

CURRICULUM VITAE

John G. Sessions

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CURRICULUM VITAE

John G. Sessions

PERSONAL

Name: John Grant Sessions

Nationality: British

Qualifications:

BSc Economics	University of Southampton <i>First Class Honours</i>
MSc Economics	London School of Economics
PhD Economics	London School of Economics <i>Unemployment, Earnings and Absence</i> Supervisors: Professor Saul Estrin (LSE) Professor Richard Jackman (LSE) Examiners: Professor Monojit Chatterjee (Dundee) Professor Alan Manning (LSE)

Current Position: Head – Department of Economics
And:
Professor of Economics - *The Sir David Dale Chair*
Newcastle University Business School
5 Barrack Road
Newcastle upon Tyne
England
NE1 4SE

Telephone: +44 (0)1912 3081843
Fax: +44 (0) 1912 2081738
Email: john.sessions@newcastle.ac.uk
Http: www.ncl.ac.uk/business-school/staff/profile/johnsessionsnewcastleacuk.html#background

Career:

2005-2018: Professor of Economics, University of Bath, England

2003-2005: Reader in Economics, University of Bath, England

1998-2003: Reader in Economics, Brunel University, England

1997-1998: Lecturer in Economics, Brunel University, England

1990-1997: Lecturer in Economics, Loughborough University, England

Affiliations:

Royal Economic Society
Member, 1990-Date

American Economic Association
Member, 1990-Date

Visiting Positions:

Cornell University, Ithaca, USA
Visiting Professor, 2013-Date

Dartmouth College, New Hampshire, USA
Visiting Professor, 2008-2010

University of Illinois at Urbana-Champaign, USA
Visiting Professor, 2001

Universite-Panthéon-Assas Paris II, France
Visiting Professor, 2000

University of Trier, Germany
Visiting Associate Professor, 1993, 1994, 1995

External Assessor:

University of East Anglia
Post Graduate Degrees in Economics, May 2013

University of Aberdeen
Professor of Economics, February 2012

Queens University, Belfast
Professor of Economics, March 2008

External Examiner:

Loughborough University
Undergraduate Degrees in Economics: 2020-Date

University of Kent

Undergraduate Degrees in Economics: 2020-Date

University of Aberdeen

Undergraduate Degrees in Economics: 2015-2020

University of East Anglia

Undergraduate Degrees in Economics: 2012-2015

Royal Holloway, University of London

Undergraduate Degrees in Economics: 2012-2015

London School of Economics

Postgraduate Degrees in Economics and Management: 2010-2014

University of Hull

Undergraduate Degrees in Economics: 2010-2014

University of Wales Swansea

Postgraduate Degrees in Economics: 2008-2013

University of Dundee

Undergraduate Degrees in Economics: 2005-2009

University of Wales Aberystwyth

Undergraduate Degrees in Economics: 2004-2008

University of London

External Degrees in Economics: 2003-2006

Loughborough University

Undergraduate Degrees in Economics: 2000-2003

Birbeck College, University of London

Postgraduate Certificate in Economics and Postgraduate Certificate in Economics and Finance: 1999-2003

PhD Examiner:

University of Bath

Boyang You:

Studies on the Dynamics and the Casual Inference of Enterprises in China (2023)

University of Sussex

Abgal Dumasur:

Subjective Life Satisfaction Evaluations of Inequality, Macroeconomic Shifts and Electoral Participation (2020)

University of Aberdeen

Abgal Dumasur:

Subjective Life Satisfaction Evaluations of Inequality, Macroeconomic Shifts and Electoral Participation (2020)

- Newcastle University*
Eduardo Almorox: *Essays on the Empirical Economics of Long-Term Care* (2019)
- University of Sheffield*
Alessandro Sasso: *Labour Force Participation and Occupational Outcomes Among Italian Women* (2018)
- University of Dundee*
Normala Zulkifli: *Pay Determinants in the Malaysian Economy: Evidence from Employer, Employee and Employer-Employee Perspectives* (2017)
- University of Bath*
Bingsong Wang: *Essays on Unemployment Volatility* (2016)
- University of Bath*
Tarun Chakravorty: *Corruption in Bangladesh: Its Implications for Firm Level and Macroeconomic Growth* (2015)
- Brunel University*
Dima Bagh: *Essays on Oil: Project Evaluation and Investment* (2015)
- Swansea University*
Xuan Cui: *An Investigation into the Impact of Health and Health-Related Behaviour on Employment and Wages in China* (2014)
- University of Bath*
Lory Barile: *Environmental Morale: An Application of Behavioral Economics* (2013)
- University of Bath*
F. Khan: *Evidence on Income Convergence: A Global Analysis* (2012)
- Swansea University*
Anita Staneva: *Comparative Essays in Labour Market Outcomes* (2012)
- University of Aberdeen*
David Cooper: *When Where and How: Investigating the Labour Supply and Strategies of Taxi Cab Drivers* (2010)
- University of Sheffield*
Aurora Ortiz-Nunez: *Attitudes Towards Risk, Educational Attainment and Educational Loans* (2010)
- University of Bath*
Tian Qiui: *Private Returns to Education: Earnings, Health and Well-Being* (2009)

University of Southampton

Abdol Samad Nawi: *Essays on Total Factor productivity, International Trade, Business Cycles and Mark-Up* (2007)

University of Sheffield

Juloawati Janius: *The Malaysian Co-operative Movement: An Empirical Analysis* (2007)

University of Sydney

Stephen Cheung: *Credentials and Learning in the Labour Market for Young Australians* (2007)

University of Birmingham

Xiayang Liu: *Private Rates of Return to Education During China's Transition Periods: Methods and Results* (2007)

University of Leicester

N. Theodoropoulos: *Gender and Ethnic Labour Market Differentials in Britain: An Analysis Using the 1998 Workplace Employee Relations Survey* (2006)

University of Newcastle

A. Ma: *The Economics of Incentives and Remuneration: Empirical Studies in Promotion Tournament, Discrimination on Job-Ladders, and Pay of Public Sector CEOs* (2005)

Swansea University

A. Mussurov: *Human Capital, Screening and Discrimination in Kazakhstan* (2005)

University of Birmingham

C. Brown: *Determinants of Students' Choice of Medical School in the UK* (2004)

University of Nottingham

M. Hisarciklilar: *Gender Based Discrimination in the Turkish Labour Market* (2004)

Loughborough University

K. Baldwin: *The Economics of Information and Piecewise Linear Limited Liability Profit Sharing Contracts* (2000)

Royal Holloway, University of London

L. Calmfors: *Determinants of Earnings in the Libyan Urban Labour Market* (1998)

PhD Supervisor:*Newcastle University*

J. Han: *Essays in Migration, Trade and the Labour Market* (Awarded 2024)

V. Phan:	<i>Explaining the Vietnamese Gender Wage Gap</i> (Awarded 2019)
A. Silah:	<i>Three Essays on Sierra Leone Development</i> (Awarded 2015)
G. Mallard:	<i>The Political Economy of Climate Change</i> (Awarded 2011)
A. Katsaros:	<i>European Labour Market Flexibility</i> (Awarded 2009)
G. Yu:	<i>Expectations and Sentiments</i> (Awarded 2007)

Brunel University

N. Tsitsianis:	<i>An Empirical Investigation of Labour Market Patterns in Britain: An Exploration into Entry and Exit from Self-Employment</i> (Awarded 2003)
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Loughborough University

D. Watson:	<i>Low Pay and Poverty: Implications for the Minimum Wage</i> (Awarded 1999)
M. Haynes:	<i>The Role of Education in the Labour Market: An Empirical Analysis</i> (Awarded 1997)
S. Brown:	<i>The Absence Decision: A Theoretical and Empirical Analysis</i> (Awarded 1996)

RESEARCH**Research Papers****Working Papers**

‘The Beautiful Game? Physical Attractiveness and Earnings in Professional Football
(with R. Arabsheibani and M. J. Penfold).

‘Volunteerism, Redistribution and Gender.’ (with A. Zangelidis).

‘Unemployment Stigma, Efficiency Wages and Shirking.’

‘The Mensa Problem.’ (with A. Durrans and Durrans. E).

‘Asymmetric Phillips’ Curves?’ (with B. Butt).

Refereed Papers

1. ‘Quality Competition and Worker Training.’ (with J. Heywood and N. Theodoropoulos). *Bulletin of Economic Research*, 75(4), pp. 935-943, 2023.
2. ‘Local Education Expenditures and Educational Inequality in China.’ (With J. Fan, Huang. J., and Ye. J). *Manchester School*, 91(4), pp. 283-305, 2023.
3. ‘Luck in a Flat Hierarchy: Wages, Bonuses and Noise.’ (with J. D. Skåtun). *Economic Record*, 98(323), pp. 373–391, 2022.

4. 'A Bonus Given: Noise, Effort and Efficiency in a Flat Hierarchy.' (with J. D. Skåtun). *Economic Bulletin*, 39(4), pp. 2527-2532, 2019.
5. 'Age of Menarche, Adolescent Intercourse and Female Schooling Attainment.' (with J. Huang, W. Groot and Yinyen Tseng). *Oxford Bulletin of Economics and Statistics*, 81(4), pp. 717-743, 2019.
6. 'Does Demand for Product Quality Increase Worker Training?' (with C. Bilanakos, J. Heywood and N. Theodoropoulos). *Journal of Economic Behaviour & Organization*, 155, pp. 159-177, 2018.
7. 'Shirking, Standards and the Probability of Detection.' (with J. D. Skåtun). *Bulletin of Economic Research*, 70(2), pp. 103-118, 2018.
8. 'Does Delegation Increase Worker Training?' (with C. Bilanakos, J. Heywood, and N. Theodoropoulos). *Economic Inquiry*, 56(2), pp. 1089-1115, 2018.
9. 'Puzzle Me This? The Vietnamese Reverse Gender Education Gap.' (with T. Mergoupis and V. Phan). *UN-WIDER Working Paper*, 116/2018, 2018.
10. 'Performance Related Pay, Efficiency Wages and the Shape of the Tenure-Earnings Profile.' (with J. D. Skåtun). *Manchester School*, 85(3), pp. 295-319, 2017.
11. 'Looking after Number Two: Cooperation, Competition and Worker Absence.' (with T. Barmby and A. Zangelidis). *Journal of Economic Behaviour & Organization*, 131, pp. 166-182, 2016.
12. 'A Multilevel Cross-Lagged Structural Equation Analysis for Reciprocal Relationship between Social Capital and Health.' (with G. Yu, Y. Fu, and M. Wall). *Social Science & Medicine*, 142, pp. 1-8, 2015. (Lead Article).
13. 'Cross-Assignment Discrimination in Pay: A Test Case of Major League Baseball.' (with Örn B. Bodvarsson and Kerry Papps). *Labour Economics*, 28, pp. 84-95, 2014.
14. 'Tenure, Wage Profiles and Monitoring.' (with N. Theodoropoulos). *Research in Labor Economics*, 38, pp. 105-162, 2013.
15. 'Work Now, Pay Later: An Empirical Analysis of British Pension Schemes.' (with J. Haynes). *Economic Modelling*, 30, pp. 835-843, 2013.
16. 'The Impact of Parental Education on Wages: New Wine in an Old Bottle?' (with J. Hudson). *Economics Letters*, 113, pp. 112-115, 2011.
17. 'The Measurement of Pay Discrimination Between Job Assignments.' (With Ö. Bodvarsson). *Labour Economics*. 18 pp. 645-657, 2011.
18. 'Social Capital and Windfalls: An Empirical Analysis.' (with Y. Georgellis and N. Tsitsianis). *Economics Letters*, 99, pp. 521-525, 2008.
19. 'Wages, Supervision and Sharing.' *Quarterly Review of Economics and Finance*, 48(4), pp. 653-672, 2008.

20. 'The Contribution of Hour Constraints to Working Poverty in Britain.' (with S. Brown and D. Watson). *Journal of Population Economics*, 20(2), pp. 445-463, 2007.
21. 'Pecuniary and Non-Pecuniary Aspects of Self-Employment Survival.' (with Y. Georgellis and N. Tsitsianis). *Quarterly Review of Economics and Finance*, 47(1), pp. 94-112, 2007.
22. 'Evidence on the Relationship between Firm-Based Screening and the Returns to Education.' (with S. Brown). *Economics of Education Review*, 25(5), pp. 498-509, 2006.
23. 'Self-Employment Matching: An Analysis of Dual Earner Couples and Working Households.' (with S. Brown and L. Farrell). *Small Business Economics*, 26(2), pp. 155-172, 2006.
24. 'Risk Preference and Employment Contract Type.' (with S. Brown, L. Farrell, and M. N. Harris). *Journal of the Royal Statistical Society (Series A)*, 169(4), 849-863, 2006.
25. 'Labour Market Flexibility and Macroeconomics Policy in the European Union.' (with E. J. Pentecost). *Developments in Economics*, 22, pp. 43-57, 2006.
26. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown). *Southern Economic Journal*, 72(3), pp. 660-676, 2006.
27. 'Self-Employment Longitudinal Dynamics: A Review of the Literature.' (with Y. Georgellis and N. Tsitsianis). *Economic Issues*, 10(2), pp. 51-84, 2005.
28. 'Employee Attitudes, Earnings and Fixed-Term Contracts: International Evidence.' (with S. Brown). *Review of World Economics*, 141(2), pp. 296-317, 2005.
29. 'Windfalls, Wealth, and the Transition to Self-Employment.' (with Y. Georgellis and N. Tsitsianis). *Small Business Economics*, 25(5), pp. 407-428, 2005.
30. 'Absenteeism, Presenteeism and Shirking.' (with S. Brown). *Economic Issues*, 9(1), pp. 15-21, 2005.
31. 'Attitudes, Expectations and Sharing.' (with S. Brown). *Labour*, 17(4), pp. 543-569, 2003.
32. 'Changing Labour Market Flexibility in the European Union.' (with E. J. Pentecost). *Review of World Economics: Weltwirtschaftliches Archiv*, 138, pp. 148-160, 2002.
33. 'Supervisor Heterogeneity: An Analysis of UK Microdata.' (with S. Brown). *Scottish Journal of Political Economy*, 49(4), pp. 407-17, 2002.
34. 'Experience-Earnings Profiles, Education and Gender.' (with S. Brown). *Journal of Economic Studies*, 28(6), pp. 408-421, 2001.
35. 'Actual and Optimal Labour Supply.' (with S. Brown). *Applied Economics Letters*, 8(2), pp. 111-13, 2001.
36. 'The Effects of International Competition on the Labor Market Prospects of Union and Nonunion Workers.' (with S. Brown). *Journal of Labor Research*, 12(3), pp. 22-40, 2001.
37. 'Employee Militancy in Britain: 1985-1990.' (with S. Brown). *Applied Economics*, 32(13), pp. 1767-1774, 2000.

38. 'Absenteeism and Employee Sharing: An Empirical Analysis Based on French Panel Data, 1981-1991.' (with S. Brown and F. Fakhfakh). *Industrial and Labor Relations Review*, 52(2), pp. 234-251, 1999.
39. 'Education and Employment Status: A Test of the Strong Screening Hypothesis in Italy.' (with S. Brown). *Economics of Education Review*, 18, pp. 397-404, 1999.
40. 'Education, Employment Status and Earnings: A Comparative Test of the Strong Screening Hypothesis.' (with S. Brown). *Scottish Journal of Political Economy*, 45(5), pp. 586-592, 1998.
41. 'Jurassic Union Man? A profile of the British Trade Union Member.' (with S. Brown). *Labour*, 12(4), pp. 773-796, 1998.
42. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). *Regional Studies*, 31(4), pp. 351-366, 1997.
43. 'Housing Privatisation and the 'Right to Buy'.' (with S. Brown). *Applied Economics*, 29, pp. 581-590, 1997.
44. 'Unemployment, Vacancies and Unfair Dismissals.' (with S. Brown). *Labour*, 11(2), pp. 329-349, 1997.
45. 'Real Business Cycles: Sectoral Versus Aggregate Shocks and the Elasticity of Demand for Income in Terms of Work Effort.' (with J. Presley). *Review of Political Economy*, 9(4), pp. 479-484, 1997.
46. 'Implications of Liberalised European Labour Markets.' (with S. Brown and K. Button). *Contemporary Economic Policy*, 14(1), January, pp. 58-70, 1996.
47. 'The Economics of Absence: Theory and Evidence.' (with S. Brown). *Journal of Economic Surveys*, 10(1), pp. 23-53, 1996.
48. 'Absenteeism, Efficiency Wages and Shirking.' (with T. Barmby and J. Treble). *Scandinavian Journal of Economics*, 96(4), pp. 561-566, 1994.
49. 'Islamic Economics: The Emergence of a New Paradigm.' (with J. Presley). *Economic Journal*, 104, pp. 584-596, 1994.
50. 'Unemployment Stigma, Multiple Equilibria and Shirking: A Social-Psychological Interpretation of Hysteresis.' *Labour*, 8(3), 355-375, 1994. (Lead Article).
51. 'An Exposition on the Nature of the Wage Curve.' *Scandinavian Journal of Economics*, 95(2), 239-244, 1993.¹

Papers in Edited Works

1. 'Nationality Discrimination in the Labor Market: Theory and Test.' (with Ö. Bodvarsson). In Epstein, G. S. and I. N. Gang (eds.), *Migration and Culture (Frontiers of Economics and Globalization Volume X)*. Bingley, UK: Emerald Group Publishing, Ltd, 2010.

¹ This paper incited the following response: Blanchflower, D. G. and A. J. Oswald. (1993). 'Testing for a U-Shaped Wage Curve: A Response.' *Scandinavian Journal of Economics*, 95(2), pp. 245-248.

2. 'Signalling and Screening.' (with S. Brown). In G. Johnes and J. Johnes (eds), *International Handbook on the Economics of Education*. (Edward Elgar: Cheltenham). 2005.
3. 'International Competition and Trade Unions.' (with S. Brown). In P. V. Wunnava (ed.), *The Changing Role of Unions*. (M. E. Sharpe: New York), 2004.
4. 'Alternative Vision of International Monetary Reform: Comments.' In M. Iqbal and D. T. Llewellyn (eds), *Islamic Banking and Finance: New Perspective on Profit Sharing and Risk*. (Edward Elgar: Cheltenham), 2002.
5. 'Saudi Arabia: Problems of Economic Development in the 1990's.' (with J. Presley and A. J. Westaway). In R. Kimber (ed), *Middle East Studies*. (BRISMES: London), 1993.

Research Income

Grant Awards

- €135000 *Belgie (National Bank of Belgium): Wage Flexibility in Europe: A Comparative International Study of its Determinants*, (with E. J. Pentecost, J. Plasmans and A. Van Poeck), 2001.
- £15000 Brunel University BRIEF award, *Transitions to Self-Employment*, 1998
- £300 British Academy Travel Grant: To attend 72nd Western Economic Association Conference, Seattle, July 2-8, 1997.
- £5000 Loughborough University, Devolved University Research Funds: *The Economics of Unfair Dismissals*, 1996.
- £300 British Academy Travel Grant: To attend 70th Western Economic Association Conference, San Diego, July 6-10, 1995.
- £2800 Loughborough University, Devolved University Research Funds: *Regional Unemployment*, 1992.
- £150 ESRC Travel Grant: To attend *European Association of Labour Economists' Fourth Annual Conference*, Maastricht, September 1993

Grant Applications

- £237000 ESRC: *Automation, Globalisation Wellbeing and Health* (with John Wildman, Smriti Sharma and Nils Braakmann)
- £335000 ESRC: *Agriculture and the Environment: The Effects of Brexit on UK Agricultural Output, Financial Support, Trade and the Environment* (with J. Hudson, B. Morely, and A. Hunt), 2017.
- £285000 NERC: *The Determinants of Biodiversity and Greenhouse Gas Emissions in UK and EU Agriculture*, (with J. Hudson, B. Morley), 2013.

- £250000 ESRC: *Team Work in a Crisis Situation: Job Satisfaction, Perceptions and Worker Attitudes Amongst UK financial and Banking Sector Workers* (with T. Hinks and B. Rayton), C. Ioannidis), 2009.
- £190000 ESRC: *Explaining Regional Productivity Differentials* (with J. Hudson, B. Morely, L. O'Shea and C. Ioannidis), 2008.

TEACHING

Teaching Philosophy

I consider the most important attributes of good teaching to be knowledge, clarity, empathy, and enthusiasm. Knowledge of the subject matter is an obvious pre-requisite. Clarity of exposition, however, is fundamental. Students should never be needlessly confused, and I try my utmost to make each syllabus, lecture, problem set, and examination paper, both sensible and interesting. I hope that by so doing my courses are accessible and stimulating, and that students remain excited by economic concepts long after they graduate. The notion that lecturers should explicate the essence of the material in a clear and coherent way is what makes teaching so intellectually challenging. Clarity of exposition should not mean, however, that students are not challenged, but that they are challenged by ideas rather than presentation.

Preparation is the key to clarity. Everything from planning the syllabus to writing the final exam must be carefully thought out well beforehand. This invariably means a constant process of reflection and revision as one learns what does and does not work.

Clarity alone is not enough. It is easy to fall into the trap of regarding all undergraduates as aspiring PhDs and the next generation of economic theorists. This is patently not true and as such good teaching requires constantly thinking of ways to make the material more exciting. This is especially true in economics, where it is often said that there are only two kinds of students: those who dislike economics; and those who really dislike economics! Whilst I do not (entirely) believe this is the case, I am convinced that every concept in economics can be made interesting. The key is to find examples and applications that students find exciting.

To do this a lecturer must be empathic and enthusiastic. Knowledge and clarity can be 'acquired', empathy and enthusiasm can not. These traits are, I believe, what sets 'natural' teachers apart. Students are more likely to warm to someone who displays a genuine love for a subject and who is receptive to feedback, than to any amount of well considered logic.

My actual teaching style is somewhat 'Socratic' - I ask a lot of questions in both seminars and lectures. I try to bring the algebra and graphs of economics to life - the letters, lines, symbols are not something to hide behind, but short-hand for the deeper stories that lay beneath. I try always to express the power and beauty of economics by helping students see just how much of their lives are affected by it. I make extensive use of the web for lecture notes, seminar questions, reading lists, references, and feedback. My Introductory Microeconomics (EC10006) website may be found at:

<http://staff.bath.ac.uk/ecsjgs/Teaching/Introductory%20Microeconomics/Intro%20Micro.htm>

I consider myself an empathic person and as such can get a pretty good feeling in lectures if I am holding students' attention. I am friendly and open to criticism. Indeed, I constantly invite students to let me know how they feel the course is progressing. I do this though formal university feedback channels, but also informally in lectures and seminars - for example, early on in a course I will hand out my own anonymous feedback forms asking students if they are happy with the pace and content of the course. Such feedback is useful in ascertaining student perceptions of my teaching. I use comments from internal and external moderators / examiners, my experience as an external examiner and, of course, final examination results, to ascertain its effectiveness.

Evaluation of Teaching

Formal feedback upon request

Nominated for *University of Bath Mary Tasker Teaching Excellence Award 2003, 2010.*

Nominated for *UK Economics Learning and Teaching Support Network Award 2003, 2004, 2007.*

Newcastle University:

Responsible Examiner

Industrial Organisation (Year 3)

Labour Economics (Year 3)

Economics of Risk & Uncertainty (Year 1)

University of Bath:

Responsible Examiner

Advanced Microeconomics (Year 3)

Industrial Organisation (Year 3)

Introductory Microeconomics (Year 1)

Intermediate Macroeconomics (Year 2)

Economics of Industry (Year 2)

Cornell University:

Responsible Examiner

Intermediate Microeconomics (ECON3030)

Dartmouth College:

Responsible Examiner

Intermediate Microeconomics

Brunel University:

Responsible Examiner

Advanced Microeconomics (Year 3)

Industrial Organisation (Year 3)

Intermediate Macroeconomics (Year 2)

Introductory Microeconomics (Year 1)

Labour Economics (Year 3)

Mathematical Economics (Year 2)

University of Illinois:

Responsible Examiner

Industrial Competition and Monopoly (Econ 380)

Labour Problems (Econ 240)

Loughborough University:

Responsible Examiner

Advanced Microeconomics (Year 3)

Labour Economics (Years 3)

Introductory Macroeconomics (Year 1)

Microeconomic Theory and Policy (MSc)

Introductory Microeconomics (Year 1)

Competitive Strategy and Risk Management (MSc)

Macroeconomic / Microeconomic Tutorials (Years 1, 2)

PhD Internal Examiner

MPhil Internal examiner

London School of Economics:

Summer School

Intermediate-Microeconomics Class Teacher (1990-1993)

Advanced-Microeconomics Class Teacher (1994)

Undergraduate

Intermediate Microeconomics Class Teacher (1989-1990)

University of Trier:

Visiting Associate Professor
Labour Economics (1993-1995)

Open University:

Tutor
East Midlands Region (1991-1994)

ADMINISTRATION

University of Bath:

**Admissions Tutor, Widening Participation Officer,
Final Year Tutor and Director of Internationalisation**
(2014-2018)

Director of Teaching and Learning (2011-2014)

Director of Research (2008-2011)

Head of Department (2005-2008)

Member of International Recruitment & Liaison Team
China (2010-Date); Vietnam (2012-Date); Malaysia (2013-
Date), Singapore (2014-Date)

Member of Faculty Teaching and Learning Committee
(2011-2014)

Member of Graduate School Committee (2011-2013)

Chair of Undergraduate Degree Scheme Review (MRes,
2013); BSc Sport and Exercise Science, March 2012)

Director of Research (2008-2011)

Member of Faculty Research Committee (2008-2011)

Head of Department (2005-2008)

Chair of University Sabbatical Working Party (April,
2006)

Director of Studies for MPhil/PhD Research Students
(2004-2005)

Member of Faculty Board of Studies (2004-2008)

Member of Faculty Research Committee (2004-2005)

Member of University Academic Appeals Committee
(2004-2005)

Brunel University:**Senior Tutor** (2000-2003)**Director of Undergraduate Admissions** (1997-2000)**QAA Aspect Group Leader** (*Student Support and Guidance*):
Graded 4 (Overall 22), March 2001.**Member of Department Research Committee****Member of Department Teaching Committee****Member of Faculty Board of Studies** (1997-2003)**Probationary Staff Mentor** (1997-2003)**Loughborough University:**

Programme Director: Economics Combined Honours

Year I Tutor: Economics Combined Honours

Departmental Representative: Board of Studies, School of
Human and Environmental StudiesDeputy Director: Centre for Research into European
Economics and Finance (CREEF)

SOCRATES Exchange Students Supervisor

Member of Departmental Courses Committee

Member of Departmental Research Committee

Post Graduate Research Students Liaison Officer

Departmental Macintosh Computer Representative

Author - Departmental Annual Report.

Author - Postgraduate Prospectus.

Cluster Co-ordinator (Local High School Liaison Scheme)