The Strategy covers the following main points¹:

- **It is the ambition of the department to provide ethnographic expertise on all major regions of the world.**

  As one of two departments having Bachelor (BA) and MSc programs in social anthropology in Denmark, it is important that IA/the department is regionally pluralistic in its ethnographic orientation, implying that we are able to provide expertise on all major regions of the world in our research, in our teaching and supervision of students and in our dissemination to the public.

  **How:**
  This goal will be reflected in our teaching programme and in our recruitment policy in relation to both permanent staff and part-time teaching staff.
  **When:**
  Continuously during 2012-2016.

- **Formulation of four strategic research themes, in which the department already has academic excellence, as well as identification of four to five emerging promising research themes.**

  **How:**
  Based on the 'self-evaluation report' (part of the 2010 Research Evaluation) and the strategy discussions carried out with the research staff, the 4 + 4 areas of research excellence and innovation will be identified and communicated. Strategic research themes will be sustained and developed through staff members’ research projects, internally organized research seminars and through strategic alliances with international research communities.

  **Milestone:**
  By January 2013, four themes of research excellence and four emerging research themes have been identified.
  Each of the research themes will be presented on the department’s website.

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¹ The Research Strategy at the Department of Anthropology relates to the Research Vision (see Research Vision, June 2012), which is centered around three key terms: Engagement, Ethnography and Experimentation – or the so-called IA Triple E. Furthermore, the Research Strategy relates to the overall strategy of the Faculty of the Social Sciences 2012-2016.
• **Improved organization of the research (and teaching) activities at the department.**

In order to encourage collaboration in the department that has become larger and more diverse in recent years, a clear structure for the organization of research (and teaching) will be developed. Furthermore, the aim is to improve the quality of our research applications as well as our publications and to secure research-based teaching of high quality.

How:
During the fall semester, 2012, an ad hoc committee consisting of Head of Dept., Head of Studies and representatives from the Research Committee and the Teaching Committee will develop a couple of potential scenarios for research organization to be discussed jointly in the VIP group.
Milestone:
By January 2013 a clear structure for the organization of research (and teaching) will be implemented.
By January 2014, the new structure will be internally evaluated and adjusted if needed.

• **Continuous development of research-based teaching and teaching-based research at the department.**

It is a top priority for the department of Anthropology to provide relevant high-quality education to our students and to continuously develop research and pedagogical approaches that can combine research and teaching in innovative ways.

How:
The new Ethnographic Exploratory will serve as a laboratory for experimenting with, and testing, new and creative approaches to research and teaching. In addition, both the existing and future large research projects hosted at the department will be expected to contribute explicitly to the department's teaching and supervision.
Milestone:
By September 2012, the EE will start its activities
By September 2014 an internal evaluation among researchers/teachers and students will be carried out.
A 2-day staff seminar (Magleås) in 2013 will be dedicated to identifying innovative forms of research-based teaching and teaching-based research

• **Strengthening of the support to research applications in order to improve the success rate of research applications**

The department has been successful in attracting external funding. In the coming years basic funding is expected to decrease, and it therefore becomes even more imperative to maintain a high number of externally funded projects.

How: The department will initiate long-term planning for one or more major research projects, involving the dean and researchers from other departments/universities in the fundraising. Furthermore, key strategic funding sources, both national and international, will
be identified and communicated to the research staff. A database of successful research applications will be used to share best practice between staff members. Finally, clear internal peer-review procedures for research applications will be established.

Milestones:
By June 2013, a system of internal peer review of research projects will be in place
By September, 2013, a database of best practice applications will be available to all staff via the Department’s intranet.

- **Development of a publication policy**

  The department has a strong publication record with a good mix of top international and influential and relevant national publications. This record should be further strengthened through a more proactive publication strategy.

  How: The department will improve the process of internal peer-reviewing of draft manuscripts, support publication of Magleås research seminar papers, increase co-authorships with Ph.D. students and provide mentoring advice to junior scholars, etc.

  Milestone:
  By 2013, a ‘Getting published in…’ seminar will be offered to PhD students and Postdocs on an annual basis.

- **Strengthening of Interdisciplinary research**

  IA has a long tradition of collaborating with other disciplines. This should be strengthened with the aim of spearheading at least one large inter-disciplinary application project during the strategy period.

  How: Through existing or potential networks the department will initiate a process for development of joint applications with the Department of Anthropology as the main applicant and involving the dean (and others) in the identification of relevant sources of funding. These applications will fall within the areas of research excellence that have been identified.

  Milestone:
  A 2-year preparatory process will be initiated in fall 2012 involving the setting of a roadmap for a large application to be submitted in 2014 – the roadmap will include initial call for ideas, contacting of potential partners, project application meetings, etc.