

# **ANTHROPOLOGY DISCIPLINE PROFILE**

## **Division of SCMP**

### **OVERVIEW (NATURE OF DISCIPLINE)**

Anthropology in the university context requires an unusual combination of activities and abilities:

- High formal qualifications, usually a postgraduate degree by research (MAHons or PhD) in Anthropology from a recognised University;
- Demonstrated capacity for high quality research based on a combination of methods not usually found in other social science or humanities disciplines (see below);
- A substantial period of first-hand fieldwork usually undertaken for the Higher Degree;
- A continuing commitment to ethnographic field-based research;
- Facility with the use and interpretation of other research materials and methods including one or more of the following: archival sources, statistical reports, technical reports (eg on demography, ecology, community health), oral histories, video and tape-recording, textual interpretation, and
- Commitment to teaching as appropriate to level of appointment.

In addition a number of other skills may be expected although not all are relevant in all cases. These principally include:

- Facility in one or more languages other than English. These may include languages of indigenous and tribal groups, languages written in non-Roman scripts, dialects found only among a small minority of people, unwritten languages; where they are written anthropologists are expected to have some skills in the written form as well as the oral form. Language learning to a reasonable level of facility may take several years.
- Ability to function in cross-cultural situations for long periods of time away from familiar lifestyles, often in physically difficult conditions, and
- Experience in applied and consultancy roles, which might include experience as an expert witness or acting in an advisory capacity to enquires such as Royal Commissions or legal investigations, provision of advice to bi-lateral or multi-lateral aid projects, ability to undertake original research for external bodies and commissions.

Anthropologists typically work independently, rather than in teams, and a high degree of individual autonomy and initiative is expected from Honours study onward. They typically publish individually, not as research groups, although team research and publication have their place particularly in the area of applied anthropology. The nature of the research material means that individuals may take many years to gather sufficient information with a high level of certainty. Each individual tends to gather the material in person. Research assistants are often used, but usually not for primary information gathering.

Scholarship is implied in all research. There is a distinct role for theoretical work and anthropologists are expected to be familiar with a wide range of theoretical approaches, some from other disciplines, and to be able to use them as appropriate to the topic. Considerable reading is required to keep in touch with developments in the field. There are no experiments, laboratory based investigations, or manipulation of human subjects. Anthropological research takes place in unmodified social contexts, in many parts of the world.

## **1. QUALIFICATIONS**

**1.1 Level A:** A PhD

**1.2 Level B:** A PhD Degree

**1.3 Level C:** A PhD Degree

**1.4 Level D:** A PhD Degree

**1.5 Level E:** A PhD degree

These qualifications would normally be obtained in Anthropology but, in some instances, qualifications in another area e.g. Sociology, Asian Studies, Aboriginal Studies may be accepted as equivalent.

## **2. TEACHING**

### **2.1 Teaching loads:**

- Average of 8 hours face-to-face undergraduate and postgraduate teaching and supervision.
- Additional honours and postgraduate activity
- Intensive supervision of postgraduate students during certain phases e.g. in the field by visiting, or during writing up. Hours involved cannot be quantified: may mean visiting the student in the field.

### **2.2 Teaching styles:**

#### **2.2.1 Undergraduate**

- Usually lecture and tutorial format
- Use of audio-visual materials where appropriate
- Use of web-based teaching resources
- Integration of current research interests into teaching materials

#### **2.2.2 Postgraduate coursework**

- Usually based on combination of lecture and intensive small-group seminar
- First-hand experience integrated into design of classes

#### **2.2.3 Postgraduate research**

- Assistance given to students to develop own research topics and methodological approaches
- Expectation that students do not work on supervisor's research topics, nor usually publish with the supervisor
- Encouragement to students to attend conferences as well as routine seminars and present papers on an individual basis
- Periods of intensive supervision may be expected, alternating with less intensive periods depending on phase of the work.

### **2.3 Curriculum and course design:**

- Developed out of existing teaching practices and paradigms
- Use of new information technologies, although innovation for its own sake is not value
- Collaborative teaching e.g. team-teaching is expected, as well as individual preparation and teaching of entire units of study on occasion.

## **2.4 Teaching Expectations of Academic Staff:**

### **2.4.1 Level A Staff :**

- Tutorial work including conducting tutorials, marking tutorial papers, assessing tutorial presentations
- Prepare and deliver some original lectures
- Administer and convene units with advice from senior staff
- Mark examinations under the direction of senior staff
- Assist with joint supervision of Honours students
- Supervise MA (Coursework) students' major research projects
- Jointly supervise postgraduate students where the staff member already holds a suitable higher degree.

### **2.4.2 Level B Staff :**

- Conduct tutorial duties as at Level A
- Deliver original lectures, in whole or part units
- Act as convenor with administrative responsibility for whole units
- Take responsibility for curriculum development of units in conjunction with senior staff
- Set tutorial topics, examination questions
- Mark examination questions
- Supervise Honours students
- Supervise MA (Coursework) students' research projects
- Undertake curriculum development of undergraduate units
- Supervise Postgraduate Research Students.

**2.4.3 Level C Staff** *will undertake the same range of duties as for Level B. In addition,* they will:

- Take an active role in curriculum design for all undergraduate units
- Design and teach whole postgraduate coursework units
- Undertake supervision of MA(Hons) and PhD candidates as primary supervisor (with support supervisor)
- Develop seminars and specialist teaching where appropriate for honours postgraduate research students.

**2.4.4 Level D staff** *will undertake the same range of duties as for Level C. In addition,* they will:

- Take an active role in shaping teaching program of the discipline
- Initiate new areas for undergraduate teaching if appropriate
- Extend postgraduate coursework offerings by developing new postgraduate programs if appropriate.

**2.4.5 Level E** *will undertake the same range of duties as for Level D.*

Note: In general it is expected that the teaching load is shared among all staff. However Level A and B staff may be expected to work more on large first year units and undertake more tutorial responsibilities, whereas Levels C, D, and E would be expected to take a heavy share of PhD supervision and correspondingly to work less intensively on undergraduate units.

### 3. SCHOLARSHIP AND RESEARCH - GENERAL

- 3.1 All staff are expected to carry out research. First hand field based research is especially highly regarded. However theoretical work and synthesis based on other peoples' original research is also normal for the discipline. Research and scholarship are not always separable.
- 3.2 Time required for research: field-based research may take long periods of time to complete, especially if staff are simultaneously holding a teaching position. Data from a major study may take two-three years to gather and may not be published for a further two-three years. Thus there is usually a considerable time-lag between project and publication.
- 3.3 Individual rather than joint projects are normally expected, especially for an anthropologist's career foundation research; However, team projects are sometimes considered appropriate and on some issues (especially in development and applied anthropology) there is an increasing trend toward them.
- 3.4 Impact may be assessed by the extent to which the researcher is:
- in demand as a speaker at conferences
  - asked to edit volumes or special issues of journals
  - asked to contribute papers to edited volumes
  - invited to join editorial boards
  - cited in publications.
  - Invited to referee papers in significant journals in relevant research fields
  - Invited to assess applications to ARC and internal grants

Note: Citations in individual papers in edited volumes are often as important as citations in journals, although they are not included in citations indices which disadvantages anthropologists.

**3.5 Dissemination: Dissemination usually takes place by:**

- publication of sole-authored books or monographs
- publication in refereed journals
- publication in edited volumes
- publication of substantial book reviews in refereed journals at the request of reviews Editors
- conference presentations and papers
- published research reports and working papers
- making original films or videos, or collaboration on such projects.

Note: publication of substantially the same paper in two or more venues is not generally accepted. Each paper should be original either in data reported or approach to the subject, or both.

**3.6 Scholarship and Research: Expectations of academic staff.**

**3.6.1 Level A staff:**

- Will have already undertaken substantial research, usually field based
- Will have MA(Hons) or PhD based on original research, either fieldwork based or library and archival, or a mixture of both
- Must be committed to on-going research program
- Should have some record of publication or be actively pursuing publication
- Might be expected to publish one paper per year usually based on PhD materials and/or give conference papers or presentations

### **3.6.2 Level B Staff:**

*Same as Level A. In addition:*

- Publication of papers in refereed journals or edited volumes
- Monograph or a book based on MA(Hons) or PhD research in preparation.

### **3.6.3 Level C Staff:**

*Same as Level B. In addition, will have:*

- a more substantial record of publication, usually a monograph or book, papers in refereed journals/edited volumes
- an average publication rate of one significant paper per year except where new research is being undertaken or a book is in preparation in which case gaps in publication may be expected
- some record of gaining research grants
- some involvement in conference organisation
- some contribution to editorial work
- some experience in examination of theses, or refereeing of manuscripts
- some contribution to editing e.g. books containing individual contributions, special issues.

### **3.6.4 Level D**

*Same as Level C. In addition should be:*

- invited to speak at significant national or international conferences
- an active and regular contributor to editorial work, referee of journal articles and examiner of these
- a successful applicant for research grants from external funding bodies
- a participant in research related activities e.g. assessing ARC applications, serving on Research Panels in area of expertise.

### **3.6.5 Level E**

*Same as Level D. In addition will have demonstrated:*

- success in gaining external research grants
- continued commitment to an active research program
- ability to maintain international links with researchers and programs elsewhere success in fostering postgraduate and academic staff research.
- Broad and ecumenical academic vision and leadership for the discipline and its future directions

## **4. SERVICE TO THE COMMUNITY - GENERAL**

**4.1** In general, service to the School and University through administration is the principal area of service although willingness to disseminate research findings and give comments throughout the media are also important. Applied anthropology and consultancy activities could be considered under this heading, although original research and its reporting should also be seen under Research and Scholarship.

### **4.2 Service: Expectations of academic staff**

#### **4.2.1 Level A Staff will:**

- administer their own teaching activities e.g. maintain tutorial rolls and records
- participate in discipline and school meetings
- participate in sub-committees in area of interest if requested
- undertake applied, consultancy and media work if appropriate.

#### **4.2.2 Level B**

*Same as Level A. In addition will:*

- administer whole units, including maintenance of examination records
- participate in Discipline or School committees if requested or appointed
- take active role in discipline administration if required.

#### **4.2.3 Level C**

*Same as Level B. In addition will:*

- be willing and able to act as Head of Department if requested
- participate in University committees e.g. grievance and promotion committees if requested.

#### **4.2.4 Level D**

*Same as Level C. In addition will:*

- participate in University Committees
- maintain high profile in media and other community activities if appropriate to area of expertise
- act as Head of School if required
- serve on bodies outside the University e.g. advisory bodies, professional bodies, assessment committees.

#### **4.2.5 Level E**

*Same as Level D. In addition will:*

- participate in University Committees including Chair and other Selection Committees
- participate in School administration including as Head of School if required
- provide leadership in Departmental and School administration and development
- maintain overview of Departmental activities
- offer assistance and support in evaluation of staff.

Note: there is no expectation that all staff will undertake applied and consultancy activities and such activity is considered an additional activity rather than an essential aspect of academic staff experience. However, some anthropologists do specialise in applied anthropology and are making an increasingly important contribution to the work of university departments.