

Postdoctoral Prize Research Fellowships in Politics (up to three posts)

Job description and selection criteria

College	NUFFIELD
Department	Politics and International Relations
Division	Social Sciences Division
Location	The posts will be based at Nuffield College and at the Department of Politics and International Relations
Salary	£30,963 per annum (salary for 2017/18; the salary will be adjusted with effect from August 2018 following the agreement of the 2018/19 pay award)
Duration	Three years (fixed term)
Working hours	Full time (35 hours per week)

Nuffield College and the Department of Politics and International Relations intend to appoint jointly, with effect from 1 September 2019 or as soon as possible thereafter, up to three Postdoctoral Prize Research Fellows (PPRFs) in Politics, broadly construed to include political science, political behaviour, comparative politics, political economy, electoral studies, political theory, international relations, and political history. The postdoctoral fellowships are available for three years.

The aim of the competition is to identify and attract candidates who are reaching or have reached the end of their doctorate and have the potential to produce high quality research and to become world-class scholars in the social sciences.

The key responsibilities of the Research Fellows are to engage in independent scholarly research, to take part in the intellectual life of the College and the Department, and to undertake teaching for the Department. Decisions about the nature and direction of the research undertaken will be wholly under the control of the Research Fellow, but the College and the Department will appoint academic mentors to provide support and advice. The specific teaching duties for the Department will be decided in consultation with the Head of Department and the relevant course directors in the Department. The amount of teaching to be undertaken is not expected to exceed 48 stint units per year [see Appendix for details of the Department's stint tariff].

PPRFs will normally be expected to engage in activities aimed at integrating them in the College and departmental life and in the broader Oxford community. To that end, they will be encouraged to organise research events such as workshops, seminar series or conferences (for which the College and the Department can provide administrative and financial support). These activities can

be agreed in consultation between them, Nuffield Mentors and the relevant College and Department officers.

To be eligible, candidates should have completed, or be close to completing, a PhD/DPhil in a relevant field. Candidates must be within three years of the defence date (viva voce examination date) of their doctorate at the time of application. Allowances will be made for career breaks (for example, family-related leave) and candidates are asked to provide relevant information. Preference will be given to candidates who have not previously held a research fellowship similar to that advertised for more than one year at the time of taking up the fellowship.

The College particularly welcomes applications from women, from disabled people, and from black and minority ethnic candidates, who are currently under-represented in academic posts in Nuffield.

Any requests for further information about these posts or any queries should be addressed to the College Registrar at Nuffield by emailing pprf@nuffield.ox.ac.uk.

Main Responsibilities/Duties

Research

- To engage in advanced study and independent research in the field of politics, broadly construed to include political science, political behaviour, comparative politics, political economy, electoral studies, political theory, international relations, and political history.
- To disseminate research findings through the publication of peer-reviewed papers, participation in conferences and seminars.

Teaching and other academic duties

For the College:

- To participate in the intellectual life of the College by attending, and where possible by organising, seminars, workshops, conferences, and other academic events.
- To act as mentors for graduate students, where appropriate.
- To represent the College's body of postdoctoral research fellows on one of the College's committees and to take on College officerships, where appropriate.

For the Department:

- To undertake teaching of 48 stint units per year (the equivalent to teaching an eight-week 2-hour seminar series per year), as agreed between the appointee and (a) the Head of the Department of Politics and International Relations and (b) Nuffield College [see Appendix for details of the Department's stint tariff]. The Research Fellow will be expected to contribute to the core or optional teaching in the Department's Masters and MPhil programmes on Comparative Government, Political Theory, or International Relations, as well as providing MPhil Supervision. More information about the programmes is available here: <https://www.politics.ox.ac.uk/teaching.html>.
- To participate in the intellectual life of the Department by attending, and where possible by organising, seminars, workshops, conferences and other academic events.
- To assist in examining and assessments of graduate and undergraduate students.

Selection criteria

Candidates will be judged on the basis of the following criteria and should ensure that their covering letter shows in their own words how they meet the criteria.

Essential:

- Having completed, or being close to completing, a PhD/DPhil in a relevant field. Candidates must be within three years of the defence date (viva voce examination date) of their doctorate at the time of application. Preference will be given to candidates who have not previously held a research fellowship similar to that advertised for more than one year at the time of taking up the fellowship.
- Experience of carrying out independent research and a track record of excellent quality papers appropriate for and commensurate with their career level.
- The ability to provide excellent teaching to high-achieving students.
- Willingness to contribute to the intellectual life of the College and the Department.
- Excellent oral and written communication skills.

Desirable

- Publications in peer-reviewed journals commensurate with the candidate's career level.
- Teaching experience in any area of Comparative Government, Political Theory, or International Relations.
- Experience of teaching undergraduates and/or providing mentoring support to graduate students.

Terms and Conditions of Employment

The Postdoctoral Prize Research Fellow's salary is set at £30,963 per annum (salary for 2017/18; the salary will be adjusted with effect from August 2018 following the agreement of the 2018/19 pay award). The salary is based on point 4 of the College's scales for Research Fellows.

Any cost-of-living awards will be effective from 1 August each year.

Subject to availability, Research Fellows may opt to rent single accommodation in College. Fellows with children may apply for childcare places at one of the University nurseries. Demand for available places is high and places are not guaranteed. The University's Childcare Services can give advice on other childcare providers in Oxford (www.admin.ox.ac.uk/childcare).

Each Research Fellow is entitled to an individual office in College, free lunch and dinner (when the kitchen is open), and two academic High Table dinner guests per term at the expense of the College. Research Fellows are allocated a research budget of up to £2,819 per annum (2018/19 rate), which may be used for expenses incurred in the course of academic duty, such as support of fieldwork, attendance at conferences and other research assistance. Telephone, fax, photocopying and postage expenditure incurred by a Fellow for academic purposes are met by the College. Each Research Fellow is allocated a computer and software suitable for their research.

The College functions as an academic community throughout the whole year, so that research and teaching activities are not confined to the University's three terms. The College regards the holding of other positions (e.g. lectureships at other Oxford colleges) as incompatible with the terms of the Fellowship. No office or appointment may be accepted, whether paid or unpaid, without the permission of Governing Body. Research Fellows are required to reside within 25 miles of Oxford and are also required to obtain permission of the College if they wish to take leave of absence.

Nuffield College is an Equal Opportunities Employer.

The Fellowships are full-time posts and are normally to be taken up on 1 September 2019 or as soon as possible thereafter. The appointment will be for three years and shorter-term appointments are unlikely to be considered. Successful applicants who do not currently have the right to work in the UK will be required to apply for permission to do so under the UK points-based immigration system.

How to apply

To apply online for this vacancy, please click on the 'Apply' link below. This will take you to the Interfolio Web Recruitment System, where you will need to register for an account (if you have not done so previously) and log in before completing an online application.

For the online application you will be asked to complete an **application form** and a **recruitment monitoring form**, and to upload the following documents:

- A covering letter explaining how you meet the selection criteria for the Fellowship;
- A Curriculum Vitae including a full list of publications/working papers;
- A one-page description of your current research;
- A one-page description of the research you would plan to undertake as a Postdoctoral Prize Research Fellow; and
- Two samples of your written work (for example, research papers or thesis chapters), including a one-page abstract for each piece.

On the application form you will be asked to provide the names, postal addresses, and email addresses of **at least two academic referees** to whom we may write at a later stage in the selection process to request references in support of your application. Please ensure that your nominated referees would be available to provide references in October 2018.

[APPLY](#)

If you have any technical difficulties submitting your online application, please contact Interfolio at help@interfolio.com. For other queries, please contact the Nuffield College Registrar at pprf@nuffield.ox.ac.uk.

If, for your convenience, you wish to submit a hard-copy application, please contact the Nuffield College Registrar at pprf@nuffield.ox.ac.uk. Interfolio is a US-based service, and complies with the EU-U.S. Privacy Shield Framework (see www.interfolio.com/privacy-policy/). Information submitted via hard-copy is not processed through Interfolio.

The deadline for receipt of applications is Wednesday 12 September 2018.

A short-list of candidates for the PPRFs in Politics will be invited to visit the College in the week beginning Monday 12 November 2018 (exact date to be confirmed) to give a short seminar presentation and to be interviewed. The College will pay all reasonable expenses (including economy air fares) of candidates invited for interview.

Enquiries: e-mail pprf@nuffield.ox.ac.uk; tel. +44 1865 278 516; or fax +44 1865 278 530

Further Information

NUFFIELD COLLEGE

Nuffield College is a graduate college within the University of Oxford which was founded in 1937 and specialises in the Social Sciences, particularly Economics, Politics, and Sociology. It aims to be one of the world's outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, research fellows, and senior academics and promoting, according to its Charter, "the study by co-operation between academic and non-academic persons of social (including economic and political) problems". About 30 students are admitted each year to undertake both taught masters courses and doctoral research for many of whom the College provides financial support in the form of studentships. In total there are about 100 students enrolled at any one time, many of whom either live in College or have offices in College.

Postdoctoral Fellows are an integral part of the College and its academic activity. In 2017-18 there are 44 Research Fellows in College of whom 10 are College-funded Prize Postdoctoral Fellows, 11 are funded jointly with the Economics Department, and the remainder are funded by external awards or by the Departments of Economics, Politics and International Relations; Sociology; and Social Policy and Intervention.

The College has in addition 34 permanent academic Fellows (of whom 6 are College-funded Official Fellows), 28 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration; and a number of Research Officers working on research projects run by the College's Fellows. The College enjoys strong links with the University's social science departments and works closely with the Social Sciences Division.

Nuffield College has been – and continues to be – the source of some of the major research developments in social science. These include the British Election Studies and the major programme of research on Social Mobility in Britain. It was the birthplace of the "Oxford School" of Industrial Relations; it pioneered the development of cost benefit analysis for developing countries; and it has made a major contribution to the methodology of econometrics. At the moment the College hosts four research centres: the Centre for Experimental Social Sciences (CESS); the Centre for Social Investigation (CSI); and the Gwilym Gibbon Centre for Public Policy Research, and the Nuffield Centre for Applied Macro Policy (NuCAMP) (see further information below).

Research Facilities

The size and specialised nature of the College enable its members to work closely with one another in a stimulating and research-orientated environment. A 'critical mass' of students and Fellows working in the social sciences is helpful both in terms of facilities and of intellectual activity, such as the active seminar and conference programme.

The College Library is one of the finest in the social sciences and functions as a research library, reflecting the academic interests of the Fellows. The Library is open shelf and accessible 24 hours a day. Fellows also have access to all the facilities of the Bodleian Library, including full-text access to nearly all journals in the social sciences.

The College has an Information Systems Department to serve the computing needs of Fellows.

The College provides facilities and grants for Fellows to invite academic visitors to the College to enable them to carry out collaborative work.

Research Centres in Nuffield College

The College currently hosts three research centres, focusing on different aspects of and approaches to the study of social sciences:

The **Centre for Experimental Social Sciences (CESS)** was established to promote and facilitate experimental research by social scientists in Oxford. The CESS offers an on-site laboratory with 25 computer stations, and maintains a large subject pool. The facilities are designed to support a wide range of experiments. The CESS also maintains an online panel of UK residents, and provides supports for fielding online survey experiments. Fellows are eligible to conduct lab and online experiments at a discounted rate subsidised by the College and the Social Science Division. The CESS has a regular seminar series that highlights the work of renowned scholars employing experimental methods. Periodic workshops held by the CESS provide training for researchers in experimental research design, experimental data analysis, and programming languages (including ztree and Qualtrics). More information on CESS is available at <https://cess-web.nuff.ox.ac.uk/>.

The **Centre for Social Investigation (CSI)** is an interdisciplinary research programme; in keeping with the College's Charter which emphasizes "the study by co-operation between academic and non-academic persons of social (including economic and political) problems", the Centre aims to address contemporary social issues of public interest and to engage with policy-makers and the public more generally, carrying out authoritative, non-partisan research on central social issues which draws upon expertise in economics, politics and sociology and related disciplines such as social policy. The Centre seeks to establish itself as an independent and rigorous source of information and analysis of contemporary social issues, communicated in an accessible way to nontechnical audiences, in addition to publishing technical work for academic audiences. Professor Anthony Heath serves as Director for the CSI, assisted by post-doctoral researchers. The Centre also hopes to attract a body of non-stipendiary associates to participate in its activities, and, once the Centre is fully established, to offer secondments from government or business. More information on CSI is available at <http://csi.nuff.ox.ac.uk/>.

The **Gwilym Gibbon Centre for Public Policy Research** has been established with the aim of bridging academia and public affairs through the provision of rigorous academic analysis of public policy issues (mainly in the UK). The Centre's inaugural director has been Professor Iain McLean who undertakes research in response to calls for evidence from parliamentary bodies and government or as part of externally funded research projects. One of the Centre's research projects focused on resource allocation in policing in Great Britain and was funded by the Chartered Institute of Public Finance and Accountancy. From September 2018, Professor Jane Green will be joining the College and will take over the directorship of the Gwilym Gibbon Centre.

The **Nuffield Centre for Applied Macro Policy (NuCAMP)** was established in the Summer of 2017 to create a space in which academics and policymakers can freely and openly discuss current trends, insights and policies that influence how economies function. Through its convening power and activities focussed on holding conferences, workshops and visitor programmes, NuCamp fosters the development of fresh analytical and empirical approaches that promise to create better links and improved knowledge exchange between the academic and policy worlds of macroeconomic problems.

The Politics Group

The current permanent Fellows in the College's [Politics Group](#) and their respective research areas are:

[Ben Ansell](#) (FBA) Comparative political economy and institutions. Main interests in democratisation, the politics of education, the politics of housing, social policy, redistribution, multi-level modelling, and models of political economy.

[Janina Dill](#) International law and ethics in international relations, specifically in war; the interaction between legal and moral imperatives and strategic thinking and technological developments to explain conduct in war and the development of armed conflict; and IR theory, specifically constructivism and the intersection of explanatory IR theories with normative political theory.

[Ray Duch](#) Quantitative methods (including econometrics, multi-level modeling, experiments, applied game theory, and survey research design), comparative political economy, public opinion research, and democratization.

[Andy Eggers](#) Electoral systems, corruption/accountability, the relationship between money and politics, and political development in the U.S., Britain, and France.

[Geoff Evans](#) Electoral behaviour and comparative political sociology.

[Ezequiel Gonzalez-Ocantos](#) Comparative judicial politics, public law and strategic litigation, with a regional focus on Latin America.

(from September 2018): [Jane Green](#) Public opinion and electoral behaviour, especially relating to competence and reward-punishment voting and blame.

[Desmond King](#) (FBA, MRIA) Comparative government and American politics. Main interests in comparative public policy including welfare states and labour market policy; race and politics especially in American political development; democratization; immigration; and the politics of social research.

[Cecile Laborde](#) (FBA) Republicanism, liberalism and religion, theories of law and the state, and global justice.

[David Rueda](#) Comparative political economy, the politics of industrialised democracies. His current research focuses on insider-outsider politics, the determinants and consequences of inequality, and the role of the welfare state in times of crisis.

[Gwendolyn Sasse](#) Transition and democratisation, post-Communism, EU eastward enlargement, ethnic and regional conflicts, minority rights, migration in Europe.

[Duncan Snidal](#) (FBA) Problems of international cooperation, including the role of international institutions such as law and formal organizations, in promoting cooperation. Current research focuses on questions surrounding institutional change and the transnational regulation of business firms.

In 2018-19, there will be six Postdoctoral Prize Research Fellows in Politics:

- (from September 2018) [Rachel Bernhard](#) (Ph.D. UC Berkeley) Cue, not cure: How more information leads to less qualified candidates in office
- [Soledad Prillaman](#) (Ph.D. Harvard) The consequences of women's political incorporation in rural India for local governance and public goods provision.
- (from September 2018) [Maxime Lepoutre](#) (Ph. D. Cambridge) The challenge political ignorance poses for democracy
- [Kevin Mazur](#) (Ph.D. Princeton) State-tribe relations in the Arab world in comparative perspective.
- [Anthony Taylor](#) (D.Phil. Oxford) Knowledge and expertise in democratic life.
- (from August 2018) [Andreas Wiedemann](#) (Ph.D. MIT) Links between household wealth and social policies and the consequences for politics and political behavior.

There are a number of other research fellows in politics. [Nancy Bermeo](#) is a Senior Research Fellow working in the fields of political development; comparative politics; European politics; Latin

American politics; comparative public policy. [John Darwin](#) (FBA) is a Senior Research Fellow with expertise in the history of European imperialism, particularly the British Empire circa 1880-1970, as well as the history and politics of decolonisation. [Iain McLean](#) (FBA, FRSE) is a Senior Research Fellow at Nuffield, with research interests in applications of rational choice theory to politicians, bureaucrats and voters; apportionment and redistribution; UK politics, including elections and core-periphery relations; the political economy of lobbying and the environment, including historical studies; and roll-call voting in the House of Commons. [David Miller](#) (FBA) is a Senior Research Fellow working on contemporary political theory, especially theories of social justice and equality, democratic theory, nationality and citizenship, and global justice. [Laurence Whitehead](#) is a Senior Research Fellow with research interests in international aspects of democratisation, and the relationship between democratisation and economic liberalisation. [Asli Cansunar](#) holds a Non-stipendiary Research Fellowship in association with her appointment as a postdoctoral researcher on the on the WEALTHPOL project in the Department of Politics and International Relations, with research interests in aspects of the political economy of redistribution and the welfare state. [Jon Mellon](#) and [Chris Prosser](#) are Non-stipendiary Research Fellows working on the British Election Study jointly run by Nuffield College, the University of Manchester, and the University of Nottingham.

Nuffield Fellows are closely involved in research and teaching within the Department of Politics and International Relations and its relevant centres, including the Centre for the Study of Democratic Government, the Centre for International Studies, the Centre for the Study of Social Justice, the Latin American Centre, and the Rothermere American Institute. Nuffield political scientists currently serve as editors of *Comparative Political Studies* and the *Journal of European Public Policy*.

About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. Research at Oxford combines disciplinary depth with an increasing focus on interdisciplinary and multi-disciplinary activities addressing a rich and diverse range of issues. The current strategic plan can be found at www.ox.ac.uk/about/organisation/strategic-plan.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers over 10,000. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk/about/organisation.

The Social Sciences Division

The University's academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The academic divisions are responsible for academic oversight of the teaching and research of their constituent departments and faculties, for strategic and operational planning, and for personnel and resource management. The Head of the Social Sciences Division is Professor Sarah Whatmore, who is a member of the University's Council. The Social Sciences Division is a world-leading centre of research and education in the social sciences. The social sciences at Oxford are distinctive for both their depth and breadth, with activity spanning fourteen departments and faculties and two cross-divisional units. (These are as follows: Law, the Saïd Business School, Economics, Politics and International Relations, the Blavatnik School of Government, the School of Anthropology and Museum Ethnography, International Development, Sociology, Social Policy and Intervention, the Oxford Internet Institute, Archaeology, the School of Interdisciplinary Area Studies, Education, the School of Geography and the Environment, the Oxford Martin School and the Oxford-Man Institute of Quantitative Finance). Interdisciplinary links within and beyond the university are strong, extending to the humanities, natural sciences, and medical sciences.

Academic and research staff and research students are engaged in world-leading research that challenges current ideas and theories and is tackling some of the major challenges facing humanity, such as sustainable resource management, migration, governance, poverty and development, and justice. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, where Oxford accounted for more world-leading (4*) research than any other institution, across the social sciences units of assessment to which it made submissions. The division has an extensive portfolio of external funders and collaborators, with competitively-awarded external research income exceeding £40million per year. Researchers in the division engage actively beyond academia and their research has influence in many spheres from innovation in public policymaking to practitioner communities such as law, business, education, social welfare and NGOs.

The division also delivers an exceptional range of high quality educational programmes (undergraduate, postgraduate taught and postgraduate research), all of which are underpinned by the innovative research being undertaken by our academics. Programmes range from those at the interface of the natural sciences, through to professionally-oriented provision in areas such as business, law and education. The division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE); the BCL; the MPhils in International Relations, in Economics, and in Development Studies; the MBA and EMBA; and the nationally regarded PGCE.

For more information, please visit: <http://www.socsci.ox.ac.uk>

Department of Politics and International Relations

The study of politics, government and international relations at Oxford has a long and distinguished history. We are proud to be recognised internationally for our rigorous and valuable research, as educators of leaders and professionals in a wide variety of fields and as trainers of the next generation of teachers and researchers.

The Department of Politics and International Relations at Oxford is one of the largest units for research and teaching in international relations, politics, government and political theory. Our work is directed to advance these disciplines. We create theoretical frameworks for the analysis of new objects of study using advanced research methods and we develop techniques for gathering, handling, processing and analysing data. We achieved [top scores in the Research Excellence Framework \(REF\) 2014](#), confirming the excellence of our research.

This focus on the future has a deep foundation in the inception of the disciplines of political science, history and philosophy in the UK. The study of government was institutionalised in Oxford in 1912 with the establishment of the Gladstone Chair in Government; the Chichele Chair in Social and Political Theory was established in 1944, and International Relations developed as an autonomous field of study with the establishment of the Montague Burton Chair of International Relations in 1930.

The department is responsible for the syllabus, provision of lectures and for the examination of undergraduate students, who are taught mainly by tutorials organised by college tutors. The MPhil degree now is a terminal degree for a range of students who proceed to further professional training and to careers in public or private organisations. For many students, the MPhil also forms the first two years of a four-year doctoral programme. The MPhil gives students advanced scholarly and theoretically sophisticated substantial study of the subject, together with training in research design and associated methodological analysis and critique, and advanced training in research methods. Alumni of the MPhil and the DPhil have gone on to form a wide network of Oxford-trained academics with positions in university departments and research units worldwide, and have taken up positions of leadership in numerous public and private institutions across the globe.

For more information please visit: www.politics.ox.ac.uk

Nothing in these particulars constitutes a contract.

Stint tariff***Department of Politics and International Relations***

Teaching	Stint Units
1-hour tutorial/thesis tutorial	1
1-hour graduate special supervision/tuition	1
1-hour lecture	3
2-hour lecture	5
1-hour class/seminar (no marking)	3
1.5-hour class/seminar (no marking)	4
2-hour class/seminar (no marking)	5
1-hour class/seminar (moderate marking)	3.5
1.5-hour class/seminar (moderate marking)	4.5
2-hour class/seminar (moderate marking)	5.5
1-hour class/seminar (heavy marking)	4
1.5-hour class/seminar (heavy marking)	5
2-hour class/seminar (heavy marking)	6
Convenor of class with student presentations 1 hour	1
Convenor of class with student presentations 2 hour	1.5
Workshop up to 2 hours	5
Workshop >2-4 hours	6
Workshop >4 hours	7
Practical 2-3 hours	3
Other teaching provision	Apply for approval
Supervision	
Supervision of one DPhil student (during fee liability)	24 pa
Supervision of one DPhil student (first year beyond fee liability)	12 pa
Supervision of one DPhil student (second or later year beyond fee liability)	0
Joint supervision of one DPhil student* (during fee liability)	12 pa
General supervision of one MPhil student	4 pa
Supervision of MPhil thesis (year 2)	12 pa
General supervision of one MSc student	4 pa
Supervision of MSc thesis/dissertation	8 pa