Curriculum Vitae:

Geoff Kushnick, MA, PhD, FHEA

Citations: 1693
H-Index: 17
From Google Scholar

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1. ACADEMIC PROFILE

1.1. EMPLOYMENT:

2014-now **School of Archaeology and Anthropology, The Australian National University:**
- Senior Lecturer in Biological Anthropology (Human Behavioural Ecology) (2019-now)
- Lecturer in Biological Anthropology (Human Behavioural Ecology) (2014-2019)

2006-14 **University of Washington, USA:**
- Lecturer (Full-Time, teaching only), Department of Anthropology (Seattle campus, 2007-14)
- Lecturer (Full-Time, teaching only), Interdiscipl. Arts & Sciences (Tacoma campus, 2007-08)
- Lecturer (Part-Time, teaching only), Department of Anthropology (Seattle campus, 2006)

1.2. EDUCATION:

2006 **PhD in Biocultural Anthropology, University of Washington (Seattle, USA):**
Thesis: "Parent-Offspring Conflict among the Karo of North Sumatra, Indonesia";
Primary Supervisor: Eric Alden Smith; *Associate Supervisors:* Donna Leonetti, Darryl Holman

1998 **MA in Anthropology, California State University, Sacramento (USA):**
Thesis: "Scavenging of North American Crows (*Corvus brachyrynchos*) and Its relevance for understanding Plio-Pleistocene Hominids";
Primary Supervisor: Elizabeth Strasser; *Associate Supervisor:* Lorraine Heidecker

1995 **BA in Anthropology (major) & Biology (minor), Chico State University, USA**

1.3. HONOURS / AWARDS:

2026 **Nominated, Australian Association of University Teachers (AAUT) Citation for Outstanding Contribution to Student Learning:** For work with Statistical Support Network (SSN) with A Richardson, D Ahmad, B Baffour, S Das, K Hingee, E Tanaka, T Nascimento da Silva, L Smyth, S Passmore, and M Smithson

2024 **Highly Commended, ANU VC's Award for Programs that Enhance Learning:** For work with Statistical Support Network (SSN) with A Richardson, D Ahmad, B Baffour, S Das, K Hingee, E Tanaka, T Nascimento da Silva, L Smyth, S Passmore, and M Smithson

2024 **Nominated, ANU CASS Education Award**

2019 **Fellow, Higher Education Academy (FHEA)**

2014 **Fulbright Scholar, Fulbright Scholar's Program**

2000 **Fellow, Andrew W Mellon Foundation Demography Fellowship (2 years)**

2000 **Lifetime Member, Lambda Alpha (Anthropology Honor Society)**

2. RESEARCH

2.1. FUNDING:

2.1.2. External (Funded)

2017-now	**ENDOW Project**		
	2025	A Cross-Cultural Study of Variability in Economic Prosperity using Machine-Learning and Statistical Analysis: *Funder:* National Science Foundation & UKRI; *Role:* Lead, Indonesian Field Site/Collaborator*	USD 317,660
	2022	Economic Networks and the Dynamics of Wealth Inequality: A Longitudinal Cross-Cultural Investigation; *Funder:* National Science Foundation (USA); *Role:* Lead, Indonesian Field Site/Collaborator*	USD 400,000
	2017	The Effect of Social Networks on Inequality: A Longitudinal Cross-Cultural Investigation; *Funder:* National Science Foundation (USA); *Role:* Lead for Indonesian Field Site/Collaborator*	USD 880,000
2015	**Geography of Land Tenure and Subsistence (GELTS)** *Funder:* National Science Foundation (USA); *Role:* Senior Scientist/Collaborator		USD 999,144
2014	***Impal* Marriage Study**		
	2014	Why is *Impal* Marriage So Rare in Karo Society? *Funder:* Fulbright Scholars Program; *Role:* Lead Investigator	USD 25,000
	2014	Research Grant, *Funder:* American Institure for Indonesian Studies (AIFIS); *Role:* Lead Investigator	USD 5,000
2010	**"Culture and Mind" Study** *Funder:* UK Arts & Humanities Research Council; *Role:* Indonesian Lead		USD 550,000
2010	**North Sumatra Baptism Records** *Funder:* UCLA Center for Brain, Culture, and Development; *Role:* CI		USD 5,000
2006	**Dissertation Writing Fellowship** *Funder:* US NI for Child Health & Human Development (NICHD)		USD TBD
2003	**Dissertation Improvement Grant** *Funder:* National Science Foundation (USA); *Role:* PhD Student		USD 14,000

2.1.2. External (Unfunded)

2025	Evolution of Tolerance & Competition Between Groups (ARC DPEI26)***	n/a
2024	Evolution of Tolerance & Competition Between Groups (ARC DP25)**	AUD 613,188
2023	Evolution of Tolerance & Competition Between Groups (ARC DP24)	AUD 573,658
2023	Child Stunting in Indonesia (ARC DP24)	AUD 307,287
2021	Child Stunting in Indonesia (ARC DP22)	AUD 404,000
2016	Disasters and Reproduction/Child Growth (ARC DP17)	AUD 717,320
2015	Disasters and Reproduction/Child Growth (ARC DP17)	AUD 459,101

2.1.3. Internal (Funded)

2024	Conference Travel Grant, ANU Research School of Humanities and Arts	AUD 3450
2023	Outstide Studies Program, ANU College of Arts and Social Sciences	AUD 5500
2018	Outside Studies Program, ANU College of Arts and Social Sciences	AUD 5500
2017	Research Grant, ANU College of Arts and Social Sciences	AUD 8500
2017	Research Workshop Grant, ANU Research School of Humanities and Arts	AUD 3000
2016	Conference Travel Grant, ANU Research School of Humanities and Arts	AUD 1598
2014	Conference Travel Grant, ANU Research School of Humanities and Arts	AUD 1485

Funding Notes: * See next page for profile; ** DPEI shortlisted; *** DPEI not shortlisted

ENDOW PROJECT PROFILE

https://endowproject.github.io/



Site	Researcher(s)	Country	N	Site	Researcher(s)	Country	N
AN	Helen Davis	Angola	35	TE	Eleanor Power	India	154
AR	Madalena Monteban	Argentina	171	UP	Komal Chauhan	India	140
BD	Mary Shenk	Bangladesh	79	KA	Geoff Kushnick	Indonesia	101
SH	Katie Starkweather	Bangladesh	48	MG	Bapu Vaitla & Christopher Golden	Madagascar	101
BZ	Sean Downey	Belize*	84	MK	Bram Tucker	Madagascar	48
MN	Ed Seabright	Bolivia	31	DA	Joe Lanning	Malawi	43
TI	Bret Beheim	Bolivia	43	KT	Vivek Venkataraman	Malaysia	20
TS	Ed Seabright	Bolivia	65	BM	Shane Macfarlan	Mexico	32
PT	Rafael Morais Chiaravalloti	Brazil	60	MY	Karen Kramer	Mexico	93
BF	Colin West	Burkina Faso*	55	TM	Werner Hertzog	Mexico	75
LB	Siobhán Cully (Mattison)	China	30	BH	Byamba Ichinkhorloo	Mongolia	80
YI	Madeline Brown	China	74	OT	Daniel Murphy	Mongolia	82
YN	Ruizhe Liu	China	40	TZ	Sarah Alami	Morocco	76
IH	Cody Ross	Colombia	78	SN	John Ziker	Mozambique	34
PC	Cody Ross	Colombia	61	FF	Michael Schnegg	Namibia	44
WH	Cody Ross	Colombia	25	HI	Brooke Scelza	Namibia	39
WL	Cody Ross	Colombia	104	NP	Ivan Deschenaux	Nepal	172
PS	Emily Post	Dominica	130	NI	Orlando Dixon	Nicaragua	42
CR	Christine Beitl	Ecuador	92	AH	Michele Barnes	Papua New Guinea	141
EC	Eric Jones	Ecuador	55	HE	Gianluca Grimalda	Papua New Guinea	64
SP	Larry Sugiyama	Ecuador	32	CP	Kathy Oths	Peru	90
SY	Larry Sugiyama	Ecuador	28	KS	Rodrigo Lazo	Peru	56
KO	Mark Caudell	Ethiopia	67	BY	Sheina Lew-Levy	Republic of the Congo	43
FJ	Matthew Gervais	Fiji	44	KM	Drew Gerkey	Russia*	95
AP	Curtis Atkisson	Guyana	55	TP	Cole Tobin	Suriname	56
MC	Curtis Atkisson	Guyana	116	MA	Mark Caudell	Tanzania	42
RA	Ang Demarco	Haiti*	55	PE	E. Maliti & M. Borgerhoff Mulder	Tanzania	39
AZ	Eleanor Power	India	191	VT	Siobhán Cully (Mattison)	Vanuatu	34
EK	Alex Alvergne & B. Langstieh	India	46	ZS	Allison Harnish & Lisa Cliggett	Zambia	83

MAX PLANCK INSTITUTE
FOR EVOLUTIONARY ANTHROPOLOGY

Dr. Jeremy Koster, Co-PI, ENDOW Project
From Letter of Support (12 June 2025)

I am writing to outline the contributions of Dr. Geoff Kushnick to a large cross-cultural project on the social determinants of material wealth inequality in human societies. As the co-founder of the longitudinal [ENDOW] project, I recruited Dr. Kushnick to join the collaborative effort. Funded by the National Science Foundation, the ongoing project involves more than 40 anthropologists, who implement an ethnographically adapted standardized survey at their respective long-term field sites. When the ENDOW project commenced in 2017, Dr. Kushnick had already demonstrated his research acumen in a series of compelling publications based on fieldwork among the Karo Batak in Indonesia. Moreover, Dr. Kushnick had distinguished himself as a collaborator on previous cross-cultural studies, which were published with acclaim in the preceding years. Because the ENDOW project is substantially more expansive than most grants through the NSF, we sought advice from the foundation's program directors about how best to structure the proposal and budget request. In principle, the dozens of collaborators on the project merit equal standing as partners on the project, and this is how the text of the proposal is written. Regrettably, however, the NSF imposes a limit of five individuals who may be designated as "co-principal investigators" who are permitted to submit annual reports on behalf of the project. Accordingly, we selected individuals who are based at the US-based universities that are responsible for managing the project's accounting. In turn, valued collaborators such as Dr. Kushnick can be regarded as "senior personnel" who share equal responsibilities for the intellectual goals of the project, minus the burden of preparing and submitting the annual reports. Please give due regard to Dr. Kushnick as a highly valued member of the ENDOW project. He has twice implemented the survey across a five-year interval (the second delayed substantially due to Covid-related fieldwork restrictions), and the data he has contributed are excellent. Overall, the project has been enhanced considerably from the involvement of Dr. Kushnick, whose commitment to the project has helped to substantiate the feasibility and competitiveness of the proposals that have been reviewed and funded by the NSF.

2.2. OUTPUTS:

2.2.1. Publications

-- **Kushnick G** (n.d.) Evolutionary perspectives on human pairbonding: Reconciling major paradigms. Submitted; currently under revision for resubmission; preprint published.

-- Barrett HC, Pisor A, Bolyanatz A, Crittenden AN, Davis H, Fessler D, Friedman O, Gurven M, Henrich J, Hewlett BS, Kiper J, Kline MA, **Kushnick G**, Moya C, Neary K, Scelza B, Uskul AK, Laurence S (n.d.) Is ownership a human universal? Embargoed preprint.

-- Power EA, Redhead D, Rutter T, Subramanyam S, Koster J, Borgerhoff Mulder M, Bowles S, Jackson MO, Alam N, Alami S, Alvergne A, Atkisson C, Barnes M, Beheim B, Beitl CM, Brown M, Caudell M, Chavez-Paez W, Chauhan K, Cinner J, Cully S, Dalla Ragione A, DeMarco AL, Deschenaux I, Fernandez F, Ferreiro JP, Gerkey D, Gervais M, Golden C, Grimalda G, Hertzog W, Hooper PL, Kramer K, Kushnick G, Langstieh B, Lazo R, Lew-Levy S, Macfarlan S, Maliti E, Mertens KJ, Monteban M, Chiaravalloti R, Murphy D, Oths K, Perez Velilla, Post A, Prall S, Ross C, Sankar A, Scelza B, Schnegg M, Seabright E, Shenk MK, Starkweather KE, Sum C-Y, Tucker B, Vaitla B, Venkataraman V, Weltz J, Ziker JP (submitted) A cross-cultural dataset on the structure of social networks: The ENDOW project. Submitted, preprint: https://doi.org/10.48550/arXiv.2610.28793

-- Power EA, Borgerhoff Mulder M, Bowles S, Jackson MO, Koster J, Redhead D, Rutter T, Subramanyam S, Weltz J, Alam N, Alami S, Alvergne A, Atkisson C, Barnes M, Beheim B, Beitl CM, Brown M, Caudell M, Chavez-Paez W, Chauhan K, Cinner J, Cully S, Dalla Ragione A, DeMarco AL, Deschenaux I, Fernandez F, Ferreiro JP, Gerkey D, Gervais M, Golden C, Grimalda G, Hertzog W, Hooper PL, Kramer K, Kushnick G, Langstieh B, Lazo R, Lew-Levy S, Macfarlan S, Maliti E, Mertens KJ, Monteban M, Chiaravalloti R, Murphy D, Oths K, Perez Velilla, Post A, Prall S, Ross C, Sankar A, Scelza B, Schnegg M, Seabright E, Shenk MK, Starkweather KE, Sum C-Y, Tucker B, Vaitla B, Venkataraman V, Ziker JP (n.d.) Social network structure, wealth, and wealth inequality across cultures. Submitted, preprint: https://doi.org/10.48550/arXiv.2608.25488

37. **Kushnick G**, Passmore S, Zuska F, Karo K, Fessler DMT (2026). Explaining the Decline of *impal* Marriage among the Karo: An Epidemiological Approach. *Evolutionary Human Sciences*, in press.

36. **Kushnick G** (2025). Book Review: "Hubris: The Rise, Fall, and Future of Humanity." *Anthropological Forum*, doi:10.1080/00664677.2025.2517199.

35. **Kushnick G** (2024). Generalization increases the adaptive value of mate-choice copying when immediate copying is costly. *Humans*, 4, 340-50.

34. Haynie H, **Kushnick G**, Kavanaugh P, Ember C, Bowern C, Low B, Tuff T, Vilela B, Kirby K, Botero C, Gavin M (2023). The biogeography and evolution of land ownership. *Journal of Biogeography*, 50, 1129-38.

33. **Kushnick G** (2023). Parent-offspring conflict: marriage. In Shackelford T (ed.), *Encyclopedia of Sexual Psychology and Behaviour* (pp. 1-5). Springer Nature.

32. **Kushnick G**, Behie A, Zuska F (2022). Pregnancy outcomes among evacuees of the Sinabung volcano, 2010-2018 (North Sumatra, Indonesia): a matched cohort study. *Aerican Journal of Human Biology*, 34, e23628.

31. Haynie HJ, Kavanaugh PH, Jordan FM, Ember CR, Gray RD, Greenhill SJ, Kirby KR, **Kushnick G**, Low BS, Tuff T, Vilela B, Botero CA, Gavin MC (2021). Pathways to social inequality. *Human Evolutionary Sciences*, 3, e35.

30. **Kushnick G** (2021). The cradle of humankind: Evolutionary approaches to technology and parenting. In: Weekes-Shackelford VA, Shackelford TK (eds.), *The Oxford Handbook of Evolutionary Psychology and Parenting* (pp. 115-34). Oxford University Press.

29. Bode A, **Kushnick G** (2021). Proximate and ultimate perspectives on romantic love. *Frontiers in Psychology (Evolutionary Psychology),* 12, 573123.

28. Kavanagh P, Haynie HJ, **Kushnick G**, Vilela B, Tuff T, Bowern C, Low B, Ember CR, Kirby KR, Botero C, Gavin MC (2021). Drivers of global variation in land ownership. *Ecography*, 43: 1-8.

27. Halcrow S, Warren R, **Kushnick G**, Nowell A (2020). Care of infants in the past: Bridging evolutionary anthropological and bioarchaeological approaches. *Evol Hum Sci*, 2, e47.
26. Curtin C, Barrett H, Bolyanatz A, Crittenden A, Fessler D, Fitzpatrick S, Gurven M, **Kushnick G**, Laurence S, Pisor A, Scelza B, Stich S, von Rueden C, Henrich J (2020). Kinship intensity and the use of mental states in moral judgments across societies. *Evol Hum Behav*, 41, 415-29.
25. Deppe AM, **Kushnick G** (2020). Olfactory predator recognition in the brown mouse lemur (*Microcebus rufus*) in Ranomafana National Park, Madagascar. *Am J Primatol*, 82, e23184.
24. Scelza BA, Prall S, Blumenfeld T, Crittenden A, Gurven M, Kline M, Koster J, **Kushnick G**, Mattison SM, Pillsworth E, Shenk M, Starkweather K, Stieglitz J, Sum C-Y, Yamaguchi K, McElreath R (2020). Patterns of paternal investment explain cross-cultural variance in jealous response. *Nature Human Behaviour*, 4, 20-26.
23. **Kushnick G** (2019). Gaps in Darwin's initial theory. In Shackelford T, Weekes-Shackelford V (eds.), *Encyclopedia of evolutionary psychological science* (pp. 1-5). Springer Nature.
22. Gavin MC, Kavanagh PH, Haynie HJ, Bowern C, Ember CR, Gray RD, Jordan FM, Kirby KR, **Kushnick G**, Low B, Vilela B, Botero CA (2018). Global geography of human subsistence. *Royal Society Open Science*, 5, 171897.
21. Gleeson B, **Kushnick G** (2018). Female social status and stature sexual dimorphism: Evidence for intersexual selection in human self-domestication. *Am J Phys Anthropol*, 16, 458-69.
20. Carter T, **Kushnick G** (2018). Male aggressiveness as intrasexual contest competition in a cross-cultural sample. *Behavioral Ecology and Sociobiology*, 72, 83. *co-first authors
19. **Kushnick G**, Fessler DMT, Zuska F (2016). Disgust, gender, and social change: Testing alternative explanations for the decline of cousin marriage in Karo society. *Human Nature*, 27(4), 533-55.
18. Atkinson Q, Coomber T, Passmore T, Greenhill S, **Kushnick G** (2016). Cultural and environmental predictors of pre-European deforestation on Pacific islands. *PLoS ONE*, 11(5), e0156340.
17. Barrett C, Bolyanatz A, Crittenden A, Fessler DMT, Fitzpatrick S, Gurven M, Henrich J, Kanovsky M, **Kushnick G**, Pisor A, Scelza B, Stich S, von Rueden C, Zhao W, Laurence S (2016). Small-scale societies exhibit fundamental variation in the role of intentions in morality. *Proceedings of the National Academy of Sciences, USA*, 113, 4688-93.
16. Fessler D, Holbrook C, Kanovsky M, Barrett H, Bolyanatz A, Gervais M, Gurven M, Henrich J, **Kushnick G**, Pisor A, Stich S, von Rueden C, Laurence S (2016). Moral parochialism misunderstood: a reply to Piazza and Sousa. *Proc Roy Soc B*, 283, 20152628.
15. **Kushnick G** (2016) Ecology of pairbond stability. In Shackelford T, Weekes-Shackelford V (eds.), *Encyclopedia of evolutionary psychological science* (pp.1-7). Cham: Springer.
14. Fessler DMT, Holbrook C, Stich S, Barrett HC, Bolyanatz AH, Gervais MM, Gurven M, Henrich J, Kanovsky M, **Kushnick G**, Pisor AC, von Ruedon C, Laurence S (2015). Moral parochialism and contextual contingency across seven societies. *Proceedings of the Royal Society London, Series B: Biological Sciences*, 282, 20150907.
13. **Kushnick G**, Hanowell B, Kim J, Lanstieh B, Magnano V, Oláh K (2015). Experimental evidence for convergent evolution of maternal care heuristics in industrialized and small-scale societies. *Royal Society Open Science*, 2, 140518.
12. **Kushnick G**, Gray R, Jordan F (2014). The sequential evolution of land tenure norms. *Evolution and Human Behavior*, 35, 309-318.
11. **Kushnick G** (2013). Access to resources shapes maternal decision making: Evidence from a factorial vignette experiment. *PLoS ONE*, 8(9), e75539.
10. **Kushnick G** (2013). Why do the Karo Batak prefer women with big feet? Flexible mate preferences and the notion that one size fits all. *Human Nature*, 24, 268-279.
9. **Kushnick G** (2012). Helper effects on breeder allocations to direct care. *American Journal of Human Biology,* 24, 545-50.

8. Fessler DMT, Stieger S, Asaridou S, Bahia U, Cravalho M, de Barros P, Delgado T, Fisher M, Geraldo Perez P, Goetz C, Haley K, Jackson J, **Kushnick G**, Lew K, Pain E, Pisor A, et al. (2012). Testing a postulated case of intersexual selection in humans: The role of foot size in judgments of physical attractiveness and age. *Evolution and Human Behavior*, 33, 147-164.
7. **Kushnick G**, Fessler DMT (2012). Misconstruals miss the mark: Response to El Guindi and Read. *Current Anthropology*, 53, 136-137.
6. **Kushnick G** (2012). Book review: "Reproduction and adaptation: Topics in human reproductive ecology." *Human Biology*, 84, 91-92.
5. **Kushnick G**, Fessler DMT (2011). Karo Batak cousin marriage, cosocialization, and the Westermarck hypothesis. *Current Anthropology*, 52, 443-8.
4. van Oven M, Hämmerle JM, van Schoor M, **Kushnick G**, Pennekamp P, Zega I, Lao O, Brown L, Kennerknecht I, Kayser M (2011). Unexpected island effects at an extreme: Reduced Y-chromosome and mitochondrial DNA diversity in Nias. *Mol Biol Evol*, 28, 1349-1361.
3. **Kushnick G** (2010). Resource competition and reproduction in Karo Batak villages. *Human Nature*, 21, 62-81.
2. **Kushnick G** (2009). Parental supply and offspring demand amongst Karo Batak mothers and children. *Journal of Biosocial Science*, 41, 183-93.
1. Bliege-Bird R, Bird D, Smith EA, **Kushnick G** (2002). Risk and reciprocity in Meriam food-sharing. *Evolution and Human Behavior*, 23, 297-321.

2.2.2. Invited Presentations/Panel

14. Kushnick G (2026) Biological anthropology research and teaching in a changing digital age. Invited panel member, Australasian Society for Human Biology.
13. Kushnick G (2026) *Navigating Research Ethics Applications: A Practical Guide for Early Career Researchers*. NECTAR, Early Career Researcher Network, ANU.
12. Kushnick G (2026) *Research ethics – supporting your students through the ethics process*. HDR Supervision Development Workshop, ANU.
11. Kushnick G (2024) *A field with a view: human behavioural ecology at the crossroads of ethnography and cross-cultural analysis*. Invited presentation at 'Scale and the Evolution of Human Social Systems' Workshop, Cooperation and Conflict Node, Vere Gordon Childe Centre, University of Sydney.
10. Kushnick G (2024). *Research experience in Indonesia*. Invited public lecture at the Department of Anthropology, University of North Sumatra, Medan, Indonesia.
9. Kushnick G (2024). *Research with people in other countries*. Invited presentation, ANU Ethics Bootcamp.
8. Kushnick G (2023). *Human pairbonding: Reconciling the major paradigms in the evolutionary behavioural sciences*. Invited presentation at the ANU Biological Anthropology Research Seminar Series.
7. Kushnick G (2022). *Human pairbonding: Reconciling the major paradigms in the evolutionary behavioural sciences*. Invited presentation at the University of Western Australia Human Sciences Seminar Series.
6. Kushnick G (2021) Can evolutionary theory explain why people own land? Invited presentation at Darwin Day Webinar, ANU.
5. Kushnick G (2019). *Processes*. Invited Discussant w/ Presentation, Deep Histories in Oceania. ANU College of Asia and the Pacific, ANU/Max Planck Institute Collaboration.
4. Kushnick G (2018). *Birth outcomes in evacuees of the Sinabung volcano*. Invited presentation at the Department of Anthropology and Dept. of Reproductive Health, USU, Medan, Indonesia.
3. Kushnick G (2016). *Cousin marriage in an Indonesian community: A case of sexual conflict*? Invited presentation at the ANU Biological Anthropology Research Seminar Series.
2. Kushnick, G. (2014). *Why is impal marriage rare in Karo Batak society? A case study in social change*. Invited presentation, Atma Jaya Catholic University, Jakarta.
1. Kushnick, G. (2014). *Why is impal marriage rare in Karo Batak society? A case study in social change*. Invited presentation, Fulbright Scholars Conference, Nusa, Bali, Indonesia.

2.2.3. Conference Presentations

-- Kushnick G, Gao AY (n.d.) Where Does Parent-Offspring Conflict Matter? Testing an Evolutionary Model of Marriage Timing among the Karo. Submitted for ASHB 2026.

20. Power E…Kushnick G, et al. (2025). A cross-cultural exploration of the association between material and relational wealth. Invited Presentation at the Network Science Association (NetSci) Colloquium, Newton Highlands, MA, USA (30 April 2025).

19. Kushnick G, Passmore S, Zuska F, Karo K, Fessler DMT (2024) Explaining the Decline of Preferential Matrilateral Cross-Cousin (*impal*) Marriage among the Karo of Indonesia: An Epidemiological Approach to Cultural Evolution. Paper presented at the 2024 Annual Cultural Evolution Society (CES) Conference, Durham, UK.

18. Power E, Redhead D, Koster J, Alvergne A, Harnish A, Sankar A, Vaitla B, Tucker B, Beheim B, Scelza B, Ichinkorloo B, Golden C, Beitl C, Ross C…Kushnick G, et al. (2023). A cross-cultural exploration of the association between material and relational wealth. Paper presented at the Annual Meeting of the European Human Behaviour and Evolution Association (EHBEA), Apr, London.

17. Redhead D, Power E, Koster J, Alvergne A, Harnish A, Sankar A, Vaitla B, Tucker B, Beheim B, Scelza B, Ichinkorloo B, Golden C, Beitl C, Ross C…Kushnick G, et al. (2023). Gender, age and the timing of leadership across societies. Paper presented at the Annual Mtg of EHBEA, April, London.

16. Kushnick G, Behie AM, Zuska F, White K (2021). Birth outcomes following evacuation from the eruption of Mount Sinabung in Indonesia. Poster presented at the Annual Meeting of the Canadian Association for Physical Anthropology, Hamilton, Ontario, December 2021.

15. Kushnick G, Kenilorea G, Panda N (2019). Diet, exercise and body composition in three Solomon Islands populations. Paper presented at the Annual Meeting of the ASHB, Canberra, December.

14. Kavanagh P, Gavin M, Bowern C, Low BS, Botero CA, Haynie H, Kushnick G, Ember CR, Jordan FM, Gray RD (2016). The global geography of subsistence strategies. Paper presented at the Annual Meeting of the Human Behavior and Evolution Society (HBES), Vancouver, Canada, June 2016.

13. Moya C, Fessler DMT, Henrich J, Zhao W, Barrett C, Bolyanatz A, Davis H, Gurven M, Kanovsky, Kushnick G, Pisor A, Scelza B, von Rueden C, Laurence S (2016). Third party coordination key to norm enforcement. Paper presented at the Annual Meeting of HBES, Vancouver, Canada, June.

12. Kushnick, G. (2014). Disgust and choosiness: A biocultural study of social change. Paper presented at the Annual Conf. of the Australasian Society for Human Biology (ASHB), Adelaide, December.

11. Kushnick, G., Chabot-Hanowell, B., Kim, J.H., Magnano, V., Oláh, K. (2013). Using third-party judgments to study maternal decision-making. Paper presented at the Northwest Evolution, Ecology, and Human Behavior (NWEEHB) Symposium, Boise, ID.

10. Kushnick, G. (2012) Evolution of land tenure in Austronesian societies. Invited Presentation at Biological Anthropology Seminar Series (BASS), Dept of Anthropology, Univ Washington, Seattle.

9. Kushnick, G. (2011) Access to resources shapes maternal investment decisions: An experimental approach to studying decision rules of human behavior. Invited Presentation at Biological Anthropology Seminar Series (BASS), Department of Anthropology, Univ. Washington, Seattle.

8. Kushnick, G. (2010a) Judgments of attractiveness based on foot size among the Karo Batak. Paper presented at the 1st International Conference of Indigenous & Cultural Psychology, Yogyakarta.

7. Kushnick, G. (2010b) Why do the Karo Batak prefer women with big feet? Invited Presentation, Biological Anthropology Seminar Series (BASS), Department of Anthropology, University of Washington, Seattle.

6. Kushnick, G. (2009) Resource competition and reproduction in two Karo Batak villages. Paper presented in session on Biosocial Investigations of Fertility, Sexuality, and Reproductive Health at the Annual Meeting of the Population Association of America (PAA), Detroit.

5. Kushnick, G. (2006) Parent-offspring conflict over reproductive effort in two rural villages in North Sumatra, Indonesia. Poster presented at the Annual Meeting of the Population Association of America, (PAA), Los Angeles.

4. Kushnick, G. (2005a) Parent-offspring conflict among Karo Batak mothers and children. Invited Presentation, Biological Anthropology Seminar Series (BASS), Department of Anthropology, Univ Washington, Seattle.
3. Kushnick, G. (2005b) Testing parent-offspring conflict theory among Karo mothers and children, North Sumatra. Poster presented at the Annual Meeting of the American Anthropological Association (AAA), Washington, DC.
2. Kushnick, G. (2003). Seminar on theory and method in Anthropology. Two-day seminar presented to students and faculty in Anthropology and Development Studies at the Univ. of North Sumatra, Medan, Indonesia.
1. Kushnick, G. (2000) Models of parent-offspring conflict and prospects for testing in human behavioral ecology field studies. Paper presented at the Annual Meeting of the Human Behavior and Evolution Society (HBES), Amherst, MA.

2.2.4. Reports

10. Kushnick G, Zuska F (2024) Dynamics of social networks and inequality. Submitted to National Research and Innovation Agency of Indonesia (*Badan Riset dan Inovasi Nasional*, BRIN), Jakarta. Final report for research permit 560/SIP/IV/FR/9/2023. Report length: 16 pages.
9. Kushnick G, Kenilorea G, Panda N (2020). Final Report: Diet, Exercise, and Obesity in Solomon Islands (DEOSI) Project. Submitted to Ministry of Education and Human Resources Development, Solomon Islands. Final report for research permit. Report length: 8 pages.
8. Kushnick G, Zuska F (2018) Reproductive strategies and outcomes amongst the Karo People of North Sumatra, Indonesia. Submitted to Ministry of Research and Technology (*Kementerian Riset dan Teknologi*, RISTEK), Jakarta. Periodic reports (x2) for research permit 430/SIP/FRP/E5/Dit.K1/XI/2017. Report lengths: (a) 10 pages, (b) 12 pages.
7. Kushnick G, Zuska F (2014). Why are impal marriages so rare in Karo Batak society? Report submitted to the Ministry of Research and Technology (RISTEK), Jakarta, Indonesia, 46 pp.
6. Kushnick G (2011). Determinants of perception and action among the Karo Batak: Cognition about artefacts. Report submitted to the Ministry of Research and Technology (RISTEK), Jakarta, 18 pp.
5. Kushnick G (2010). *Bibliography of works on the Karo Batak of North Sumatra, Indonesia: Missionary reports, anthropological studies, and other writings from 1826 to the present* (Version 1.2) 29 pp.
4. Kushnick G, Lubis Z (2010). Cultural, psychological, and somatic determinants of perception and action among the Karo Batak of North Sumatra. Report submitted to the Ministry of Research and Technology (RISTEK), Jakarta, Indonesia, 20 pp.
3. Kushnick G, Fessler DMT (2010). Study of Marriage and baptism recorda at the Catholic Parish, Kabanjahe, North Sumatra. Report Submitted to the Center for Culture, Brain, and Development, University of California, Los Angeles, 17 pp.
2. Kushnick G, Nadapdap A, Raharto A (2004). Parent-offspring conflict among the Karo of North Sumatra, Ineonsia. Submitted to the Indonesian Academy of Sciences (*Lembaga Ilmu Pengatahuan Indonesia*, LIPI). Final report for research permit 6880/SU/KS/2003. Report length: 26 pages.
1. Kushnick G, Nadapdap A, Raharto A (2004). Parent-offspring conflict among the Karo of North Sumatra, Ineonsia. Submitted to the Indonesian Academy of Sciences (*Lembaga Ilmu Pengatahuan Indonesia*, LIPI). Quarterly reports (x3) for research permit 6880/SU/KS/2003. Lengths: (a) 13 pp, (b) 17 pp, (c) 8 pp.

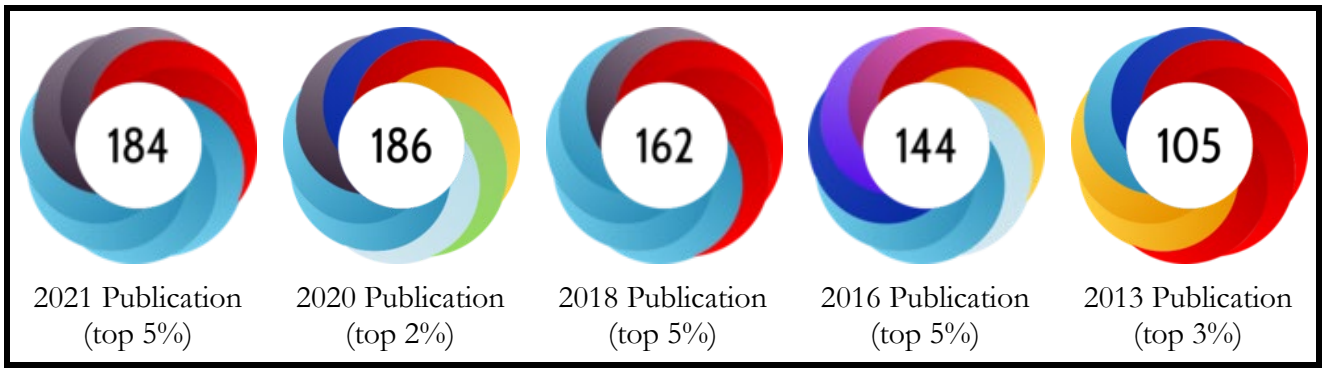
2.2.5. Open-Access Datasets

8. Kushnick, G., Passmore, S., Zuska, F., br. Karo, K., & Fessler, D. M. (2026). Explaining the Decline of *impal* Marriage among the Karo: An Epidemiological Approach [Dataset]. Zenodo. https://doi.org/10.5281/zenodo.22759971
7. Kavanagh, Patrick; Gavin, Michael; Haynie, Hannah; Kushnick, Geoff; et al. (2022). Drivers of global variation in land ownership - dataset [Dataset]. Dryad. https://doi.org/10.5061/dryad.18931zctd
6. Kushnick, G., & Behie, A. (2021, May 27). Matched Retrospective Cohort Study. https://doi.org/10.17605/OSF.IO/47SJG
5. Curtin, C. M., & Henrich, J. (2021, December 3). Kinship Intensity and Intentionality in Moral Judgement. Retrieved from https://osf.io/65krf
4. Gavin, Michael C.; Kavanagh, Patrick H.; Haynie, Hannah J.; Kushnick, Geoff; et al. (2018). Data from: The global geography of human subsistence [Dataset]. Dryad. https://doi.org/10.5061/dryad.884r935
3. Kushnick, Geoff; M.T. Fessler, Daniel; Zuska, Fikarwin (2016). Impal Experiment - Data, Codebook, and Data Form. figshare. Dataset. https://doi.org/10.6084/m9.figshare.1619669.v1
2. Culture and Mind Data: https://cultureandmind.sites.sheffield.ac.uk/publications-and-project-data/project-data
1. Kushnick, Geoff; Hanowell, Ben; Kim, Jun-Hong; Langstieh, Banrida; Magnano, Vittorio; Oláh, Kata (2015). PIVP - Data and Codebook. figshare. Dataset. https://doi.org/10.6084/m9.figshare.1172115.v5

2.3. MEDIA, ONLINE, AND POLICY IMPACT:

2.3.1. Media and Online Impact

My research has received a significant amount of media and online attention, as well as some impact in the policy space. This is evidenced by having five publications with AltMetric Attention Scores that are in the top 2-5% of all publications indexed (badges shown below, and in the examples of media attention in the section below. Further, it is evidenced by the policy citations below.



2.3.2. Examples of Media Coverage

Greater risk for babies born during natural disasters. *Medical Express*: https://medicalxpress.com/news/2021-06-greater-babies-born-natural-disasters.html?src_id=alt

Greater risk for babies born during natural disasters. *Mirage News*: https://www.miragenews.com/greater-risk-for-babies-born-during-natural-581187/

Tim dari Australia teliti perempuan hamil dan bencana Gunung Sinabung. *MSN News*: https://www.msn.com/id-id/berita/teknologidansains/tim-dari-australia-teliti-perempuan-hamil-dan-bencana-gunung-sinabung/ar-AALk8y9

The best expert-backed tricks to stop feeling jealous. *Yahoo!* : https://www.yahoo.com/lifestyle/best-expert-backed-tricks-stop-135000567.html

The deep evolutionary links between monogamy and fatherhood are more complicated than we thought. *The Conversation*: https://theconversation.com/the-deep-evolutionary-links-between-monogamy-and-fatherhood-are-more-complicated-than-we-thought-132660

MIL-Evening Report: The deep evolutionary links between monogamy and fatherhood are more complicated than... *Foreign Affairs New Zealand*: https://foreignaffairs.co.nz/2020/03/11/the-deep-evolutionary-links-between-monogamy-and-fatherhood-are-more-complicated-than-we-thought-132660/

The deep evolutionary links between monogamy and fatherhood are more complicated than we thought. *Australasian Science*, http://www.australasianscience.com.au/article/science-and-technology/deep-evolutionary-links-between-monogamy-and-fatherhood-are-more-comp

Deep evolutionary links between monogamy and fatherhood are more complicated than we thought. *Phys.org*: https://phys.org/news/2020-03-deep-evolutionary-links-monogamy-fatherhood.html

Hands-on dads more prone to jealousy in the face of infidelity. *MedicalXpress*: https://medicalxpress.com/news/2019-07-hands-on-dads-prone-jealousy-infidelity.html?src_id=alt

Childcare norms change as society industrialises. *Phys.org*: https://phys.org/news/2015-06-childcare-norms-society-industrialises.html

The law's emotion problem. NY Times: https://www.nytimes.com/2017/03/11/opinion/sunday/the-laws-emotion-problem.html

Childcare decisions more complex with safety net. *Early Learning Review*.

Group finds big feet fine. *Scientific American 60-Second Science*: https://www.scientificamerican.com/podcast/episode/group-finds-big-feet-fine-13-06-18/

Big feet a turn-on for men in this village. *Live Science*: https://www.livescience.com/37006-large-female-feet-attractive.html

Culture plays a role in deciding what makes a mate attractive. *The Medical News*: https://www.news-medical.net/news/20130531/Culture-plays-role-in-deciding-what-makes-a-mate-attractive-says-researcher.aspx

Big feet preference in rural Indonesia defies one-size-fits-all theory of attractiveness. *EurekAlert!* http://www.eurekalert.org/pub_releases/2013-05/uow-bfp052813.php

Human Evolution Affected By Culture: Big Feet Preference In Rural Indonesia Women. *Medical News Today*: https://www.medicalnewstoday.com/mnt/releases/261233#1

2.3.3. Policy Citations

2023	Social Preferences: Fundamental Characteristics and Economic Consequences. ESifo Working Paper No. 10488. Munich, Germany: https://app.overton.io/document.php?policy_document_id=ifode-fdfeb7adf00bb41cfda140a72889eb38
2023	Social Preferences: Fundamental Characteristics and Economic Consequences. IZA Institute of Labour Economics. Germany: https://www.iza.org/publications/dp/16200/social-preferences-fundamental-characteristics-and-economic-consequences
2016	Cutthroat Capitalism versus Cuddly Socialism: Are Americans more Meritocratic and Efficiency-Seeking than Scandinavians? CESifo Working Paper No. 6278. https://www.ifo.de/en/cesifo/publications/2016/working-paper/cutthroat-capitalism-versus-cuddly-socialism-are-americans-more

2.4. FIELDWORK AND COLLABORATION:

2.4.1. Fieldwork

Indonesia:
- 2000 (1 mo.)
- 2003-04 (12 mo.)
- 2009 (2 mo.)
- 2010 (3 mo.)
- 2011 (2 mo.)
- 2014 (4 mo.)
- 2018 (2 mo.)
- 2023 (2 mo.)
- 2024 (1 mo.)

Solomon Islands:
- 2017 (1 mo.)
- 2018 (1 mo.)

Total: 31 months

2.4.2. International Collaboration

Field Site (ongoing):	*Indonesia:*	Universitas Sumatera Utara (see profile on next page)
	Solomon Islands:	Solomon Islands National Univ, Ministry of Health
ENDOW (2017-now):	*USA:*	Harvard Univ, UCLA, UC Davis, Santa Fe Institute, U Cincinnati, Oregon Stae Univ, Rutgers U, Univ of Utah, Univ of Georgia, Univ of Oregon, Univ of Missouri
	UK:	University of Oxford, London School of Economics
GELTS (2015-19):	*USA:*	Yale U, U Michigan, Colorado State U, Washington U
	UK:	University of Bristol
	Germany:	Max Planck Institute
	Canada:	University of Toronto
Culture & Mind (2010-12):	*US:*	Harvard University, UCLA, Rutgers University, UNLV, University of California Santa Barbara
	UK:	Univ of Sheffield, Durham Univ, Univ of Oxford
	Other:	Bogazici Univ (Turkey), Comenius Univ (Czech Rep.)

Collaborative Work with Indonesian Counterparts | Geoff Kushnick



Australian National University

TWO PARTY RESEARCH COLLABORATION AGREEMENT

Dynamics of Social Networks and Inequality

between

The Australian National University
as represented by
ANU College of Arts and Social Science

and

Universitas Sumatera Utara
as represented by
Faculty of Social Science and Political Science



A. In 2023, I developed and entered into a collaborative agreement with the University of North Sumatra, Indonesia.

B. In 2024, after finishing the fieldwork portion of the project, I gave an invited lecture to over 60 Indonesian undergraduate students.

C. In 2025, my Indonesian counterpart, Dr Fikarwin Zuska, posted photos from our collaborative fieldwork in Karoland, North Sumatra, Indonesia, with kind words about the valuable experience and knowledge he gained from the collaboration.







Instagram



fikarwin.zuska

Suatu ketika di Desaember 2023, menemani Geoff Kushnick dalam sebuah kunjungan penelitian di Tanah Karo. Perjalanan macam ini selalu menyenangkan karena menumukan suasana dan informasi baru tentang banyak hal. Kunjungan kali ini aku lebih banyak mempelajari cara [Geoff] melakukan penelitian di lapangan, terutama dalam menghimpun dan mengorganisir data saat di lapangan.

Sometime in December 2023 accompanied Geoff Kushnick on a research visit to Karoland. This kind of trip is always fun because you find new atmosphere and information about many things. This visit I learned more about how Geoff conducts research in the field, particularly in gathering and organizing data while in the field.

2.5. RESEARCH WORKSHOPS:

2025	ANU Human Ethics Consultation Workshop (1 day)
2025	ENDOW Project Workshop, Online Meeting (1 day)
2024	Scale and the Evolution of Human Social Systems Workshop, Cooperation and Conflict Node, Vere Gordon Childe Centre, University of Sydney (1 day)
2023	ENDOW Project Workshop, Online Meeting (1 day)
2020	ENDOW Project Workshop, Santa Fe Institute, USA (3 days)
2019	Deep Histories in Oceania Workshop, ANU College of Asia and the Pacific, ANU/Max Planck Institute For the Science of Human History Collaboration (2 days)
2017	GELTS Workshop, Yale University (3 days)
2016	GELTS Workshop, Univeristy of British Columbia, Canada (2 days)
2015	GELTS Workshop, Colorado State University (3 days)
2011	'Culture and Mind' Project Workshop, Sheffield, UK (3 days)
2010	'Culture and Mind' Project Workshop, Sheffield, UK (3 days)

2.6. STATISTICAL EXPERIENCE:

With the exception of a minority of my publications, my research uses quantitative methods. Shown below is the percentage of my 36 publications that use (24/36, 67%) and do not use (12/36, 33%) quantitative approaches. Show below is this break-down, plus a breakdown of the specific sorts of quantitative methods used in those 24 studies.

Type of Study:

• Includes statistical/quantitative analyses	24/36	67%
• Does not include statistical/quantitative analyses	12/36	33%

Statistical:

• Standard inferential statistics (χ^2, t-test, correlations, etc)	11/24	46%
• Generalised linear models (linear, logistic, Poisson, etc)	9/24	38%
• Mixed-effects models (ME linear, ME logistic, etc)	9/24	38%
• Dimensionality reduction (PCA, item response theory, etc)	6/24	25%
• Computational phylogenetic methods	4/24	17%
• Non-parametric inferential statistics (Mann-Whitney test, etc)	2/24	8%
• Event-history analysis/survival analysis	2/24	8%
• Multiple imputation using chained equations	2/24	8%
• Bayesian regression modeling	1/24	4%
• Structural equation modeling	1/24	4%

Research Design/Data Collection:

• Surveys/interviews	16/24	67%
• Cross-cultural databases	15/24	63%
• Vignette experiments	7/24	29%
• Systematic behavioural observation	2/24	8%
• Cohort study design	1/24	4%

3. TEACHING

3.1. SUPERVISION/MENTORING:

3.1.1. Thesis Supervision (*see supervision feedback on next page)

PhD:

Iman Fachruliansyah (current): HBE, niche construction, land use

Ben Gleeson (current, Fenner): Human Ecology and Self-Domestication (A/Supervisor)

Adam Bode (2021-3): Evolutionary of Romantic Love (Supervisor/Chair)

Megan O'Donnell (2018): Reproduction in Australian Natural Disasters (A/Supervisor)

Masters:

Taolue Shen (2023): "Does Complex Religion Reduce Intra-Community Violence? A Quantitative Cross-Cultural Study" (co-supervised with Sam Passmore); commencing PhD at University of Hong Kong in 2025

Isabella Apriyana (2020): "Investigating the Change of Reproductive Strategies following Subsistence Transition in Hunter-Gatherer Populations of Borneo, Indonesia"; currently a PhD student in evolutionary anthropology at University of Zurich

Stephen Orchard (2019): "Sociosexual Norms, the Behavioural Immune System Hypothesis, and the Red Queen"

Ben Gleeson (2016): "Human Self-Domestication by Intersexual Selection: Female Social Status and Stature Sexual Dimorphism"; thesis score 90; received Judge's Commendation at 2016 ANU Student Research Conference; currently a PhD student in Fenner School).

Honours:

Emma Florey (2021): "Parochial Altruism and Environmental Risk in a Cross-Cultural Sample"

Jennifer Geyer (2020): "More the merrier? Human mate choice and the effects of sociosexual history and hormonal contraceptives"

Sumaiyah Qureshi (2019): "Understanding Agta Fertility: Subsistence-Related Factors Associated with Reproductive Rates in a Foraging Population in Transition"; Chancellor's Letter of Commendation.

Madelaine Winkler (2015): "Pathogen Pressure and Consanguineous Marriage: The Case of *Impal* Marriage among the Karo Batak from North Sumatra" (Co-Supervised)

Nyomi Bourbous (2014): "Mate choice copying".

Kerrissa Bohn (UW): "Experimental Test of the Influence of Multiple Male Characteristics on Female Long- and Short-Term Mate Preference"

Laura Thornquist (UW): "Conditional Mating Strategies: Male Physical Attractiveness and Effort in Online Dating"

3.1.2. Other Mentoring

2022-now | I provided mentoring in research, teaching, and supervision to **Dr Sam Passmore**, a postdoctoral scholar in CHL in ANU College of Asia and the Pacific.

2018-19 | I provided mentoring and support to fixed-term ANU academic **Dr Anja Deppe**. This included providing research support for an experiment-based project with mouse lemurs that turned into a co-authored publication and mentoring during job search.

2015-now | I mentored students seeking PhD and masters placements (partial list):

- Mohammad Soleimanian
- Christine Lindell
- Mia Fermin
- Nixon Panda
- Aleksandra Biskup

Excerpts from Letters of Support from Research Students, 2019-2025

Sumaiyah Qureshi



Throughout the year, Dr Kushnick was an outstanding supervisor whose mentorship played a central role in my academic success. His depth of knowledge, paired with his dedication to my learning, created an environment that was both intellectually enriching and personally supportive. Despite the steep learning curve that comes with undertaking academic research for the first time, I always felt guided, empowered, and respected under his supervision.

Dr Kushnick consistently maintained a thoughtful balance between providing autonomy and offering timely, constructive feedback. He was generous with his time – meeting with me regularly, answering questions promptly, and showing patience as I developed key research skills. Importantly, he helped me develop a strong foundation in data analysis and critical thinking, including proficiency in Stata, which laid the groundwork for my career as a data analyst in the public sector.

Emma Florey



Throughout my honours year I felt that Geoff always respected and encouraged me to be confident in my academic abilities and knowledge. He respected my independent working style, while maintaining availability and open communication when I needed assistance. Completing my honours in 2021 involved the unusual circumstance of Covid lockdowns and, as such, my research and all meetings were conducted remotely. Working with Geoff through this was fantastic. We had regularly scheduled Zoom meetings and email correspondence where my questions and concerns were answered in full. I felt fully supported and engaged throughout the process.

Isabella Apriyana



Dr Kushnick provided rigorous guidance throughout all phases of the research, from fieldwork-based survey in rural Indonesia to implementing advanced statistical techniques such as interval-censored event-history models. His ability to clearly explain complex methods and his meticulous attention to analytical precision were instrumental in my success. His supervision went beyond academic instruction—he nurtured my abilities in applying critical thinking, independence, and scientific integrity. The data analysis and thesis writing presented additional challenges due to the COVID-19 pandemic, as all work and communication had to be conducted online. Nevertheless, Dr Kushnick provided unwavering support throughout the process.

Furthermore, Dr Kushnick's support was pivotal in helping me secure a fully funded PhD position in evolutionary anthropology at the University of Zurich in 2024. He generously provided advice, reference letters, and strategic feedback that strengthened my application. His dedication to student success is exceptional and lasting.

Taolue Shen

Taolue Shen

[Dr Kushnick's] guidance during the actual thesis writing phase was consistently invaluable. He was exceptionally responsible, holding regular meetings to oversee my progress and address my concerns about quantitative methods. He provided constructive feedback and comments on every draft, helping me clarify arguments, strengthen my methodology, select appropriate data, and establish a strong academic writing structure. He also guided me in learning [statistical methods]. To further assist me, he recommended his own papers and excellent past student theses, which provided clear examples for structuring my work and designing my statistical model. These meetings and his feedback were always helpful, pushing me to develop my skills and think deeply about data and theoretical framework. Despite his busy schedule, he was always accessible, promptly responding to emails and checking in on my status, which kept my research on track.

Ben Gleeson



During my two years of Masters study I found Geoff's teaching and supervision to be supportive, encouraging, logical, and clear. Under his guidance, I successfully completed my thesis on a topic that I found highly engaging, using an ethnographic database and statistical methods that Geoff had introduced me to. My thesis was awarded 93 and 97 by its two examiners, for an averaged final result of 95. With Geoff as co-author, I later published my thesis findings in the American Journal of Physical Anthropology. Our article currently has 42 citations listed in google scholar.

I was very fortunate and grateful that Geoff then also agreed to provide me with supervision as a PhD student and advocated for me as a suitable candidate for the PhD program at the School of Archaeology and Anthropology at ANU. I was accepted and began my PhD research there and, though I later shifted my program to the Fenner School, Geoff has remained a member of my panel throughout my entire candidature.

	• Isabella Apriyana • Inez Derkx
2015-now	I have supervised semester-long supervised (non-thesis) research experience to several ANU undergraduate and postgraduate students: • Anna Dharmaendra (2027*) • Ace Gao (2025-26) • Kane White (2023) • Emily Bender (2020) • Chloe Tan (2019) • Isabella Apriyana (2019) • Daniel Gautschi (2015) • Tara-Lyn Carter (2015) • Ben Gleeson (2015) * Student booked in.
2010-15	I supervised 25 student assistants from UCLA, University of Washington, ANU, and University of Padjajaran (Indonesia) on the *Impal* Marriage Study.

3.2. EDUCATIONAL DEVELOPMENT ACTIVITIES:

3.2.1. Course and Program Development and Review

2025-now	Serving as a member of the Review Panel for Advancing Cultural Evolution (ACE) Curriculum Awards, Cultural Evolution Society (CES)—a program that awards grants to educators developing new courses and curricula for teaching cultural evolution.
2024	Reviewed course and program materials for the BIAN Accreditation Reviews, submitted feedback on modifications to learning outcomes, submitted a major revision for my own course that is a core course for the BIAN major (BIAN 3124).
2024	Submitted major revisions for a co-badged courses (BIAN 3014/6019)
2024	Contributed to the development of a set of recommendations that were provided to the CASS Associate Dean (HDR) with regards to revisions of policy on thesis-by-publication in the ANU College of Arts and Social Sciences.
2023	Reviewed and provided feedback on proposal for the new Anthropology masters degree.
2021	Reviewed and provided feedback on proposal for new 3000-level philosophy course called *Evolution and Human Nature*.
2017-18	Contributed to the development, and implementation, of new procedures for assessing honours and masters theses as a member of the CASS Education Committee.
2015-17	Contributed to the review of new and amended course applications, including serving as committee chair for several review meetings, as a member of the School of Archaeology and Anthropology Education Committee
2015	Contributed to the negotiation and design of a cross-college (CASS and COS) major, Human Evolutionary Biology, by corresponding with delegate from RSB and helping to formulate major requirements.
2010-18	Reviewed course and program materials for the BIAN Accreditation Reviews, submitted feedback on modifications to learning outcomes, submitted a major revision for my own course that is a core course for the BIAN major (BIAN 3124).

3.2.2. Individual Educational Development Activities

2024	*Training:* ANU People Manager Essentials Program (3.5 hrs)
2020-now	*Training:* HDR Supervisor Renewal (1 hr per year)
2020	*Training:* HDR Supervision at ANU (New Supervisors) (1 hour)
2020	*Training:* Foundations of HDR Supervision (2 hours)
2019	*Fellowship:* Fellow, Higher Education Academy (FHEA)
2014-15	*Training:* CHELT Workshop: FHES Workshop (2 modules & 3 modules)
2014	*Training:* CHELT Workshop: Foundations of Teaching and Learning (30 hours)
2014	*Training:* CASS Workshop: Aspects and Elements of Reseach-Led Teaching (4 modules)

3.3. EDUCATIONAL DEVELOPMENT ACTIVITIES:

3.3.1. Current Courses (2019-now)

Term	Code	Title	Contribution [1]					E	SELTS [2]	
			C	L	T	M	%		S_{upper}	S_n
2026 S1	BIAN 3124/6124	*Evolution and Human Behaviuour*	✓	✓	✓	✓	100	41	TBD	TBD
	BIAN 3129	*Supervised Research in BIAN*	✓				CO	0	TBD	TBD
	COMP 2550/4450/6445	*Data Analysis & Presentation in Computing Research*		✓			1 wk	200+	TBD	TBD
2025 S1	BIAN 2119	*Nutrition, Disease, & Environment*	co	✓	✓	✓	33	40	TBD	TBD
	BIAN 3124/6124	*Evolution & Human Behaviour*	✓	✓	✓	✓	100	30	TBD	TBD
	BIAN 3129	*Supervised Research in BIAN*	✓				CO	1	TBD	TBD
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	1	TBD	TBD
	COMP 2550/4450/6445	*Data Analysis & Presentation in Computing Research*		✓			1 wk	200+	TBD	TBD
2024 S2	BIAN 1001/6001	*The Human Journey: Intro to BIAN*	lead	✓	✓	✓	25	113	4.4	26
	BIAN 3014/6019	*Data Analysis & Res. Design in BIAN*	✓	✓	✓	✓	100	36	4.4	5
	BIAN 3129	*Supervised Research in BIAN*	✓				CO	2	5.0	1
2024 S1	BIAN 3124/6124	*Evolution & Human Behaviour*	✓	✓	✓	✓	100	28	4.2	8
	BIAN 3129	*Supervised Research in BIAN*	✓				CO	1	5.0	1
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	2	4.5	2
	ARCH 8032	*Intro to Arch & Evol Sciences*		✓			1 wk	11	4.6	9
2023 S2	OSP (no teaching)									
2023 S1	BIAN 3124/6124	*Evolution & Human Behaviour*	✓	✓	✓	✓	100	27	4.7	9
	BIAN 3129	*Supervised Research in BIAN*	✓				CO	1	n/a	0
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	0	n/a	0
	ARCH 8032	*Intro to Arch & Evol Sciences*		✓			1 wk	7	5.0	2
2022 S2	BIAN 1001	*The Human Journey: Intro to BIAN*	co	✓	✓	✓	25	92	4.2	15
	BIAN 3014/6019	*Data Analysis & Res. Design in BIAN*	✓	✓	✓	✓	100	36	4.4	5
	BIAN 3129	*Supervised Research in BIAN*	✓				--	2	n/a	0
2022 S1	BIAN 2119	*Nutrition, Disease, & Environment*	co	✓	✓	✓	33	28	3.6	5
	BIAN 3124/6124	*Evolution & Human Behaviour*	✓	✓	✓	✓	100	37	4.3	11
	BIAN 3129	*Supervised Research in BIAN*	✓				CO	1	n/a	0
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	0	n/a	0
	ARCH 8032	*Intro to Arch & Evol Sciences*		✓			1 wk	13	4.9	7
2021 S2	BIAN 1001	*The Human Journey: Intro to BIAN*	co	✓	✓	✓	25	106	4.3	26
	BIAN 3014/6019	*Data Analysis & Res. Design in BIAN*	✓	✓	✓	✓	100	13	4.0	1
2021 S1	BIAN 3124/6124	*Evolution & Human Behaviour*	✓	✓	✓	✓	100	34	5.0	3
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	4	4.0	1
2020 S2	BIAN 1000	*The Human Journey: Intro to BIAN*		✓	✓		2 wks	66	4.5	16
	BIAN 3014/6019	*Data Analysis & Res. Design in BIAN*	co	✓	✓	✓	50	34	4.5	6
2020 S1	BIAN 2133/6133	*Culture, Biology, and Population Dynamics*	✓	✓	✓	✓	100	24	*	*
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	8	*	*
2019 S2	BIAN 3133/6133	*Mating & Parenting*	✓	✓	✓	✓	100	20	4.0	11
	BIAN 3014/6019	*Data Analysis & Res. Design in BIAN*	lead	✓	✓	✓	50	34	4.0	2
	BIAN 8002	*Topics in Human Population Biology*	✓				CO	3	5.0	2
2019 S1	BIAN 3124/6124	*Evolution & Human Behaviour*	✓	✓	✓	✓	100	53	4.1	23
	BIAN 4011	*Honours Analysis Seminar*	✓				CO	4	5.0	2

[1] Contribution: C=convenor (co=co-convenor, lead=lead convenor); L=lecturing; T=tutoring, M=marking; CO=convenor only.

[2] SELTS: S_{upper}=upper range of course SELTS scores; S_n=sample size; * indicates SELTS not administered due to Covid.

3.3.1. Previous Courses (before 2019):

- Evolutionary Perspectives on Parenting (ANU and UW)
- Evolution of Human Social Behavior (UW)
- Human Population Biology (UW)
- Introduction to Biological Anthropol. (UW)
- Evolutionary Medicine (UW)
- Human Behavioral Ecology (UW)
- Human Nature and Literature (UW)
- Introduction to Anthropology (UW)
- History of the Concept of Culture (UW)
- Anthropology Honors Seminar (UW)

3.4. QUALITATIVE FEEDBACK:

What were the strengths of the course?

Extremely interesting course. Dr Kushnick is passionate and knowledgeable about the content. Really interesting and well-structured lectures. As somebody with ADHD, I love the shell slide structure- it encourages me to engage with the content and consolidate my understanding. Tutorial set up is beneficial and interesting.

The course convener is extremely knowledgeable, and it is clear he holds a strong passion for his field. The tutorials are a good length and the content is interesting. **I am grateful to had had the opportunity to take this course.**

High level of organisation and content communication. The learning goals were very clear and achievable. Class work and discussions felt firmly tied to those goals, which aided learning. I enjoyed the focus on research skills.

Tutorials were very relevant to assessment and really helped with understanding difficult aspects. Having a new topic each week kept it engaging. The assessments were fun, and it was cool working with a real data set for the final assessment.

The course was informative and structured well. The assessable content was clear and easy to follow. We got ample feedback on assessment.

The information regarding the final assessment was super detailed, as well as being able to go back through plenty of information regarding it during the lectures, so I felt I knew what I was doing.

Geoff Kushnick was one of the best professors I've had in all my university years. I thought the aim of working towards a final proposal was cool to implement what we had learned into a paper of what we were interested in!

The course was really engaging, the lectures were well structured, and I enjoyed the assessments. Having the problem statement assessment put me on the right track for the final report.

The topics covered in the course are interesting and explore a line of thinking that is both different and challenging for those who come from outside the biological anthropology field.

Well-structured, organised course. Assessments made sense and it was clear what [each] was assessing. The subject content was interesting.

The course taught important statistical skills and concepts that are applicable to a wide range of situations, not just in a biological anthropology context, which was emphasised throughout the course.

Also taught was fundamental general research skills and practices that are very valuable for future studies. I was exceptionally impressed by the availability of the course content and communication, and the understanding of and availability for flexible participation with tutorials was greatly appreciated.

All of it. The statistics section has enabled me to understand scientific articles better and read them more critically. The proposal section has enabled me to understand the process better. I also understand ethics better

The quantitative half of the course explained a lot about statistics that I'd wondered about but didn't know, and I feel more equipped to read papers and such with a more critical eye. I liked the opportunity to focus on the proposal for the second half of the semester and how each part was broken down and explained. This felt less new to me but still useful.

The assignments were appropriate but not too easy...most interesting course I've ever done... content of the course was very interesting, and I learned a lot...very pleased to have done it...content very engaging...**most interesting course I've ever done.**

What were the strengths of the teacher's approach?

Well-structured and clear communication. Content was engaging and relevant. Tutorials did well to consolidate content learnt in lecture. Dr Kushnick is very charismatic and engaging, a great lecturer.

I like [his] teaching style. He makes the content being taught intriguing and exciting. Geoff also does offer encouragement and care when needed.

I have always enjoyed Geoff's teaching, and this course has been no exception. He presented difficult concepts in an easy-to-follow way. The tutorials and assignments and even the test were great summaries of the content and allowed me to showcase my understanding of the content.

I really enjoyed learning from Geoff this semester, he is an engaging, intelligent, encouraging, and funny teacher.

He is a very fun lecturer who explained absolutely everything he said...

Geoff is super intelligent and well versed in the subject matter.

Geoff is very passionate about evolutionary anthropology and that comes off with how he teaches.

Very clear at communicating subject content. Knowledgeable about the subject content. Frequent communication of subject related things via wattle and email.

The teacher is extremely educated, one can immediately sense how much he knows. He shares his research with the class readily. I support this learning style, as it is very interesting to see what lecturers have been researching. He is kind and encouraged class discussions. It is obvious that he cares about this course.

Geoff was a great teacher—super knowledgeable with a great deal of research relevant to our learning [to] support all concepts with real world examples.

He represented a teaching and growth mindset not common in university and should be applauded.

I thought the way the course was structured was very effective, including the diverse [assessments]. Also, the diverse examples of evolutionary thinking about human behaviour were valuable, including the session on 'literary Darwinism' which was an unexpected bonus.

Always engaged with the students. Always interested in how you're developing within his class. Extremely enthusiastic about his field of study.

The teacher was good at communicating with students regularly and providing in person interactions to improve the course. Geoff also gave really helpful feedback that was quick for assessments.

Concepts were taught in a way [that showed] they can be applied more broadly, thereby teaching important research and analysis skills. The understanding and availability of flexible participation made for a much more inclusive environment. Availability of resources and the level of communication was refreshingly excellent...very enjoyable and valuable learning experience...

He discussed or raised things the same issues at different times in the course and sometimes in different ways. It helps things takes a few times for things to click or if you miss the point once, it was raised again, so there's more than one chance to hear or understand something.

Very well organised. High quality teaching presentations and content. Provided an immense amount of learning resources, support, feedback and insight into research. He also showed a desire to connect to us personally and involve us in equal discussion. **Most impressive of all was his attempts to meet the needs of each student, including those who struggled and those who excelled.**

Geoff's teaching style enabled me to absorb knowledge from his lectures, facilitating my learning.

4. SERVICE

4.1. DISCIPLINE SERVICE:

2025	**Member, Review Panel:** Advancing Cultural Evolution (ACE) Curriculum Awards, Cultural Evolution Society (CES)
2024-now	**Associate Editor:** *Frontiers in Psychology (Evol Psychol)* (Scopus; Q1; 2025 IF: 3.8; CiteScore: 7.0)
2023-now	**Consulting Editor:** *Human Nature* (Scopus; Q1, 2025 IF: 2.0; CiteScore: 3.4)
2021	**Thesis reviewer:** University of Western Australia (PhD); ANU (honours and masters)
2019	**Chair of Scholarship Committee & Student Award Panel:** ANU-hosted Annual Conference of the Australasian Society for Human Biology (ASHB)
2016-24	**Review Editor:** *Frontiers in Psychology* (Evolutionary Psychology)
2014-now	**Ad-hoc reviewer for funding bodies:** National Geographic Society, National Science Foundation, Wellcome Trust (UK), Research Foundation Flanders (Belgium), Fulbright Junior Scholars Program, Czech Acad of Science, National Science Centre (Poland)
2010-now	**Ad-hoc reviewer for journals:** *Scientific Reports* (Nature), *Current Anthropology*, *Evolution and Human Behavior*, *Field Methods*, *Human Nature*, *Frontiers in Cultural Psychology*, *Frontiers in Psychology*, *Social Science and Humanities Open*, *Advances in Public Health, Sexuality Research & Social Policy*, *Journal of Comparative Family Studies, Behavioral Ecology and Sociobiology, Journal of iosocial Sciences*
2010-2018	**Book Proposal Reviewer:** WW Norton, Oxford Univ Press, Psychology Press, Springer
2001-2003	**Writing/Research Consultant for NGOs:** wrote materials on environmental health issues related to children (6 mo.); wrote materials on workplace violence & workplace-safety laws (1 mo.); conducted focus-group research for hospital-based education programs (3 mo.); ghostwrote book with NGO executive for 1st-time dads (6 mo.)

4.2. UNIVERSITY SERVICE:

2025-now	**Deputy Chair, Human Research Ethnics Committee (HREC) and Governance:** *Commitment:* 0.2 FTE for 2 years with responsibility salary loading of $10,000 per year; *Contributions:* Served as full member of HREC; did observations at DERC meetings; contributed to fortnightly walk-in ethics consultation sessions and ad hoc consultation for ethics-related issues; filled in as chair as needed for both HREC and DERCs; created guidance materials, including information sheets and booklet for applicants; handled ethics-related complaints; contributed to ethics-related working groups, such as the AI in Research Working Group; gave several invited workshops: • *Research Ethics – Supporting your students through the ethics process* (Feb 2026): One-hour workshop/presentation provided as an HDR Supervision Development Workshop (invited by Director of HDR Supervision, Prof Peter Kanowski) • *Human Research Ethics Without Panic: Things I Wish Somebody Told Me Before My First Ethics Application* (May 2026): One hour workshop/presentation given to HDR students in SOAA (invited by HDR Convenor, Dr Katharine Balolia) • *Navigating Research Ethics Applications: A Practical Guide for Early Career Researchers* (August 2026): One-hour workshop provided to NECTAR to support early career researchers at ANU (invitred by NECTAR coordinator)
2023-now	**Ethics Committee Member:** Delegated Ethics Review Committee (DERC) for Humanities & Social Sciences; *Contributions:* Reviewed research proposals on a fortnightly (2023) or monthly (2024-now) basis for adherence to principles outlined in the National Statement for Ethical Conduct in Human Research; developed an information sheet on research data security with cloud storage that is distributed as guidance to applicants; presented at the 2024 Ethics Bootcamp to over 50 PhD students about "Research with People in Other Countries"; contributed to 2025 Ethics Consultation Workshop.

2020-now	**Committee Member:** RSHA Workplace Health and Safety (WHS) Committee; *Contributions:* Academic staff member representing the School of Archaeology and Anthropology on a committee of mostly professional staff members; attended meetings, which included reviewing agenda items which often include copious documentation of up to 50 pages; served on local fieldwork working group during Covid; promoted training required RSHA training activities with members of the local area.
2016-now	**SPOKE for Statistical Support Network (SSN)** (2020-now) **Member, Statistical Consulting Unit (SCU) Advisory Committee** (2016-20); *Contributions:* Contribute to SCU advisory meetings until its dissolution in 2020; was the only member not at A/Prof or Prof level; provided statistical and research design consultation for research students, both in my school and for the university as a whole; helped to plan and organise a 4-day statistics workshop for PhD students in anthropology in 2023; provided support for outreach at the 2024 ANU Research Infrastructure Expo; provided guest lecture on statistical application in a computer science course in 2024.
2017-18	**Committee Member:** CASS Education Committee; *Contributions:* Served during a time when the committee was re-shaping thesis assessment guidelines.
2017-14	**University of Washington:** "Campus Visit" Program (3 yrs); Tutor for Center for Learning and Undergraduate Education (2 yrs); Fritz & Boeing International Fellowship Selection Committee (2 yrs); Host for Indonesian Fulbright Delegates (2 yrs)

4.3. SCHOOL SERVICE:

2022-25	**Deputy Head of Discipline:** Biological Anthropology
2022	**School Magazine:** Published "In the (Not So) Far-Off Field" in the *Year in Review*
2020	**Member, Indigenous Research Theme Group:** *Contributions:* Reviewed and discussed the development of proposals for funding for Indigenous-themed sessions at relevant anthropology conferences.
2019-now	**Member, Research Portfolio:** School of Archaeology and Anthropology (2023-now) **ERA Officer:** Research Portfolio, School of Archaeology and Anthropology (2019-21): *Contributions:* Served on Working Group for "Research Pillar" section of the SoAA School Review in 2024, writing the section on AltMetric profiles of academic staff in school, and contributing to other parts of the research section of the self-evaluation report; collaborated with staff from ANTH and ARCH to write discipline-specific statements on research excellence for the school in 2021.
2016-25	**HDR Convenor:** Biological Anthropology HDR Program (2016-18, 2021-25): *Contributions:* Led the HDR scholarship ranking process in 2023; helped to organise and develop a 4-day statistics workshop (cross-pollinated with role on SSN); contributed to the development of a set of recommendations to be provided to the Associate Dean with regards to revisions of policy on thesis-by-publication in the ANU College of Arts and Social Sciences in 2024; developed and delivered an information sheet for PhD students on open-access and ANU-supported electronic research resources.
2014-now	**Outreach:** School outreach at ANU Open Day.
2018	**Roundtable discussant:** career pathways, SOAA HDR Retreat at Stromlo
2018	**BIAN Representative:** 'Publications Morning' convened by Francesca Merlan and attended by RSHA Director Paul Pickering
2017-2018	**Education Committee Chair:** SAA Education Committee
2016	**Member,** Working Group for SoAA School Review, including nominating and background checking potential review applicants
2016	**Invited Discussant:** Invited roundtable discussant at the ABACUS Degree Night
2015-17	**Member,** School Education Committee

2015	**Member,** School HDR Working Group
2015	**Major Design:** Contributed to the negotiation and design of new inter-college major (CASS and COS [RSB]) in Human Evolutionary Biology
2014-18	**Member**, School Social Committee (formerly known as Outreach Committee) – developed and promoted mailing lists for school
2014-17, 20	**Convenor**, Biological Anthropology Honours Program
2015	**Convenor**, Population Health Honours Program
2007-14	Department Service (University of Washington) • Undergraduate Honors Committee (2 yrs); • Anthropology Pedagogy Workshop Presenter (2 yrs); • Curriculum Committee (1 yr); • Human Subjects (Ethics) Committee (2 yrs)

5. MEMBERSHIP IN LEARNED SOCIETIES

- Cultural Evolution Society (CES)
- Australasian Society for Human Biology (ASHB)
- Human Behavior and Evolution Society (HBES)
- American Anthropological Association (AAA)*
- American Association of Biological Anthrpologists (AABA)*
- Population Association of American (PAA)*
- International Society for Behavioral Ecology (ISBE)*
- Asian Association of Indigenous and Cultural Psychology (AAICP)*
- Evolutionary Anthropology Society (EAS)*

* Currently unenrolled