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## Professor PAUL L. LATREILLE BSc PhD FLPI MCMi CMBE

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### CURRENT POSITION

Professor of Management, The University of Sheffield (2013–)

### EMPLOYMENT HISTORY

Deputy Vice-President (Education), The University of Sheffield (2016–2017)

Associate Dean, Learning & Teaching, Sheffield University Management School (2014–2016)

Director, Swansea Academy of Learning & Teaching (SALT) (2009–2012)

Professor of Economics, Swansea University (2011–2012)

[previously Reader, 2009–2011; Senior Lecturer, 2006–2008; Lecturer, 1991–2006]

Tutorial Fellow, University of Warwick (1990–1991)

### PLACEMENTS / SECONDMENTS / FELLOWSHIPS ETC

Research Fellow, Institute for the Study of Labor (IZA), Bonn (2010–)

Visiting Professor, Centre for Employment Research, Westminster Business School (2014–)  
[previously Visiting Fellow, 2010–2013]

Associate, Economics Network (2007–)

ESRC Visiting Research Fellow at Acas (2008–2009)

### QUALIFICATIONS

*PhD, Economics*, “Trade Unions and Technological Change: An Empirical Analysis”,  
University of Warwick, 1987–1991

*BSc, Economics*, First Class Honours, University of Warwick, 1984–1987

### AWARDS AND DISTINCTIONS

The University of Sheffield, 2016

*Senate Award for Leadership in Learning and Teaching*

Sheffield University Students' Union Annual Academic Awards

Shortlisted for *Best Personal Tutor Award*, 2015 (also nominated in 2017)

EDUCAUSE, 2010

Recipient, *Jane N. Ryland Fellowship*, \$2,500 for attendance at EDUCAUSE Learning Initiative (ELI) Annual Meeting, Washington DC, February 2011

Economics Network of the Higher Education Academy, 2008  
Winner, *Student Nominated Award*

Economics Network of the Higher Education Academy, 2007  
Joint winner, *eLearning Award*

Economics Learning & Teaching Support Network (LTSN), 2003  
Commendation, *Outstanding Teaching Award*

University of Wales Swansea, 2002  
Winner, *University of Wales Swansea Teaching Fellowship*

University of Warwick, 1987  
Winner, *John Brack Memorial Prize for Applied Economics*

Poole Grammar School, 1984  
Winner, *National Westminster Prize for Economic Affairs*

## RESEARCH INTERESTS

Employment Tribunals; workplace conflict and resolution (especially mediation/ADR); economics of disability; economics of training; health and safety; self-employment/entrepreneurship; e-learning

## PUBLICATIONS

### Books

1. *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict*, Palgrave Macmillan, 2016 (co-edited with R. Saundry and I. Ashman)
2. *Modern Labour Economics*, Routledge, 2013 (with P.J. Sloane and N.C. O’Leary)

### Book Chapters and Contributions to Collections / Published Proceedings

3. “Conclusion: The Future of Conflict Management and Resolution”, in Saundry, R., Latreille, P. and Ashman, I. (eds.) *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict*, Palgrave Macmillan, 2016, pp. 363-367 (with R. Saundry and I. Ashman)
4. “Transforming the Culture of Conflict Management: Lessons from In-House Mediation” in Saundry, R., Latreille, P. and Ashman, I. (eds.) *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict*, Palgrave Macmillan, 2016, ch. 15, pp. 315-338 (with R. Saundry)
5. “Workplace Conflict: Who, Where, When and Why?” in Saundry, R., Latreille, P. and Ashman, I. (eds.) *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict*, Palgrave Macmillan, 2016, ch. 4, pp. 57-77 (with J. Gifford, M. Gould and P. Urwin)
6. “Introduction”, in Saundry, R., Latreille, P. and Ashman, I. (eds.) *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict*, Palgrave Macmillan, 2016, ch. 1, pp. 1-9 (with I. Ashman and R. Saundry)
7. “Employment Rights and Industrial Policy” in Bailey, D., Cowling, K. and Tomlinson, P. (eds.) *New Perspectives on Industrial Policy for a Modern Britain*, Oxford University Press, 2015, ch. 13, pp. 241-260 (with R. Saundry)
8. “Workplace Mediation” in Roche, W.K., Teague, P. and Colvin, A. (eds.) *Oxford Handbook of Conflict Management in Organizations*, Oxford University Press, 2014, ch. 9, pp. 188-207 (with R. Saundry)

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9. "Experiences of Judicial Mediation in Employment Tribunals" in Roche, W.K., Teague, P. and Colvin, A. (eds.) *Oxford Handbook of Conflict Management in Organizations*, Oxford University Press, 2014, ch. 16, pp. 329-348 (with P. Urwin)
  10. "Bullying and Harassment At Work – Acas Solutions" in N. Tehrani (ed.) *Workplace Bullying: Symptoms and Solutions*, Routledge, 2012, pp. 196-212 (with G. Dix and B. Davey)
  11. "When It's (Mostly) The Taking Part That Counts: The Post-Application Consequences of Employment Tribunal Claims", in Druker, J. (ed.) *Working Lives, Working Choices: Proceedings of the 15<sup>th</sup> International Employment Relations Association Conference 9-13 July 2007 (Vol. 1)*, 2009, pp. 147-162 (with S. Drinkwater and K.G. Knight)
  12. "Market Structure and Conduct", in M. Warner (ed.) *The International Encyclopedia of Business and Management*, London: International Thomson Business Press, 1996, Vol.4, pp. 3364-3377 (with K.D. George)

### Short Entries

13. "Alternative Dispute Resolution", in Johnstone, S. and Wilkinson, A. (eds.) *Encyclopedia of Human Resource Management*, Edward Elgar, 2016, pp. 11-12
14. "Conciliation", in Johnstone, S. and Wilkinson, A. (eds.) *Encyclopedia of Human Resource Management*, Edward Elgar, 2016, pp. 63-64
15. "Mediation", in Johnstone, S. and Wilkinson, A. (eds.) *Encyclopedia of Human Resource Management*, Edward Elgar, 2016, pp. 279-280
16. "Arbitration", in Johnstone, S. and Wilkinson, A. (eds.) *Encyclopedia of Human Resource Management*, Edward Elgar, 2016, pp. 16-17
17. "Employment Tribunal", in Johnstone, S. and Wilkinson, A. (eds.) *Encyclopedia of Human Resource Management*, Edward Elgar, 2016, pp. 124-125
18. "Market Structure and Conduct", in M. Warner (ed.) *The Pocket International Encyclopedia of Business and Management*, London: International Thomson Business Press, 1997, p. 199 (with K.D. George)

### Refereed Journal Articles

19. "The Management of Discipline and Grievances in British Workplaces: The Evidence from 2011 WERS", *Industrial Relations Journal*, 48(1), January 2017, pp. 2-21 (with S.J. Wood and R. Saundry)
  20. "Job Anxiety, Work-Related Psychological Illness and Workplace Performance", *British Journal of Industrial Relations*, 54(4), December 2016, pp. 742-767 (with M.K. Jones and P.J. Sloane)
  21. "Towards a System of Conflict Management? Cultural Change and Resistance in a Healthcare Organization", *Advances in Industrial and Labor Relations*, 22, 2016, pp. 189-209 (with R. Saundry)
  22. "Transition and the First Year Experience: University Students' Expectations", *The University of Wales Journal of Education*, 17(1), October 2014, pp. 73-87 (with D. Alderson and C. Hall)
  23. "Individual Motives for Choosing Self-employment in the UK: Does Region Matter?", *Regional Studies*, 48(5), May 2014, pp. 804-822 (with C. Dawson and A. Henley)
  24. "Representation in UK Employment Tribunals: Analysis of the 2003 and 2008 Surveys of Employment Tribunal Applications (SETA)", *British Journal of Industrial Relations*, 52(1), March 2014, pp. 158-184 (with P. Urwin and F. Buscha)
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25. "Lay Courts and Labour Judges: A Question of Legitimacy", *Comparative Labor Law & Policy Journal*, 35(2), January 2014, pp. 191-216 (with P. Burgess and S. Corby)
  26. "Work-related Health Risks in Europe: Are Older Workers More Vulnerable?", *Social Science and Medicine*, 88, July 2013, pp. 18-29 (with M.K. Jones, P.J. Sloane and A.V. Staneva)
  27. "A Regional Analysis of Flows into and out of the UK National Minimum Wage", *Applied Economics*, 45(21), 2013, pp. 3074–3087 (with M.K. Jones, R.J. Jones, P.D. Murphy and P.J. Sloane)
  28. "Employment Tribunals and the Civil Courts: Isomorphism Exemplified", *Industrial Law Journal*, 41(4), December 2012, pp. 387-406 (with S. Corby)
  29. "Tripartite Adjudication – An Endangered Species", *Industrial Relations Journal*, 43(2), March 2012, pp. 94-109 (with S. Corby)
  30. "Quantitative Evidence in the Evaluation of ADR: The Case of Judicial Mediation in Employment Tribunals", *International Journal of Human Resource Management*, 23(3, Special issue), February 2012, pp. 567-589 (with P. Urwin and V. Karuk)
  31. "Are You Experienced? SME Use of and Attitudes Towards Workplace Mediation", *International Journal of Human Resource Management*, 23(3, Special issue), February 2012, pp. 590-606 (with F. Buscha and A. Conte)
  32. "Disability and Self-Employment: Evidence from the UK LFS", *Applied Economics*, 43(27), November 2011, pp. 4161-4178 (with M.K. Jones)
  33. "Using Excel to Illustrate Hannah and Kay's Concentration Axioms", *International Review of Economics Education incorporating Computers in Higher Education Economics Review*, 10(1), May 2011, pp. 117-127 (with J. Mackley)
  34. "The Post-Application Labour Market Consequences of Employment Tribunal Claims", *Human Resource Management Journal*, 21(2), April 2011, pp. 171-189 (with S. Drinkwater and K.G. Knight)
  35. "Disability and Earnings – Are Employer Characteristics Important?", *Economics Letters*, 106(3), March 2010, pp. 191-194 (with M.K. Jones)
  36. "Threshold Concepts and Metalearning Capacity", *International Review of Economics Education*, 8(1), June 2009, pp. 132-154 (with J.H.F. Meyer and S.C. Ward)
  37. "Disability, Health and the Labour Market: Evidence from the Welsh Health Survey", *Local Economy*, 24(3), May 2009, pp. 192-210 (with M.K. Jones)
  38. "Training, Job Satisfaction and Workplace Performance in Britain: Evidence from WERS 2004", *Labour: Review of Labour Economics and Industrial Relations*, 23(1, Special issue), March 2009, pp. 139-175 (with M.K. Jones, R.J. Jones and P.J. Sloane)
  39. "Is There A Public Sector Training Advantage? Evidence from the Workplace Employment Relations Survey", *British Journal of Industrial Relations*, 46(4), December 2008, pp. 674-701 (with P.D. Murphy, M.K. Jones and D.H. Blackaby)
  40. "Crossing the Tracks? Trends in the Training of Male and Female Workers in Great Britain", *British Journal of Industrial Relations*, 46(2), June 2008, pp. 268-282 (with M.K. Jones and P.J. Sloane)
  41. "A Picture of the Work and Well-Being of Working Age Carers in Wales: Evidence from the Welsh Health Survey", *Welsh Economic Review*, 19(2), Winter 2007, pp. 35-39 (with M.K. Jones)

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42. "An Analysis of Reservation Wages for the Economically Inactive", *Economics Letters*, 97(1), October 2007, pp. 1-5 (with D.H. Blackaby, P.D. Murphy, N.C. O'Leary and P.J. Sloane)
  43. "Disability and Work: A Review of the British Evidence", *Estudios de Economía Aplicada*, 25(2), August 2007, pp. 473-498 (with M.K. Jones and P.J. Sloane)
  44. "Employment Tribunals and Acas: Evidence from a Survey of Representatives", *Industrial Relations Journal*, 38(2), March 2007, pp. 136-154 (with J.A. Latreille and K.G. Knight)
  45. "Disability, Gender and the Labour Market in Wales", *Regional Studies*, 40(8), November 2006, pp. 823-845 (with M.K. Jones and P.J. Sloane)
  46. "Disability, Gender and the British Labour Market", *Oxford Economic Papers*, 58(3), July 2006, pp. 407-449 (with M.K. Jones and P.J. Sloane)
  47. "Making a Difference? Legal Representation in Employment Tribunal Cases: Evidence from a Survey of Representatives", *Industrial Law Journal*, 34(4), December 2005, pp. 308-330 (with J.A. Latreille and K.G. Knight)
  48. "The Public-Private Sector Training Gap For Full-Time Male Employees in Britain: Evidence from SCEL1", *International Journal of Economic Research*, 2(2, Special issue), June 2005, pp. 125-145 (with D.H. Blackaby, P.D. Murphy and N.C. O'Leary)
  49. "The Role of Disability in Labour Market Outcomes in Wales", *Welsh Economic Review*, 16(2), Winter 2004, pp. 39-45 (with M.K. Jones and P.J. Sloane)
  50. "Gender Effects in British Unfair Dismissal Tribunal Hearings", *Industrial and Labor Relations Review*, 54(4), July 2001, pp. 816-834 (with K.G. Knight)
  51. "Discipline, Dismissals and Complaints to Employment Tribunals", *British Journal of Industrial Relations*, 38(4), December 2000, pp. 533-555 (with K.G. Knight)
  52. "The Economic and Social Consequences of the Closure of BP Llandarcy", *Contemporary Wales*, 13, 2000, pp. 138-159 (with I. Barney, D. Blackaby, L. Mainwaring, N. Manning, P. Murphy, N. O'Leary and J. Twomey)
  53. "How Far Do Cases Go? Resolution in Industrial Tribunal Applications", *The Manchester School*, 68(6), December 2000, pp. 723-744 (with K.G. Knight)
  54. "Inter-Industry and Inter-Occupational Wage Spillovers in U.K. Manufacturing", *Oxford Bulletin of Economics and Statistics*, 62(1), February 2000, pp. 83-99 (with D.N. Manning)
  55. "Apprenticeship Training and Day Release in U.K. Engineering: Some Cross-Sectional Evidence", *British Journal of Industrial Relations*, 34(2), June 1996, pp. 307-314 (with K.G. Knight)
  56. "Defence Cuts, Redundancies and Future Employment Prospects in West Wales", *Contemporary Wales*, 6, 1994, pp. 49-72 (with D.H. Blackaby, D. Hall, D.N. Manning, P.D. Murphy, N.C. O'Leary and F. Sumner)
  57. "Unions and the Inter-Establishment Adoption of New Microelectronic Technologies in the British Private Manufacturing Sector", *Oxford Bulletin of Economics and Statistics*, 54(1), February 1992, pp. 31-51

### Professional Journal Articles

58. "Conflict at Work and its Management", *UK Mediation Journal*, 2017, Issue 6, pp. 26-27 (with R. Saundry)
  59. "'Balance' that Adds Value to Decision-making", *Tribunals*, Winter 2011, pp. 16-18 (with S. Corby)
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## Book Reviews

60. Book note of King, J.E., *Labour Economics: Second Edition*, Macmillan Press (1990), *Economic Journal*, September 1991, pp.1346-1347

## Monographs

61. "The Economics of Employment Tribunals", *IZA World of Labor* (by invitation, refereed), online article at <http://wol.iza.org/articles/economics-of-employment-tribunals>, 2017
62. "Towards a System of Conflict Management? An Evaluation of the Impact of Workplace Mediation at Northumbria Healthcare NHS Foundation Trust", 2015, *Advisory, Conciliation and Arbitration Service Research Papers*, No. 03/15 (with R. Saundry)
63. "Analysis of the Nature, Extent and Impact of Grievance and Disciplinary Procedures and Workplace Mediation using WERS2011", 2014, *Advisory, Conciliation and Arbitration Service Research Papers*, No. 10/14 (with S. Wood and R. Saundry)
64. "Reframing Resolution – Managing Conflict and Resolving Individual Employment Disputes in the Contemporary Workplace", 2014, *Advisory, Conciliation and Arbitration Service Policy Series* (with R. Saundry, L. Dickens, C. Irvine, P. Teague, P. Urwin and G. Wibberley)
65. "Representation in UK Employment Tribunals: Analysis of the 2003 and 2008 Surveys of Employment Tribunal Applications (SETA)", 2012, *Advisory, Conciliation and Arbitration Service Research Papers*, No. 06/12
66. "Workplace Mediation: A Thematic Review of the Acas/CIPD Evidence", 2011, *Advisory, Conciliation and Arbitration Service Research Papers*, No. 13/11
67. "Mediating at Work: Of Success, Failure and Fragility", 2010, *Advisory, Conciliation and Arbitration Service Research Papers*, No. 06/10
68. "SME Attitudes Towards Workplace Mediation: The Role of Experience", 2010, *Advisory, Conciliation and Arbitration Service Research Papers*, No. 05/10 (with F. Buscha and A. Conte)
69. "Evaluating the Use of Judicial Mediation in Employment Tribunals", 2010, *Ministry of Justice Research Series*, 7/10 (with P. Urwin, V. Karuk, E. Michielsens, L. Page, B. Siara, S. Speckesser, with A. Boon and P-A. Chevalier)
70. "Characteristics of Rejected Employment Tribunal Claims", 2009, *Department for Business, Innovation & Skills Employment Relations Research Series*, No. 96, URN 09/812
71. "The Settlement of Employment Tribunal Cases: Evidence from SETA 2003", 2007, *Department for Business, Enterprise and Regulatory Reform Employment Relations Research Series*, No. 61, URN 07/1149
72. "Training, Job Satisfaction and Establishment Performance", 2007, *Sector Skills Development Agency Research Report*, No. 22 (with P.J. Sloane, M.K. Jones and R.J. Jones)
73. "Findings from the 1998 Survey of Representatives in Employment Tribunal Cases", 2004, *Department of Trade & Industry Employment Relations Research Series*, No. 35, URN 04/1530 (with J.A. Latreille and K.G. Knight)

## Other Reports

74. *Non-legal Members in UK Tribunals*, 2011, 25pp., ESRC Lay Members as Judges in Employment Rights Cases project report (with P. Burgess and S. Corby)

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75. *Labour Courts Abroad*, 2011, 88pp., ESRC Lay Members as Judges in Employment Rights Cases project report (with P. Burgess and S. Corby)
  76. *The Feasibility of Constructing and Using Large Scale Datasets which Include Newly Derived Health and Safety at Work Indicators*, 2011, 98pp., EU FP7 Health at Work, Work Package 7 project report (with M.K. Jones, P.J. Sloane and A.V. Staneva)
  77. *The Role of Lay Members in Employment Rights Cases – Survey Evidence*, 2011, iii+42pp., ESRC Lay Members as Judges in Employment Rights Cases project report (with S. Corby)
  78. *Interviews with Stakeholders*, 2011, 22pp., ESRC Lay Members as Judges in Employment Rights Cases project report (with S. Corby)
  79. *Stakeholder Organisations' Positions on Lay Members in Employment Rights Cases*, 2011, 23pp., ESRC Lay Members as Judges in Employment Rights Cases project report (with S. Corby)
  80. *Survey of CMC Providers 2011: Preliminary Findings*, 2011, iii+12pp.
  81. *Entrepreneurial Aspirations and Activity Amongst Students: A Comparative Study for Wales*, 2008, iii+113pp., prepared for Welsh Assembly Government (with A. Henley, C. DeCock, C. Dawson and I. Humphreys)
  82. *The Third Work-Life Balance Survey: Technical Report*, 2008, 197pp., prepared for Department for Business, Enterprise and Regulatory Reform (with ICM Research and J.A. Latreille)
  83. *Training Differences in the Public and Private Sectors: Who Gets It and What's It Worth?*, 2006, prepared for Department for Business, Enterprise and Regulatory Reform (with P.D. Murphy and M.K. Jones)
  84. *Further Analysis of Flows Into and Out of the National Minimum Wage*, 2006, ix+73pp., prepared for Low Pay Commission (with M.K. Jones, R.J. Jones, P.D. Murphy and P.J. Sloane)
  85. *The Welsh Language and Labour Market Inactivity*, 2005, ii+84pp., prepared for Welsh Assembly Government (with D. Blackaby, P. Murphy, N. O'Leary and P. Sloane)
  86. *Identifying Barriers to Economic Activity in Wales Part II: A Survey of the Economically Inactive in Three Areas of Special Interest*, 2004, xvii+168pp., prepared for Welsh Assembly Government (with D. Blackaby, P. Murphy, N. O'Leary and P. Sloane)
  87. *Technical Report and User Guide: 1998 Survey of Representatives in Employment Tribunal Cases*, 2004, ii+40pp., prepared for Department of Trade and Industry to accompany data deposit at UK Data Archive (with J.A. Latreille)
  88. *Identifying Barriers to Economic Activity in Wales*, 2003, National Assembly for Wales, iv+233pp. (with D. Blackaby, M. Jones, R. Jones, P. Murphy, N. O'Leary, and P. Sloane)
  89. *1998 Survey of Employment Tribunal Applications: Supporting documentation and combined questionnaire, based on applicant depth version*, 2003, vi+359pp., prepared for Department of Trade and Industry to accompany data deposit at UK Data Archive (with J.A. Latreille)
  90. *An Economic and Social Assessment of the Closure of BP Llandarcy: Summary Report*, 1999, vi+22pp., prepared for BP Oil Ltd. (with I. Barney, D.H. Blackaby, E. Fisher, D. Leslie, L. Mainwaring, D.N. Manning, P.D. Murphy, N. O'Leary and J. Wilson)
  91. *An Economic and Social Assessment of the Closure of BP Llandarcy*, 1999, ix+299pp., prepared for BP Oil Ltd. (with I. Barney, D.H. Blackaby, E. Fisher, D. Leslie, L. Mainwaring, D.N. Manning, P.D. Murphy, N. O'Leary and J. Wilson)

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92. *Labour Market Survey for West Dyfed: Summary Report*, January 1993, 25pp., prepared for Department of Employment/West Wales TEC (with D.H. Blackaby, D.N. Manning and P.D. Murphy)
93. *Labour Market Survey for West Dyfed: Final Report*, August 1992, 2 vols., vii+327pp., prepared for Department of Employment/West Wales TEC (with D.H. Blackaby, D.N. Manning and P.D. Murphy)

### Non-refereed Teaching Articles

94. "Seminar/Workshop Materials: Some Resources for Teaching Industry Concentration", *Economics Network of the Higher Education Academy* (available at [http://www.economicsnetwork.ac.uk/archive/latreille\\_concentration](http://www.economicsnetwork.ac.uk/archive/latreille_concentration); includes simulation spreadsheet, user guide and student exercise sheet)
95. "NSS scores for Economics 2010: A Preliminary Analysis", *Economics Network of the Higher Education Academy Newsletter*, Issue 16, Winter 2010, pp. 2-3 (available at [http://www.economicsnetwork.ac.uk/newsletter/economics\\_news16.pdf](http://www.economicsnetwork.ac.uk/newsletter/economics_news16.pdf))
96. "NSS scores for Economics 2010: A Preliminary Analysis" [data tables], *Economics Network of the Higher Education Academy*, 2010 (available at [http://www.economicsnetwork.ac.uk/sites/default/files/Ros%20O'Leary/Economics%20NSS%202010%20final\\_paul\\_lat.pdf](http://www.economicsnetwork.ac.uk/sites/default/files/Ros%20O'Leary/Economics%20NSS%202010%20final_paul_lat.pdf))
97. "Case Study: Student Attendance & Lecture Notes on VLEs: Part of the Problem, Part of the Solution?", *Economics Network of the Higher Education Academy*, 2008 (available at [http://www.economicsnetwork.ac.uk/showcase/latreille\\_attendance.htm](http://www.economicsnetwork.ac.uk/showcase/latreille_attendance.htm))
98. "Generic E-portfolio/PDP Tools for Economics and Business Students", *Economics Network Newsletter*, Issue 10, Winter 2007, p. 4
99. "Case Study: The Qualities of a Top Student – A Lecture Exercise", *Economics Network of the Higher Education Academy*, 2007 (available at [http://www.economicsnetwork.ac.uk/showcase/latreille\\_metacognition.htm](http://www.economicsnetwork.ac.uk/showcase/latreille_metacognition.htm))
100. "Case Study: Exploring the Use of a Generic E-portfolio/PDP Tool in a Basic Skills Module for Economics and Business Students – Some Reflections and Recommendations", *Economics Network of the Higher Education Academy*, 2007 (available at [http://www.economicsnetwork.ac.uk/showcase/latreille\\_eportfolio.htm](http://www.economicsnetwork.ac.uk/showcase/latreille_eportfolio.htm))
101. "Case Study: Teaching Basic Skills to Economics and Business Students – Some Reflections from Delivering a Dedicated Module", *Economics Network of the Higher Education Academy*, 2006 (available at [http://www.economicsnetwork.ac.uk/showcase/latreille\\_skills.htm](http://www.economicsnetwork.ac.uk/showcase/latreille_skills.htm))
102. "The Blackboard 'Experience'", *Quality Matters newsletter*, University of Wales Swansea, February 2002, p. 4

### Unpublished Working Papers

103. "Why Do Individuals Choose Self-Employment? Evidence from British Survey Data", *IZA Discussion Paper No. 3974* (with C. Dawson and A. Henley)
104. "Embedding a Generic E-Portfolio/PDP Tool in a Basic Skills Module for Economics and Business Students – When Say's Law Doesn't (Necessarily) Hold", *Swansea University Economics Working Paper No. SBE-E/2007/*
105. "How Far and for How Much? Evidence on Wages and Potential Travel-to-work Preferences from a Survey of the Economically Inactive", *IZA Discussion Paper No. 1976* (with D.H. Blackaby, P.D. Murphy, N.C. O'Leary and P.J. Sloane)



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106. "Further Reflections on Images in the Adversarial Mirror: Some Historical Matched Sample Evidence", *Swansea University Economics Working Paper* No. SBE-E/2007/10 (updating data, revised version target *British Journal of Industrial Relations*)
107. "Accounting for Differences in Labour Market Outcomes in Great Britain: A Regional Analysis Using the Labour Force Survey", *IZA Discussion Paper* No. 1501 (with N.C. O'Leary, D.H. Blackaby, P.D. Murphy and P.J. Sloane)

### Other Completed Papers

108. "Regional Differences in Employment, Unemployment and Economic Inactivity: A Decomposition Analysis Using the Labour Force Survey" (with N.C. O'Leary, D.H. Blackaby, P.D. Murphy and P.J. Sloane)

### Selected Work in Progress

109. "Conflict Management – Third Party Intervention" (with Elisabeth Naima Mikkelsen), chapter for inclusion in Mikkelsen, E.N. (20xx) *Organizational Conflict*, *Elgar Introductions to Management and Organization Theory*, Edward Elgar
110. "Off the Record: Promoting Collaborative L&T CPD on the QT" (with K. Ford and R. Ward)
111. "D.C. Hague's 'The Economist in a Business School': A Quinquagenarial Reflection" (with G. Brownlow), target *Journal of Management Studies*
112. "Be Careful What You Wish For! A Study of Student Feedback, Satisfaction and Performance" (with D. Breslin), target *Studies in Higher Education*
113. "On Translation, Transcription and Coding: A Methodological Note" (with N. Bakalov and P. Dibben), target *British Journal of Management*
114. "Reflexivity, Ethics and Disclosure in Disability Research" (with N. Bakalov and P. Dibben), target TBC
115. "Experience and Perceptions of Workplace Health and Safety: Evidence from the British Social Attitudes Survey" (with M.K. Jones and P.J. Sloane), target *Human Resource Management Journal*
116. "Mediating Workplace Conflict: Of Success, Failure and Fragility?", target *Industrial Relations*
117. "Lay Members at the EAT: When Absence of Evidence Is Not Evidence of Absence" (with S. Corby), target *Industrial Law Journal*
118. "Adjudicating Employment Rights Disputes: The Lay Member's Role Through the Lens of Status Characteristics Theory" (with S. Corby), target *Work, Employment & Society* (TBC)
119. "Gender Biases in Students' Peer-Evaluations in an Online Learning Space" (with G. Morales Martinez), target *American Economic Review*
120. "The Wisdom of the Class: Sequences in Rating Evaluations in an Online Learning Platform" (with G. Morales Martinez), target TBC
121. "Learning Online: How Evolutionary Biases Affect Student Choices" (with G. Morales Martinez), under submission at *Academy of Management Learning & Education*
122. "Workplace Mediation – Strategy, Structure and the Management of Conflict" (with R. Saundry and G. Wibberley), revise and resubmit at *Industrial & Labor Relations Review*

## PRESENTATIONS

### Keynotes and Invited Conference / Symposium Contributions

Session panel member (TBC)

- *International Association of Lawyers (UIA) 27th World Forum of Mediation Centres*, Milan (17-18 January, 2020)

“Teaching Excellence: A Chrononautical Journey” (title TBC)

- *Swansea Academy of Learning & Teaching 10<sup>th</sup> Annual Conference*, Swansea University, Swansea (17 July 2019, forthcoming)

“Workplace Conflict Interactive Session with Audience Polling”

- *Civil Mediation Council Conference: Save Time, Save Money, Save Stress*, Trinity Chambers, Newcastle (16 October 2018)
- *Civil Mediation Council Conference: Save Time, Save Money, Save Stress*, Lloyds Banking Group Training Centre, Solihull, 19 October 2017
- *Civil Mediation Council Conference: Save Time, Save Money, Save Stress*, Lloyds of London, London, 1 February 2017

“A ‘Blended’ Approach to TEL Adoption”

- *2017 EFMD Conference on Bachelor Programmes*, Nottingham Trent University, Nottingham, 20-22 September 2017

“Developing Conflict Management Systems”

- *‘Fight, Flight or Resolution? Managing Conflict in the NHS’*, NHS Employers Workshop, Midlands Art Centre, Birmingham, 12 September 2017

“The Importance of Industry Engaged Learning”

- *10<sup>th</sup> International Conference for Entrepreneurship, Innovation and Regional Development Conference*, Makedonia Palace Hotel, Thessaloniki, 31 August-1 September 2017

“Workplace Conflict Interactive Session with Audience Polling”

- *Civil Mediation Council Conference: Save Time, Save Money, Save Stress*, Newcastle (forthcoming)
- *Civil Mediation Council Conference: Save Time, Save Money, Save Stress*, Lloyds Banking Group Training Centre, Solihull, 19 October 2017
- *Civil Mediation Council Conference: Save Time, Save Money, Save Stress*, Lloyds of London, London, 1 February 2017

“(Still) Unskilled and Unaware of It? Some Thoughts on First Year Transitions in HE”

- *Oxford Brookes L&T Conference: Identifying Best Practice in Academic Induction*, Oxford Brookes University, Oxford, 13 January 2017

“Conflict at Work: On Managers and Management” (co-authored with R. Saundry)

- *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict* symposium, 11 July 2016

“Formal Legal Requirements in the Context of Informal Employment Relations” (with R. Wapshott, co-authored with O. Mallett)

- *ESRC Seminar: Labour Market Regulation in the Post(?) -Crisis Landscape*, University of Sheffield, Sheffield, 5 May 2016

“Managing Organisational Conflict: An Integrated Approach” (with S. Pestell)

- *Health and Wellbeing at Work 2016*, NEC, Birmingham, 8-9 March 2016

“How to Do Conflict at Work”

- *Acas East Midlands Masterclass Conference*, Village Urban Resort and Spa, Nottingham, 2 February 2016

Discussant, *Special Workshop – Resolution of Workplace Conflict*

- *ILERA 17<sup>th</sup> World Congress*, Cape Sun Hotel, Cape Town, 7-11 September 2015

“Towards a System of Conflict Management? Cultural Change and Resistance in a Healthcare Organization” (co-authored with R. Saundry)

- *LER 67<sup>th</sup> Annual Meeting, AILR/LEA Best Papers symposium*, Pittsburgh, PA, 28-31 May 2015

“Strange New Flesh? Beyond Workplace Mediation” [Workshop]

- *Greenwich Symposium*, University of Greenwich, London, 18 June 2014

“Managing Conflict in the Workplace: The Encouragement and Support of Early Dispute Resolution” [Masterclass]

- *Acas East of England Conference – The Challenges of the Changing Workplace in 2014*, Imperial War Museum, Cambridge, 13 March 2014

“Resolving Conflict in Challenging Times”

- *Health and Wellbeing at Work 2014 (Management and Leadership Programme)*, NEC, Birmingham, 5 March 2014

“Workplace Conflict Needs a Toolkit”

- *Acas Midlands Conference – Conflict at Work: Mediation and More*, National Motor Cycle Museum, Birmingham, 13<sup>th</sup> February 2014

“The Changing Nature of Employment Tribunals” (with S. Corby)

- *The Changing Face of Regulation – Rights, Resolution, Fairness and Efficiency*, University of Warwick, Coventry, 5 June 2013 (as part of ESRC Seminar Series 2012-2013 ‘Reframing Resolution – Managing Individual Workplace Conflict’)

“Tristis Physicus Causidicus Diaboli Fit”

- *Mediation and Alternative Dispute Resolution – Outcomes and Impacts*, Swansea University, Swansea, 14 February 2013 (as part of ESRC Seminar Series 2012-2013 ‘Reframing Resolution – Managing Individual Workplace Conflict’)

“Workplace Mediation: The Fragile End of the Wedge?” [Workshop]

- *Greenwich Dispute Resolution in Context Symposium*, University of Greenwich, London, 18 April 2012
- *Greenwich Resolving Conflict at Work Symposium*, University of Greenwich, London, 7 September 2010

“Evidencing Workplace Mediation: Positively Critical or Critically Positive?”

- *Acas Research Seminar: Effective Conflict Management*, British Library Conference Centre, London, 8 March 2011

“Tweaching for Economists”

- *Economics eLearning Symposium*, University of Bristol, Bristol, 9 September 2010

“Attitudes Towards Workplace Mediation: Some Survey Evidence”

- *University of Aberdeen Economics CELMR PhD Research Workshop*, University of Aberdeen, Aberdeen, 13 November 2009

“Mediation at Work: the Canon, the Count and a Crystal Ball”

- *North West Universities Mediation Conference*, University of Central Lancashire, Preston, 14 October 2009

“Using Web2.0 Technologies in Your Teaching (and Research)” (with S. Greenlaw)

- *Economics Network Key Contacts Conference*, Wales Millennium Centre, Cardiff, 8 September 2009

“Mediation in the Workplace – Emerging Themes and Evidence”

- *Institute for Employment Studies HR Network Hot Topic Seminar*, The Commonwealth Club, London, 19 May 2009

“Disability and Earnings – Are Firm Characteristics Important?” (with M.K. Jones)

- *Royal Economic Society Annual Conference*, special session on Health and Labour Market Outcomes, University of Warwick, Coventry, 17-19 March 2008

“UK Economists – Increasing Demand and Falling Supply?” (co-authored with F. Buscha and P. Urwin)

- *Royal Economic Society Annual Conference*, special session on The Skills of an Economist: What Does a Degree Give You?, University of Warwick, Coventry, 17-19 March 2008

“When Social Learning Came to Town: A Hands-on Introduction to Web2.0 for Teaching and Research” [Workshop] (with C. Hall)

- *HEA Business, Management, Accountancy and Finance (BMAF) Key Contacts Symposium*, Swansea University, Swansea, 17 January 2008

- “Disability and Self-Employment: Evidence from the UK LFS” (co-authored with M.K. Jones)
- *Work Pensions and Labour Economics (WPEG) Conference*, special session on Disability and Employment, University of Kent, Canterbury, 10-12 July 2006
- “Non-Standard Work Patterns: Accommodating Disability?” (with M.K. Jones)
- *Royal Economic Society Annual Conference*, special session on Disability, East Midlands Conference Centre, University of Nottingham, Nottingham, 18-20 April 2006
- “Choice of Work Patterns and the Accommodation of a Disability” (with M.K. Jones)
- *Scottish Economic Policy Network (Scotecon) Disability and the Labour Market Research Seminar*, Confederation of Scottish Local Authorities Conference Centre, Edinburgh, 21 November 2005

### **Other Conference / Workshop Presentations (since 2010)**

- “D.C. Hague’s ‘The Economist in a Business School’: A Quinquagenarian Reflection” (with G. Brownlow)
- *Economics Network Developments in Economics Education Conference*, CTaLE, University College London, London, 6-8 September 2017
- “Off the Record: Promoting Collaborative L&T CPD on the QT” (with R. Ward, co-authored also with K. Ford)
- *Enhancing Student Learning Through Innovative Scholarship 2017: Learning Through Collaboration*, University of Sheffield, Sheffield, 20 July 2017
- “Managing Conflict at Work: Minding the Managerial Gap” (co-authored with R. Saundry)
- *LERA 68<sup>th</sup> Annual Meeting*, session on *Cross-National Comparisons of Dispute Resolution Systems*, Millennium Hotel, Minneapolis, MN, 26-29 May 2016
- “Developing A System for Conflict Management – Towards A Strategic Choice” (with R. Saundry)
- *CIPD Conference for Applied Research*, Warwick Business School at The Shard, London, 8 December 2015
- “Formal Legal Requirements in the Context of Informal Employment Relations” (with R. Wapshott, co-authored with O. Mallett)
- *University of Sheffield Faculty of Social Science Annual Research Conference*, University of Sheffield, Sheffield, 17 September 2015
  - *2<sup>nd</sup> International Interdisciplinary Conference on Research on Work, WORK2015*, Turku, Finland, 19-21 August 2015
- “The Employment Appeal Tribunal: Does the Presence of Lay Members Affect Results?” (co-authored with S. Corby)
- *The UK Coalition Government and Employment Relations Conference*, University of Portsmouth, Portsmouth, 16 December 2013
- “Sweet! An AI-inspired, Modified ‘Pick & Mix’ Benchmarking Process for Disability Inclusivity” [Workshop] (with C. Hall)
- *University of Sheffield 7<sup>th</sup> Annual Learning & Teaching Conference: Embracing Diversity*, University of Sheffield, Sheffield, 9 January 2013
- “Adjudicating Employment Rights Disputes: The Lay Member’s Role” (with S. Corby)
- *British Universities Industrial Relations Association Annual Conference*, University of Greenwich, London, 7-9 July 2011
- “Better from America? Lessons Learned from EDUCAUSE in Washington”
- *Swansea University Excellence in Learning and Teaching Conference*, Swansea University, Swansea, 18 May 2011
- “Attitudes to Health and Safety at Work: Evidence from the British Social Attitudes Survey” (co-authored with M.K. Jones and P.J. Sloane)
- *Work Pensions and Labour Economics (WPEG) Conference*, University of Sheffield, Sheffield, 19-21 July 2011
  - *Scottish Economic Society Annual Conference (Health at Work, Organised Session)*, Ramada Jarvis Hotel, Perth, 4-6 April 2011

“Mediation at Work: Success, Failure and Fragility”

- *I International Congress on Mediation*, ISCSP, Technical University of Lisbon, Lisbon, 7-9 October 2010

**Staff Seminars (since 2010)**

Griffith University (2019, forthcoming); ESRC (2019, forthcoming); University of the West of England (2013); Cardiff University (2013); University of Leeds (2013); Mary Washington University (2011); University of Central Lancashire (2010)

**Other Invited Research Presentations / Seminars / Workshops (since 2010)**

PhD seminar, Griffith University (Brisbane, 2010); ESRC Town Hall event (Birmingham, January 2019); Acas Certificate in Workplace Mediation (CIWM) trainers' CPD workshops (Birmingham, December 2015 (with R. Saundry), December 2013, January 2013); Acas East of England Employment Relations Forum (2015); TCM Group client webinar (2014); Consensio client event (2013); Council of Tribunal Members Associations (2012); Industrial Law Society (London, 2012); Acas Postgraduate Certificate training (2008, 2012); Civil Mediation Council Workplace Committee (2011); Economics Network Key Contacts meeting (2010); CHUDE meeting (2010); Economics Network Associates meeting (2010)

**Conference / Seminar Organisation**

Co-organiser (with R. Saundry), *Reframing Resolution – Innovation and Change in the Management of Workplace Conflict* symposium, 2016 (sponsored by WOERRC and Acas)

Member, Organizing Committee for *International Workshop on Central and Eastern European Employment Relations in Perspective – History, Geography and Difference*, 2015

Member, Scientific Committee, *9th South East European Doctoral Student Conference*, Research Track 1 (Enterprise, Innovation and Development), 2014

Co-convenor (with W.J. Lee), Higher Education Academy (HEA) seminar, *Teaching Research Methods in Business and Management*, 2014

Member, Scientific Committee, *8th South East European Doctoral Student Conference*, Research Track 1 (Enterprise, Innovation and Development), 2013

Local organiser, *Mediation and Alternative Dispute Resolution – Outcomes and Impacts*, Swansea University, Swansea (as part of ESRC Seminar Series 2012-2013 'Reframing Resolution – Managing Individual Workplace Conflict'), 2013

Co-convenor (with R. Saundry), ESRC Seminar Series 2012-2013 *Reframing Resolution – Managing Individual Workplace Conflict*, 2012–13

Member, steering group, HEA Wales *Inaugural Future Directions Conference*, 2012

Local organiser, HEA/SALT seminar, *By Hook or By Crook: Issues and Solutions in Addressing Unfair Practice*, 2011

Co-convenor, *Welsh Economics Colloquium* (with M.K. Jones) securing funding/support from Welsh Assembly Government, Royal Economic Society and University of Wales Staff Colloquia Fund, 2007, 2009

**RESEARCH FUNDING**

**Under review**

£1,566,390 (£1,943,363 FEC), Economic and Social Research Council (ESRC), *The PROPEL Hub – Productivity Outcomes of Workplace Practice, Engagement and Learning* (multi-institution bid led by G. Roy)

**External**

£606,255 (£757,819 FEC), Economic and Social Research Council (ESRC), *Managerial Competences, Engagement and Productivity - Developing Positive Relationships*, 2019-22 (with R. Saundry, P. Urwin and G. Dix) [PI]

£9,970, Acas, *Proposal to Explore the Handling of Discipline and Grievance using WERS2011 and WERS2004*, 2013–14 (with S. Wood and R. Saundry)

£11,224, Acas, *Proposal to Explore Conflict Management/Early Dispute Resolution Strategies*, 2013–14 (with R. Saundry) [PI]

£5,000, Department for Business, Innovation and Skills, *External Academic Advice on SETA 2013 – 2013* [PI]

£17,760, Economic and Social Research Council (ESRC) Seminar Series, *Reframing Resolution – Managing Conflict and Resolving Individual Employment Disputes in the Contemporary Workplace* – 2012–13 (with R. Saundry, P. Teague, P. Urwin and C. Irvine)

£1,125, Trades Union Congress, *Ministry of Justice Consultation – Introducing Fees in Employment Tribunals and the EAT* – 2012 (with P. Urwin and F. Buscha)

£2,000, Trades Union Congress, *Analysis of SETA 2008 to Inform the Resolving Workplace Disputes Consultation Response* – 2011 (with P. Urwin and F. Buscha) [PI]

£5,967, Department for Business, Innovation and Skills, *WLB3 Employees Survey – Refurbishing the Findings Report* – 2010 (with J.A. Latreille) [PI]

£79,260 (£99,075 FEC), Economic and Social Research Council (ESRC) Small Grants Fund, *Lay Members as Judges in Employment Rights Cases* (with S. Corby) – 2010–11

£24,315, Acas, *Secondary Analysis of the Survey of Tribunal Applications 2008: Representation in Employment Tribunal Claims* (with P. Urwin and F. Buscha) – 2010

£61,788, Economic and Social Research Council (ESRC) Placement Fellowship Scheme (Acas (co-sponsored by CIPD)), *A Place for Mediation in Workplace Conflict Management* – 2008–09 [PI]

£10,500, Department for Business, Enterprise and Regulatory Reform, *Independent Academic Advisor for 2008 Survey of Employment Tribunal Claims (SETA 2008)* – 2008–10 [PI]

€1,046,444 European Commission 7<sup>th</sup> Framework Programme (FP7), *An Inquiry into Health and Safety at Work: A European Perspective* (with others – multi-institution bid led by I. Theodossiou) – 2008–11

£4,000, Department for Business, Enterprise and Regulatory Reform, *Report on Rejected Claims* – 2007/08 [PI]

£3,299, Department for Business, Enterprise and Regulatory Reform, *Third Work-Life Balance Employee Survey: Preparation for UK Data Archive* (with J.A. Latreille) – 2007–08 [PI]

£14,843, Welsh Assembly Government, *Entrepreneurial Aspirations and Activity amongst Students and Recent Graduates: A Comparative Study for Wales* (with A. Henley, C. DeCock and A. Spier) – 2007–08

£4,000 (£2000 per event), Royal Economic Society, *Welsh Economics Colloquium* – 2007, 2009 (with M.K. Jones) [PI]

c£130,000 (confidential), Department for Constitutional Affairs (now Ministry of Justice), *Evaluating the Use of Mediation in Employment Tribunals* (with P. Urwin, S. Speckesser, E. Michielsens and A. Boon) – 2006–08

£7,500, Department of Trade and Industry, WERS 2004 Grants Fund, *Training Differences in the Public and Private Sectors: Who Gets It and What's It Worth?* (with P.D. Murphy and M.K. Jones) – 2006

£15,500, Sector Skills Development Agency, *Training, Job Satisfaction and Establishment Performance in the Public and Private Sectors* (with P.J. Sloane, M.K. Jones and R.J. Jones) – 2006

£14,050, Low Pay Commission, *Inflows and Outflows to the National Minimum Wage* (with P.D. Murphy, M.K. Jones, R.J. Jones and P.J. Sloane) – 2005–06

£8,000, National Assembly for Wales, *The Welsh Language and Labour Market Inactivity* (with P.J. Sloane, N.C. O'Leary, P.D. Murphy and D.H. Blackaby) – 2004–05

£7,500, Department of Trade and Industry, SETA Small Grants Fund 2004, *The Settlement of Employment Tribunal Cases: Evidence from SETA 2003 – 2004* [PI]

£1,500, Department of Trade and Industry, for evaluation of Survey of Employment Tribunal Applications 2003 (SETA 2003) data and documentation – 2004 [PI]

£126,000, National Assembly for Wales, *Barriers to Economic Activity* (with D. Blackaby, D. N. Manning, P. Murphy, N. O'Leary and P. Sloane) – 2002/04

£7,388, Department of Trade and Industry, for preliminary data cleansing work on 1998 Survey of Employment Tribunal Applications (with J.A. Latreille) – 2003 [PI]

£9,760, Department of Trade and Industry, for advanced data cleansing work on 1998 Survey of Employment Tribunal Applications (with J.A. Latreille) – 2003 [PI]

£8,300, Department of Trade and Industry, for data cleansing and preliminary analysis of 1998 Survey of Employment Tribunal Applications – Survey of Representatives (with J.A. Latreille) – 2003 [PI]

£122,500, BP Oil Ltd, *Economic and Social Assessment of the Closure of BP Llandarcy* (with others) – 1999

£1,250, West Wales TEC Ltd., *Labour Market Survey for West Dyfed – Executive Summary* (with others) – 1992–93

£16,000, West Wales TEC Ltd./Employment Service, *Labour Market Survey for West Dyfed* (with others) – 1992

### **Internal**

£920, The University of Sheffield, *Santander Research Mobility Awards* (for collaboration with M. Malo, Universidad de Salamanca; declined due to collaborator health)

### **Other Funded Research / Consultancy Projects**

Policy consultant to Kantar Public on Department for Business, Energy and Industrial Strategy project *Survey of Employment Tribunal Applications 2017 – 2017–2018*

Consultant to University of Westminster on Acas project *Assessing the Economic Impact of Acas Services – 2015–2016*

Expert adviser to Institute for Employment Studies on Department for Business, Innovation and Skills project *Understanding the Behaviour and Decision-making of Employees in Handling Conflicts and Disputes at Work – 2010*

Co-applicant/supervisor on successful bid for ESRC/Welsh Assembly Government Collaborative Ph.D. Studentship (with A. Henley) – 2006–09

Named contributor for two successful Welsh Economy Labour Market Evaluation and Research Centre (WELMERC) European Social Fund (ESF) bids made by the Department of Economics, Swansea (£670,789 – 2002/05 and £810,337 – 2005–08)

### **NATIONAL MAINSTREAM MEDIA REPORTING OF RESEARCH**

Lay member research discussed (by co-investigator) on BBC Radio 4 *World at One*, 5 April 2012

“New mediation measures needed in small business, say researchers”, *The Daily Telegraph (Business)*, 31 March 2011

“Women ‘treated better than men’ in jobs fight”, *The Independent*, 30 August 1999

### **EDITORIAL ROLES**

Editorial Board member, *Work, Employment and Society*, 2012–2014; *International Journal of Organizational Leadership*, 2015–; *Journal of Experimental Economics and Management Science*, 2015–

Associate editor, *Computers in Higher Education Economics Review (CHEER)*, 2008–2011

Co-editor, ‘Creative Uses of In-Class Technology’, in *The Handbook for Economics Lecturers*, Economics Network of the Higher Education Academy, 2013 (with S. Greenlaw)

### **REFEREEING / REVIEWING**

Ad hoc reviewer for *Economic Journal*, *Economic Issues*, *Scandinavian Journal of Economics*, *British Journal of Industrial Relations*, *International Review of Economics Education*, *Applied Economics*, *Health Economics*, *Journal of Productivity Analysis*, *Social Science and Medicine*, *Journal of the Royal Statistical Society Series A*, *Computers in Higher Education Economics Review (CHEER)*, *Industrial and Labor Relations Review*, *Industrial Law Journal*, *Disability and Rehabilitation Studies*, *Regional Science and Urban Economics*, *Asia Pacific Management Review*, *International Journal of Management Education*, *Industrial Relations*, *International Journal of Manpower*, *Human Resource Management Journal*, *Research in Labor Economics* and *Industrial Relations Journal*

Reviewer for CMI *Management Book of the Year 2019* (2018)

Book (proposal) reviewer for Prentice-Hall/Pearson Education, Macmillan, Cambridge University Press, Oxford University Press (various dates)

ESRC End of Award rapporteur (1993, 2007)

Ad hoc proposal reviews for ESRC (various dates; previously member Peer Review College)

Evaluation of SETA 2003 dataset and documentation for DTI (2004)

Peer review for Ministry of Justice (2008)

Tutor-review of *Economics of the Business Environment* study notes, Distance Learning MBA, University of Warwick (2006)

### **PhD SUPERVISION**

#### **Completed**

Gabriela Morales Martinez (co-supervised with D. Breslin and E. Toms), 2018

Roy Poyntz (co-supervised with J. Heyes), 2018

Usman Ladan (co-supervised with J. Heyes and C. Williams, part), 2016 – now Chief Lecturer, Federal College of Education (Technical) Gusau, Nigeria

Chris Dawson (co-supervised with A.G. Henley), 2010 – now Senior Lecturer (Associate Professor), University of Bath School of Management



**Current**

Matthew Willett (part-time, co-supervised with D. O'Reilly and V. Papatsiba), 2014–  
 Nikola Bakalov (co-supervised with P. Dibben), 2015–  
 Yousef Alanazi (co-supervised with P. Dibben), 2017–  
 Hedham Nasser Salim Al Mazrooei (co-supervised with P. Dibben), 2017–  
 Yolanta Breese (co-supervised with P. Dibben), 2018–  
 Leah Derham-Boyce (part-time, co-supervised with P. Dibben), 2018–  
 Janice Lawler (part-time, co-supervised with P. Dibben), 2018–  
 Fanke Huang (co-supervised with H. Xian), 2018–  
 Yingying He (co-supervised with H. Xian), 2018–

**Confirmed new starters**

Yanhong Ding (co-supervised with H. Xian), due to commence 2019

**PhD EXAMINING****Internal**

Gong Shuping (University of Sheffield, 2013); James Mackley (Swansea University, 2009);  
 Suzanne Grazier (Swansea University, 2007); Nigel O'Leary (Swansea University, 1999)

**External**

Mohamed Othman Eldouda (University of Bolton, 2017); Julie Chowne (University of Bath, 2015);  
 Ria Deakin (University of Manchester, 2014); Kim Southey (University of Southern Queensland, 2013);  
 Justin Abdy (University of Sheffield, 2010)

**TEACHING****Current Lecturing**

Unless specified, numbers in [ ] are average student-lecturer evaluation scores by year in response to the question "I would recommend this teacher to other students". Scores on a 1-5 scale (1=strongly disagree; 5=strongly agree).

Management Project (c. 10 students)	2014–2019
<i>[Overall module satisfaction (2 teachers): 3.4, 4.1, 5.0, 4.2]</i>	
Managerial Economics (MSc) († from 2018) (c. 160 students)	2013–17, 2018–2019
<i>[Overall module satisfaction (2 teachers): 4.1, 4.1, 4.6, n/a, 4.8]</i>	

**Past Lecturing**

Labour Economics (c. 15 students)	1990–91
Principles of Economics B (Micro) (c. 250 students)	1994–95
<i>[4.4]</i>	
Economic Methods and Key Skills† (c. 120 students)	2000–05
<i>[4.7, 4.0, 4.6, 4.4, 4.4]</i>	
Issues in Macroeconomic Policy† (c. 40 students)	1992–93, 1994–05
<i>[4.4, 4.1, 4.2, 4.2, 4.6, 4.4, 4.5, 4.8, 4.7, 4.6, 4.6, 4.8]</i>	
Economics of Technological Change† (MSc) (c. 12 students)	1994–98
<i>[4.5, 4.6, 4.3, 4.3]</i>	
Foundation Economics† (c. 80 students)	1991–93, 1994–05
<i>[4.8, 5.0, 4.8, 4.3, 4.5, 4.3, 4.6]</i>	
ICT & Study Skills for Business and Economics† (c. 450 students)	2005–08
<i>[4.1, 4.3, 4.2]</i>	
Mathematics for Business and Economics† (c. 220 students)	2006–08
<i>[4.5, 4.6]</i>	
Firm Organisation and Innovation (MSc)† (c. 10 students)	2000–2008, 2009–11 <sup>*,***</sup>
<i>[4.8, 4.5, 4.7, 4.9, 4.6, 4.7, 4.8, 4.9, 4.5]</i>	
Managerial Economics† (c. 300 students)	2000–2008, 2009–12 <sup>*,***</sup>
<i>[4.5, 4.7, 4.8, 4.6, 4.6, 4.6, 4.4, 4.6, 4.5, 4.2]</i>	

Labour and Personnel Economics (MSc) (c. 6 students) [5.0, 5.0, 5.0]	2009–12 <sup>***(part)</sup>
Principles of Economics B (Macro) (c. 280 students) [4.5, 4.1, 4.2]	2009–2012 <sup>***</sup>
Industrial Economics <sup>†</sup> (c. 190 students) [4.5, 4.6, 4.1, 4.4, 4.2, 4.3, 4.4, 4.1, 4.1, 4.7, 4.5, 4.4, 4.7, 4.7, 4.2, 4.7]	1992–94, 1995–2012 <sup>*,**</sup> , <sup>***(part)</sup>
Mathematics for Economists <sup>†</sup> (c. 230 students) [3.5, 4.9, 4.6, 4.9, 4.8, 4.7, 4.5, 4.5, 4.7, 4.6, 4.6, 4.7, 4.9, 4.8, n/a]	1991–2006, 2012

\* Research leave (funded) 2008–2009; \*\* buyout 2006–2007; \*\*\* buyout / administrative relief 2010–2011;  
† module coordinator

### Seminar / Tutorial Teaching

Warwick: Quantitative Techniques I, Economics II

Swansea: Foundation Economics, Principles of Economics (Macro & Micro), Mathematics for Economists, Intermediate Macroeconomics, Intermediate Microeconomics, Advanced Macroeconomics, Advanced Microeconomics

Sheffield: Managerial Economics

Sheffield/Swansea: supervised/mentored final year projects/dissertations

Sheffield/Swansea: supervised numerous, successful MSc dissertations

### Visiting / Guest Lectures

“Production Possibilities: A Game”, Sino-British College, Shanghai	March 2015
“Introduction to Game Theory”, Guilford Foundation Programme, Corfu	February 1997
Guest lectures for Sheffield University English Language Teaching Centre	various dates

### Other Relevant Teaching Activity

On-line moderator for Warwick IBM Distance Learning MBA	2006–2008
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### EXTERNAL EXAMINING

University of Leeds (Business School PhD Programme)	2018–
University of Birmingham (Undergraduate and Distance Learning, Business Economics modules)	2014–2018
University of Hull (Undergraduate Economics)	2013–2017
Queen’s University, Belfast (MSc/Undergraduate Economics)	2009–2011/2011–2014
University of Warwick (MBA/MSc Management, Economics modules)	2008–2012
University of Greenwich (PGCert in Individual Employment Dispute Resolution)	2007–2010
University of the West of England (Economics Field)	2004–2008
University of Glamorgan (Enterprise and Economic Development Field)	2000–2004

### TEACHING FUNDING

#### External

£750, Higher Education Academy Seminar Series, *Teaching Research Methods in Business and Management* (with W.J. Lee) – 2014

£750, Higher Education Academy Seminar Series, *By Hook or By Crook: Issues and Solutions in Addressing Unfair Practice* – 2011

£4,750, Economics Network of the Higher Education Academy (Mini Projects), *Embedding a Generic ePortfolio/PDP Tool in a Basic Skills Module for Economics and Business Students* – 2006–07

£4,993, Economics Network of the Higher Education Academy (Mini Projects), *Presentation Skills for Economics Students* (with J. Piggott) – 2006–07

### **Internal**

£910, University of Sheffield Faculty of Social Science Curriculum Development Fund, *Developing A Student Feedback Guide* – 2015

£2,000, University of Sheffield Faculty of Social Science Curriculum Development Fund, *iTunesU* – 2014

£987, University of Sheffield Faculty of Social Science Curriculum Development Fund, *Improving NSS Response Rates* – 2013 (with N. Newman)

£740, University of Sheffield Faculty of Social Science Curriculum Development Fund, *Implementing Electronic Peer Critique and Feedback* – 2013 (with P. Dick and N. Komori)

### **Other Successful Teaching Related Applications**

Higher Education Academy, *Developing an Inclusive Culture in HE Programme* (with A. Speight, H. Davies and D. Woolstencroft) – 2011–12

Higher Education Academy, *Green Academy 2011: Curricula for Tomorrow Programme* (with J. Claricoates, A. Speight, J. Thomas, P. McDonald and R. Matthey) – 2011–12

## **MANAGEMENT / ADMINISTRATION**

### **Current Management / Leadership / Administrative Responsibilities**

Chair, Departmental Subject-Level TEF Group

Member, Behaviour in Teams (BiT) Steering Group; Elevate Advisory Group; Faculty of Social Sciences Learning & Teaching Space Steering Group; University Discipline Committee

### **Previous Management / Leadership / Administrative Experience (Sheffield)**

#### ***Institutional / Faculty***

Chair, University of Sheffield International College (USIC) Academic Management Board; Residence Life Steering Group, University of Sheffield Academic Career Pathways Review Teaching Working Group

Member (*ex officio*), Senate; University Learning & Teaching Committee; TEF Steering Group

Member, USIC/TUoS Steering Group

Elevate mentor

#### ***Departmental***

Associate Dean for Learning & Teaching; Acting Head of School; Acting Head, Management Division; School Director of Teaching Quality and Enhancement

Chair (*ex officio*), Workload Allocation Framework Review Group; School Teaching Quality and Enhancement Committee; Learning & Teaching Committee

Member (*ex officio*), School Advisory, Strategy and Executive Boards; School Staff Development Committee (SRDS; Promotions; and Study Leave); School Research Committee; School REF Committee; Faculty Learning & Teaching Committee

Faculty Academic Lead, Sheffield International College (including transition group); iTunesU

Member, Sheffield International College Joint Academic Advisory Board; University of Sheffield International College Academic Management Board

Member, Strategy Delivery Group: Academic and Learning Services Review & Change Project (theme lead Academic Professional Development)

Research mentor (4/5 staff); Staff Review and Development Scheme (SRDS) reviewer

### **Previous Management / Leadership / Administrative Experience (Swansea)**

#### ***University roles***

Director, Swansea Academy of Learning & Teaching (SALT); Acting Chair, University e-Learning Sub-Committee

Member, Learning & Teaching Committee; Student Experience and Academic Quality Enhancement Strategy Management Group; Widening Access Committee; e-Learning Sub-Committee; Swansea Employability Academy Management Group; Validation Unit; Senate Unfair Practice Standing Panels of Enquiry (various)

Chair, Enhancing the First Year Experience working group; University E-Learning Benchmarking (part); and Disability Benchmarking exercises

Member, various other working/task and finish groups including Second Campus Learning and Teaching Spaces Group; Developing a Revised Assessment Policy; PDP Development Group; e-Learning and Accessibility; Extenuating Circumstances Regulations; Regulations for Initial Degrees; Web Strategy; internal TQA panel for Materials Engineering; external subject specialist for HE Certificate in Technology, Research & Innovation (TRIO) validation

Elected Lecturers' Association Non-Professorial Representative on Senate; Non-Professorial Senate Representative on University Court

#### ***Departmental / School / College roles***

Departmental Committee Secretary; Faculty Board Representative; Student Numbers Contact; External Working Papers Librarian; Representative on Inter-disciplinary Seminar Forum; Franchising Officer; Level 0 Franchising Officer; Safety Officer; Disability Officer; Departmental Undergraduate Timetabling Officer; Assistant Admissions Tutor; Admissions Tutor; HEA Economics Network (formerly LTSN) liaison

Member, Staff-Student Liaison Committee; Admissions Team and Committee; Learning & Teaching Committee

Mentor to B. Ouattara (now lecturer, Manchester University); M. Jami Husain (now Economist (Prevention Effectiveness Fellow) at US Centers for Disease Control and Prevention); Panos Sousounis (now lecturer, Keele University)

### **EXTERNAL SERVICE**

Reviewer, CMI Management Book of the Year	2018
Member, judging panel for <i>Work, Employment and Society</i> SAGE Prize for Innovation and/or Excellence	2013
Member, Civil Mediation Council Workplace and Employment Steering Group	2016–
Member, Professional Mediators' Association (PMA) national steering group	2012–2015
Chair, PMA Academic sub-group	2013–2015
Member, ESRC Peer Review College	2010–2014
Member, steering group for Acas Pre-Claim Conciliation project	2008–2009
Independent academic advisor for Survey of Employment Tribunal Applications 2008 (SETA 2008)	2007–2009
Member, PMA National Mediation Awards judging panel	2012, 2013

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Invited attendance at Ministerial Mediation Meeting	July 2011
Invited expert at Department of Business Innovation and Skills <i>Resolving Workplace Disputes</i> consultation discussion on Mediation to Resolve Disputes	April 2011
Invited expert at Department of Trade and Industry EMAR Advisory Forum on the Impact of Employment Policies (special “Gibbons Review” meeting)	Feb 2007
External expert, ICT FOR ALL project under EC 6 <sup>th</sup> Framework Programme	2007–2008
Academic advisor to Department of Trade and Industry for Survey of Employment Tribunal Applications 2003 (SETA 2003)	2002–2003
Mentor for ESRC/Advisory, Conciliation and Arbitration Service (Acas) Internship	2010
Assistant Secretary and member, Executive Committee of the International Employment Relations Association (IERA)	2007–2008
Vice President IERA (Europe)	2008–present
Member, Advisory Group for (HEA) Economics Network	2002–2009, 2011–2012
Member, Economic Advisory Group for HEFCE-funded FDTL5 project: Mathematics for Economics: Enhancing Teaching and Learning (METAL)	2005–2007
Nominated as specialist Economics adviser to HEFCE for Centres for Excellence in Teaching and Learning (CETL) Stage 2 bids	2004–2005
Member, judging panel for Economics Learning and Teaching Support Network (LTSN) <i>Outstanding Teaching Award</i>	2004
Member, judging panel for HEA Economics Network <i>eLearning Award</i>	2008
Senior Fellowship Independent Referee for Higher Education Academy	2007–2011
Periodic Review external panel member:	
Department of Economics, University of Sheffield	2011
Essex Business School	2017
External assessor, chair promotions:	Various
Cardiff University, University of Westminster, University of Birmingham, University of Kent, University of Bath,	
External assessor/panel member, chair/senior appointments:	Various
Queen’s University Belfast, Nottingham Trent University, King’s College London, University of Birmingham	
External adviser, SALT Management Board	2019–

### **CURRENT PROFESSIONAL MEMBERSHIPS / RECOGNITION**

Member, *Royal Economic Society, Scottish Economic Society, British Universities Industrial Relations Association, Society for Research into Higher Education, Chartered Management Institute (MCMI)*

Fellow, *Royal Society of Arts, Manufactures and Commerce (FRSA)* and *Learning and Performance Institute (FLPI)*

Certified Management and Business Educator (CMBE), *Chartered Association of Business Schools (CABS)*

## **STAFF DEVELOPMENT / TRAINING COURSES ATTENDED / COMPLETED**

### **Since joining the University of Sheffield**

Supporting Our Students; Information Security Training (Protecting Information; Protecting Personal Data; Protecting Research Data; Training for DCI Loss); AACSB Seminar for New Associate Deans; Associate Dean, Division Heads & PSM Finance/HR Briefings; Chair of Interview Panel Training; Public Engagement with Research Masterclass – ‘The Conversation’; Display Screen Equipment (DSE); Out of Hours Hazards and Risk Awareness; Fire Training; Understanding Equality & Diversity in the REF Process; SRDS Skills for Reviewers

### **Previous courses**

Protecting Information Level 1 (National School for Government, via Acas); Respect for People/Diversity (via Acas); Blackboard Workshop; Creative Uses of the Virtual Learning Environment; Accessibility vs. Pedagogy; Using Assessment to Promote Active and Effective Learning; Promoting Active and Effective Student Learning; Tackling Transferable Skills; Personalised Learning and What It Means to You; Modular Scheme Training; Probation Mentoring; Mind Mapping Seminar; Diversity in the Workplace; Disability Equality Training; The Special Educational Needs Disability Act 2001; Widening Access – Awareness Raising Event; Fire Extinguisher Safety Training 1030; VDU Safety; Fire Safety

## **STAFF DEVELOPMENT / TRAINING COURSES DELIVERED / ORGANISED**

### **Internal Workshops / Staff Development Training Courses Led / Delivered**

NTF Open Information Session (University of Sheffield workshop, June 2017)

Developing L&T Strategy/Targets (Sheffield University Management School Away Day workshop, July 2015)

Flippin’ Assessment and Feedback! (Sheffield University Management School Away Day workshop, July 2015)

How Do We Communicate with Students around NSS and Other Feedback? (Sheffield University Management School Student Experience Office Away Day workshop, August 2013)

Teaching Quality and Enhancement, NSS and Student Engagement (Sheffield University Management School Away Day workshop, July 2013)

On Improving Marking & Feedback (workshop for College of Human and Health Science, Swansea University, with K. Szpakowska, May 2012)

Making Feedback Work (SALT seminar, with P. Willis, K. Szpakowska and C. Richards, February 2012)

Equipping 21<sup>st</sup> Century Learners (SALT seminar, with C. Hall, C. Cardew, D. Gill, K. Szpakowska, T. Prescott and J. Claricoates, October 2011)

Innovative Teaching Developments & Support From SALT (workshop for School of Business and Economics, Swansea University, September 2011)

Marking Consistency & Feedback (workshop for Department of Social Work, Swansea University, with A. Morgan, March 2011)

Assessing Large Groups (SALT seminar, February 2011)

Examination Feedback: Maximising Impact, Minimising Cost? (SALT seminar, January 2011)

Enhancing the First Year Experience (SALT seminar, April 2010)

Teaching Large Groups (SALT seminar, December 2010)

Web2.0 at the Chalkface (‘Lunch & Learn’ session, June 2008)

**Internal Teaching Workshops / Staff Development Training Courses Organised**

Steve Draper (Glasgow) – What If Feedback Only Counted If the Learner Used It? (Sheffield University Management School L&T seminar, November 2013)

John Hamer and Helen Purchase (Glasgow) – Aropä (Sheffield University Management School seminar/workshop, September 2013)

**External Teaching Training / Workshops Led / Delivered**

Title TBC, Essex Business School (Colchester, forthcoming)

Engagement and Feedback workshop, Hull University Business School Economics group (Hull, September 2016)

Teaching Large Groups staff development session, Sino-British College (Shanghai, March 2015)

Economics Postgraduate Teaching Assistants/Tutors Workshop (one day event on behalf of Economics Network, Cardiff, with I. Long, September 2012)

## **Appendix A: Deputy Vice-President (Education) – The University of Sheffield (September 2016 – October 2017)**

### ***Responsibilities***

- Work with the Vice-President for Education on the implementation of a new Learning and Teaching Strategy for the delivery of high quality degree programmes and an excellent student experience throughout the University.
- Build relationships with key stakeholders within and outside the University to enable the successful delivery of projects and initiatives.
- Assume lead responsibility for some core areas within the overall remit of the Pro-Vice Chancellor, specifically but not exclusively:
  - Embedding learning and teaching development and support for academic staff to support continuous improvement and excellence in learning and teaching across the University;
  - Developing a framework to improve the quality of assessment and feedback across the University;
  - Oversee further development of the teaching pathway for University Teachers.
- Take responsibility for the work of one or more of the committees relating to learning and teaching, and pursue the issues thus raised both within the University and with appropriate external bodies.

### ***Achievements***

- Led and instituted new learning and teaching ‘virtual academy’ – Elevate.
- Championed and sponsored/led successful development of new multi-faceted mentoring/coaching offer including launch of formal mentoring scheme and successful establishment of vibrant ‘Off the Record’ informal, inclusive and transdisciplinary community of learning and teaching practitioners, providing informal support and guidance.
- Established Fellows Network and Google+ community.
- Co-sponsored, designed and led pilot in Social Sciences of Learning & Teaching Development Forum supporting career development needs of education-focused staff.
- Revised internal Senate Award scheme to improve evidence base for awards and facilitate more strategic and impactful use of funding.
- Championed the development of enhanced processes and support for National Teaching Fellowship nominations.
- Led successful nomination of one NTF candidate and shortlisted CATE Award 2016-17; implemented new selection and support processes for 2017-18.
- Contributed as team member for institutional review of Academic & Learning Services, leading on academic professional development theme.
- Chaired Learning & Teaching working group as part of institutional project developing new/revised Academic Career Pathways structure and criteria.
- Completed c.30 case reviews.
- Contributed to TEF and Behaviour in Teams steering groups.



## **Appendix B: Associate Dean, Learning & Teaching – Sheffield University Management School (February 2014 – August 2016)**

### ***Responsibilities***

- Lead on and develop School Learning & Teaching strategy and related policies, including programme and curricula development.
- Review and lead on measurement of and strategic responses to relevant Key Performance Indicators and/or benchmarks, e.g. NSS, PTES.
- Pro-actively promote continuous enhancement of the student experience, including the development, dissemination and adoption of good practice in L&T and related procedures.
- Oversee quality assurance matters including assessment and assurance of learning, together with preparations for, involvement in and follow-up actions around internal and external quality processes and external professional body accreditation.
- Contribute as a member of the senior management team to ensuring strategic direction setting and coordination, and effective management of the School.
- Oversight and management of overall L&T budget (in excess of £1m).
- Contribute to and promote Faculty inter-departmental strategies and initiatives, ensure compliance with and implementation of University and Faculty policies and plans.

### ***Achievements***

- Delivered substantial improvements in the School's NSS response rates and outcomes (across all domains/subject areas, including assessment and feedback), with 'overall satisfaction' averaging over 90% for 2015 and 2016 (up from 81% in 2013 and 2014).
- Initiated and developed local adaptation of PTES instrument and strategic opt-in to pilot of UK Engagement Survey for Level 1 and 2 students.
- Sponsored and/or led various strategic projects including: new final year project module; review and revision of module evaluation questionnaires, curriculum maps, induction arrangements, marking protocols and mark verification; roll-out of e-submission and grow use of e-marking; development of student(-authored) Feedback Handbook; pilot of PGT study skills workshops; enhanced personal tutoring; introduced staff L&T seminar series, development fund and appraisal metrics, etc.
- Implemented Advisory Board SIG and, with professional services and academic colleagues, delivered record numbers of students outgoing on placements and outcomes in DLHE (87% Graduate Prospects in 2015-16 cf 75% 2013-14).
- In 2 years, successfully nominated 3 colleagues for Senate Awards, 1 colleague for a Faculty Award, and another for a Ryland Fellowship with EDUCAUSE.
- Worked with colleagues to secure internal funding for enhancement projects and a grant to host an HEA seminar on teaching research methods.
- Undertook a taught postgraduate portfolio review, resulting in programme revisions and extensions, and the internal restructuring of the School to produce a more efficient internal organisation and clearer strategy around future admissions processes.
- As part of the School's senior management team, contributed to successful EQUIS and AMBA re-accreditations, and to the development of new collaborations with the Faculty of Engineering and international partners.
  
- Acted as Faculty Lead for Sheffield International College and its transition group, successfully coordinating and brokering new module/pathway development across 13 departments and with a new provider (Study Group).
- As Faculty Academic Lead for iTunesU, worked with pilot departments to broker the development of a range of high quality materials.

## **Appendix C: Director, Swansea Academy of Learning & Teaching (November 2009 – June 2012)**

### ***Responsibilities***

- Provide academic leadership in learning and teaching across the University, establishing and monitoring the strategic objectives and priorities of SALT and contributing to the development and implementation of institutional strategy and initiatives.
- Direct the overall work of Swansea Academy of Learning & Teaching and provide leadership across the University in promoting and enhancing learning and teaching activity.
- Promote innovation and excellence in learning and teaching across the Schools and Departments of the University.
- Oversee an annual calendar of enhancement activity.
- Oversee the further development of SALT, including marketing, publicity and website developments.
- Manage SALT budget (c. £140,000).

### ***Achievements***

- Introduced successful small grants scheme to support the development, implementation and evaluation of innovative approaches to teaching, learning and assessment, alongside an undergraduate research internship scheme.
- In partnership with the Students' Union, revamped and re-energised the institutional annual teaching awards scheme, quadrupling the number of nominations.
- Initiated institutional conversations resulting in development of a teaching-focused promotion pathway beyond Senior Lecturer grade.
- Supported successful NTF nominations and P/SFHEA applications.
- Designed and oversaw a regular seminar series (c. 8 p.a.) and annual Excellence in Learning and Teaching Conference (150+ delegates, growing annually), plus delivery of bespoke workshops and mentoring/coaching.
- Oversaw the development of a new web site with a range of high quality online resources including good practice case studies, SALT TV, etc.
- Developed a network of School/College Teaching Champions.
- Led two successful bids for HEA institutional change management programmes: 'greening' the curriculum, and developing and implementing a novel benchmarking approach for disability inclusivity.
- Successfully chaired a number of strategic and operational task and finish/working groups, including First Year Experience Enhancement review, e-Learning Benchmarking (part) and Disability Inclusivity Benchmarking.
- Undertook a range of tactical initiatives designed to improve assessment and feedback, for example developing institutional feedback templates, promotion of online marking/feedback, group work guidelines, etc.
- As part of the University's senior teaching management team, contributed to shaping the overall strategic direction of the institution, working closely with and reporting directly to the PVC Student Experience.
- Through the above, supported aggregate improvements in institutional NSS scores of 5 percentage points for teaching (delivery) and 4 percentage points for assessment and feedback (with further gains in subsequent years as changes fed through).
- Provided a successful template for the development of a second institutional 'academy' focusing on Employability.