the International AIDS Conference, the International Union for the Scientific Study of Population, the Population Association of America, RC19 and RC28 of the International Sociological Association, US and European Societies for Prevention Research, and the World Mental Health Congress.

In addition, the Department annually organises high-calibre international research seminar series, occasional special lectures and the prestigious Annual Sidney Ball Memorial Lecture. Speakers and international visitors at the Department have included Larry Aber (NYU), Jens Alber and David Brady (WZB, Berlin Social Research Center), Anne Lise Ellingsaeter (University of Oslo), Gøsta Esping-Andersen (Pompeu Fabra), Maurizio Ferrera (University of Milan), Anne Gauthier (NIDI, The Hague), Neil Gilbert (University of California at Berkeley), Barbara Hobson (University of Stockholm), Jon Kvist (University of Southern Denmark), Trudie Knijn (Utrecht University), Stephan Leibfried (University of Bremen), Mark Lipsey (Vanderbilt University), Ann Orloff (Northwestern University), Bruno Palier (Sciences Po), Maria Petmesidou (University of Thrace), Ito Peng (University of Toronto), Birgit Pfau-Effinger (Hamburg University), JP Roos and Anna Rotkirch (both University of Helsinki), Michael Shalev (Hebrew University), Theda Skocpol (Harvard University), Cathy Ward (University of Cape Town) and Joseph Wong (University of Toronto).

The Department has made important contributions to the development of the study of social policy. Two academics (Noble, CBE and Walker, MBE) were honoured for their services to research on poverty and deprivation and social policy research during the period. Coleman was awarded the prestigious Valtynetevskiye Chteniya Gold Medal in 2013 for his 'outstanding contribution to demographic science and education'. Bennett and Kemp were elected as Academicians of the Academy of Social Sciences. Through various initiatives Noble has also significantly contributed to developing social policy as an area of study within South African academia. Seeleib-Kaiser lectured at a number of ESPAnet doctoral workshops and in 2012 co-convened three workshops (partially funded by the ESRC) on comparative social policy with colleagues at Bristol and Edinburgh aimed at providing post-graduate students, ECRs and academic staff with a foundation in comparative methods for social policy research and teaching.

Members of the Department serve or have served on a number of editorial boards journals, including: *Journal of Social Policy* (Bennett); *Work, Employment and Society* (Bukodi); *Research in Social Work Practice* (Cluver, Gardner, Montgomery); *European Societies and Social Politics* (Daly); *Journal of Abnormal Child Psychology* (Gardner); *European Journal of Social Security* (Kemp); *Cochrane Collaboration Psychosocial Group* and *Campbell Collaboration Social Welfare Group* (Montgomery); *Journal of Comparative and International Social Policy* (Noble); and *Journal of European Social Policy* (Seeleib-Kaiser). Bennett is the joint editor of the *Social Policy Digest*, a key infrastructural resource for the social policy research community.

Basten, Dubuc and Seeleib-Kaiser are, or have been members, of the ESRC Peer Review College. Gardner serves on the board of *Blueprints for Violence Prevention*, and the *Society for Prevention Research's* 'Standards of Evidence Task Force'. She is also Academic Secretary to the *Association for Child and Adolescent Mental Health*. From 2002 to 2009, Kemp served as the General Secretary and Board Member of the *Foundation for International Studies of Social Security*. Walker is a Member of the Governing Board of the ESRC UK Household Longitudinal Study, was on the ESRC Research Grants Board (2006-2009), and, from 2007 to 2012, chaired the Scientific Advisory Committee of the ESRC UK Household Longitudinal Study. Bennett and Walker are members of the JRF Advisory Committee on the UK Minimum Income Standard.