

ANDREW G. HENLEY

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Cardiff University,
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Profile Currently: Professor of Entrepreneurship and Economics, Cardiff Business School, Cardiff University and School Director for Research Engagement and Impact (2016-)

Previously: Professor of Entrepreneurship and Regional Economic Development, Aberystwyth University, 2012-2016, and Director (Dean): Institute of Management, Law and Information Science, Aberystwyth University. Professor, Swansea University School of Business and Economics, 2004-2012. Director, LEAD Wales and Institute for Entrepreneurship and Leadership, Swansea University 2009-2012. (LEAD Wales was an £8m European Social Fund programme delivering an integrated leadership development programme to SME owner-managers over the period 2009 to 2015, operating as a strategic partnership between Swansea and Bangor Universities.)

Head of the School of Business and Economics at Swansea University, 2004-2010.

Education

B.A. (Upper 2nd Class, Industrial Economics), University of Nottingham, 1982

M.A. (Economics) University of Warwick, 1984 – SSRC (now ESRC) studentship

Ph.D. (Economics), University of Warwick, 1987 (“Empirical Studies in the Determination of the Functional Distribution of Income”) – SSRC (now ESRC) studentship, supervised by †Professor Keith Cowling and Professor Dennis Leech.

Substantial Academic Appointments

Sept 1985 to Aug 1986: Post-doctoral Research Fellow in Economics, University of Warwick

Sept 1986 to Sept 1994: Lecturer in Economics, University of Kent

Oct 1994 to Dec 1995: Senior Lecturer in Economics, University of Kent

Dec 1996 to Sept 2004: Professor of Economics, School of Management and Business, Aberystwyth University

Oct 2004-Sept 2012: Professor and Head of School, European Business Management School/School of Business and Economics, Swansea University, Director LEAD Wales

October 2012-July 2016 Professor of Entrepreneurship and Regional Economic Development, School of Management and Business, Aberystwyth University

August 2016- Professor of Entrepreneurship and Economics, Cardiff Business School, Cardiff University

Honorary, Research, Consultancy and Editorial Appointments and Other Activities

Fellow, Learned Society of Wales, elected 2017

Board Director, *Institute of Small Business and Entrepreneurship*, elected 2017

Member, ESRC/Innovate UK Innovation Caucus, 2016-

Editorial Board Member, *International Journal of Entrepreneurial Behaviour and Research*, (official journal of Institute of Small Business and Entrepreneurship) Jan 2015 -

Vice-Chair (Dec 2016-Aug 2017), *UK Economic and Social Research Council, Capability Committee* and member (July 2015-Nov 2016) (replaces the former Methods and Infrastructure and Training

and Skills Committees)

Member, *UK Economic and Social Research Council, Methods and Infrastructure Committee* (September 2012- July 2015)

Work for ESRC includes a chairing and serving on a number of key commissioning panels, investment management panels, and other working and scoping groups.

Appointed Member, *Youth Entrepreneurship Strategy Action Panel, Welsh Government, 2011 – 2013* (advised on implementation and evaluation of WG's Youth Entrepreneurship Strategy)

Appointed Member, *Economic Research Advisory Panel, Welsh Government, 2002 - 2012*. (This seven person panel advised directly the First Minister of the Welsh Assembly Government on an annual programme of economic research, as well as advising on economic research and development in the various Assembly-sponsored public bodies.) Reappointed in 2005 and 2008.

Council Member/Company Director, *Wales Management Council, April 2006-June 2009* (The Wales Management Council is an independent Welsh Assembly sponsored company, limited by guarantee, which was funded until 2009 to promote management and leadership excellence in Wales).

Director, *Swansea Bay Businesses Ltd*, company limited by guarantee to facilitate the operation of the Swansea Foundation for entrepreneurs, 2010 – 2012.

Member of Entrepreneurship Delivery Team, *City and County of Swansea Economic Regeneration Partnership* (Swansea 2020), 2006 - 2012.

Research Fellow, *IZA – Institute for the Study of Labor, Bonn 2008 - present*.

Scientific Advisory Committee, *Understanding Society: the United Kingdom Household Longitudinal Survey* (formerly Scientific Steering Committee Member, *British Household Panel Survey*), 2005 – 2015.

External Research Fellow, *Centre for Finance and Credit Markets* (formerly *Experian Centre for Economic Modelling*), *University of Nottingham*, 2001-8.

Steering Group Member, *Royal Economic Society, Conference of Heads of University Departments of Economics*, 2003-2006.

Royal Economic Society Conference Programme Committee, 1997-2001, 2004-2007.

Chair of Steering Group (2002-2005) and Research Associate (2002-2009), *Welsh Economy Labour Market Evaluation and Research Centre*, Swansea University

Fellow, Higher Education Academy 2007- (formerly member, Institute of Learning and Teaching in HE, 2001-7).

Management Committee *Association of Christian Economists* 1991-2005. Editor, *Journal of Association of Christian Economists*, 1993-2005

PhD Research Supervision

Completions:

Francisco G. Carneiro (Brazil, CAPES award holder) 1996 (currently Lead Economist for Central Asia, The World Bank, Washington DC and former Professor of Economics, Catholic University of Brasilia)

Molly Scott Cato MEP (UK) 2002 (Professor of Sustainability and Strategy, Roehampton University, Member of European Parliament, 2014-).

Bilal Savas (Turkey, Government sponsorship) 2004 (currently Assistant Professor, Adiyamam University, Turkey)

Altay Mussurov (Kazakhstan) 2005 (currently Assistant Professor, KIMEP, Almaty, Kazakhstan)

James Mackley (UK) 2008 (Swansea University acholarship award) (currently research analyst, OFCOM)

Chris Dawson (UK) 2009 (Joint ESRC/Welsh Assembly Government +3 studentship on entrepreneurial aspiration and self-employment) (currently Senior Lecturer, University of Bath Management School)

Hao Te Lu 2010 (Assistant Professor, Taiwan)

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Visiting and Guest Lecturing

Member of a team engaged on a TEMPUS/TACIS exchange project to assist in the development of Economics teaching at the State University of Novosibirsk, Russia, also involving Universität Oldenburg and Université de Paris VIII. (1994-1997) – various guest lecturing during the programme.

Visiting lecturer in Applied Econometrics, MSc Programme in Economics, Catholic University of Brasilia, May 2001.

Visiting lecturer in Applied Econometrics, MSc Programme in Economics, University of Brasilia, May 1999.

Guest lecturer on entrepreneurship to undergraduate students, Moscow International Higher Business School (MIRBIS), November 2008.

Guest lecturer on entrepreneurship to undergraduate students and to university business incubator participants, Eastern Mediterranean University, Famagusta, N. Cyprus, May 2009.

Guest lecturer on entrepreneurship to MBA students, Chongqing University, PR China, March 2010.

Guest lecturer on entrepreneurship to undergraduate students, Chongqing University of Science and Technology, PR China, March 2010, and November 2015

Guest lecturer on entrepreneurship to undergraduate students, Chongqing University of Posts and Telecommunications, PR China, March 2010.

Visiting lecturer on strategic management and responsible leadership, Undergraduate Summer School, Universidad del Rosario School of Business, Bogota, Colombia, May 2014.

Guest lecturer on entrepreneurship to undergraduate students, various Chinese universities including South Western University of Finance and Economics, Chengdu; Sichuan University of Agriculture, Chengdu; South China University of Agriculture, November 2015.

Research Publications, Conference Activity, Grant Funding

Completed papers currently under editorial review, or preparation for review	<p>“Who and where are the self-employed job-creators?” ISBE Conference Paper, Paris, October 2016, Regional Studies Association Annual Conference, Dublin, June 2017</p> <p>“The power of (non) positive thinking: self-employed pessimists earn more than optimists”, (with Christopher Dawson, David de Meza and Reza Arabsheibani)</p> <p>“Parental work status and well-being: the role of volunteering in offsetting decreased levels of well-being” (with David Dowell and Ben Hopkins)</p> <p>“Ethnic Minority Break Out and Entrepreneurial Quality” (with Naveed Anwar and Elizabeth Daniel)</p>
Published refereed journal articles	<p>59) “Entrepreneurial Intentions of Colombian business students: Planned behaviour, leadership skills and social capital” (with Françoise Contreras, Juan C. Espinosa and David Barbosa) <i>International Journal of Entrepreneurial Behaviour and Research</i> (2017, accepted, in press)</p> <p>58) “Farm technology adoption, entrepreneurship and income opportunities” (with Wyn Morris and David Dowell), <i>Journal of Rural Studies</i> (2017, online).</p> <p>57) “Boundary spanning in higher education leadership: Identifying boundaries and practices in a British university” (with Deborah Pryor), <i>Studies in Higher Education</i> (2017, online) http://dx.doi.org/10.1080/03075079.2017.1318364 .</p> <p>56) “Editorial: Rural entrepreneurship theory in the developing and developed world”, <i>International Journal of Entrepreneurship and Innovation</i>, 18(1); 3-4 (2017) (with Robert Newbery and Juliana Siwale, guest editors of special issue)</p> <p>55) “Does religion influence entrepreneurial behaviour?” <i>International Small Business Journal</i> (2016, online first) DOI: 10.1177/0266242616656748 .</p> <p>54) “The post-crisis growth in the self-employed: volunteers or reluctant recruits?” <i>Regional Studies</i> (2016, online first) DOI: 10.1080/00343404.2016.1184753 .</p> <p>53) “Gender, risk and venture creation intentions” <i>Journal of Small Business Management</i> 53(2): 501-515 (April 2015) (with Chris Dawson).</p> <p>52) “Entrepreneurship: cause and consequence of financial optimism” <i>Journal of Economics and Management Strategy</i> 23(4): 717-742 (Winter 2014) (with Chris Dawson, David de Meza and Reza Arabsheibani)</p> <p>51) “Action learning: how learning transfers from entrepreneurs to small firms” <i>Action Learning: Research and Practice</i> 11(2): 131-166 (2014) (with Karen Jones, Luke Pittaway, Sally Sambrook and Heather Norbury).</p> <p>50) “Individual motives for choosing self-employment in the UK: does region matter?” <i>Regional Studies</i> 48(5): 804-822 (May 2014) (with Chris Dawson and Paul Latreille).</p> <p>49) “Over-optimism and entry and exit from self-employment”, <i>International Small Business Journal</i> 31(8): 938-954 (December 2013) (with Chris Dawson).</p> <p>48) “Higher education engagement in leadership development: using autobiographical narrative to understand potential impact” <i>Industry and Higher Education</i> 26(6): 461-472 (December 2012) (with Karen Jones, Sally Sambrook and Heather Norbury).</p>

- 47) "Something will turn up? Financial over-optimism and mortgage arrears, *Economics Letters* 117(1): 49-52 (2012) (with Chris Dawson).
- 46) "'Push' versus 'pull' entrepreneurship: an ambiguous distinction?", *International Journal of Entrepreneurial Behaviour and Research* 18(6): 697-719 (2012) (with Chris Dawson).
- 45) "An initial assessment of an intervention to raise leadership effectiveness amongst SME owner-managers in Wales" *International Journal of Entrepreneurship and Innovation* 12(4): 221-233 (November 2011) (with Heather Norbury).
- 44) "House price shocks, negative equity and household consumption in the UK", *Journal of the European Economic Association*, 8(6): 1179-1207 (December 2010), (with Richard Disney and John Gathergood).
- 43) "On defining and measuring the informal sector: evidence from Brazil", , *World Development* 37(5): 992-1003 (May 2009), (with G.Reza Arabsheibani and Francisco G. Carneiro).
- 42) "Entrepreneurial aspiration and transition into self-employment: evidence from British longitudinal data", *Entrepreneurship and Regional Development* 19(3): 253-280 (May 2007).
- 41) "Entrepreneurship and rural economic development: a scenario analysis approach", *International Journal of Entrepreneurial Behaviour and Research* 12(5): 289-305 (October 2006) (with Nerys Fuller-Love, Peter Midmore and Dennis Thomas).
- 40) "Changes in human capital and earnings inequality: recent evidence from Brazil", *Journal of Development Studies* 42(5): 837-867 (July 2006) (with G. Reza Arabsheibani and Francisco G. Carneiro).
- 39) "Scenario analysis and regional economic development: the case of mid Wales", *European Urban and Regional Studies* 13(2): 143-150 (April 2006) (with Nerys Fuller-Love, Peter Midmore and Dennis Thomas).
- 38) "Las reformas a la seguridad social y el comportamiento del mercado laboral en Brasil" (Social security reforms and the labor market behavior in Brazil), *El Trimestre Economico* 73(1) No. 289: 87-124 (Jan-Mar 2006) (with Francisco G. Carneiro).
- 37) "On regional growth convergence in Great Britain", *Regional Studies*, 39(9): 1245-60 (December 2005).
- 36) "Job creation by the self-employed: the roles of entrepreneurial and financial capital", *Small Business Economics* 25(2): 175-196 (2005).
- 35) "Earnings and linguistic proficiency in a bilingual economy", *The Manchester School* 73(3): 300-320, (June 2005) (with Rhian Eleri Jones).
- 34) "House price shocks, windfall gains and hours of work: British evidence for the 1990s" *Oxford Bulletin of Economics and Statistics* 66(4): 439-456 (September 2004).
- 33) "Self-employment status: The role of state dependence and initial conditions", *Small Business Economics* 22(1): 67-82 (February 2004).
- 32) "Industry-wide versus firm-specific uncertainty and investment: British company panel data evidence", *Economics Letters* 78: 87-92 (January 2003) (with Alan Carruth and Andy Dickerson).

- 31) "Pot of gold or winner's curse? An event study of the auctions of 3G mobile telephone licences in the UK", *Fiscal Studies*, 23(4): 447-462 (December 2002) (with John Cable and Kevin Holland).
- 30) "Housing costs, house price shocks and savings behaviour among older households in Britain", *Regional Science and Urban Economics*, 32(5): 607-625 (September 2002) (with Richard Disney and Gary Stears).
- 29) "Public service employment and the public-private wage differential in British regions", *Regional Studies* 35(3): 229-240 (May 2001) (with Dennis Thomas).
- 28) "Real wages and the Lucas critique: can the government tax policy influence wage growth in Brazil?", *Revista de Econometria / The Brazilian Review of Econometrics* 20(1): 89-114 (May 2000) (with Francisco. G. Carneiro).
- 27) "What do we know about investment under uncertainty?", *Journal of Economic Surveys* 14(2): 119-154 (April 2000) (with Alan Carruth and Andrew Dickerson).
- 26) "Econometric modelling of UK aggregate investment: the role of profits and uncertainty", *The Manchester School* 68(3): 276-300 (June 2000) (with Alan Carruth and Andrew Dickerson).
- 25) "Changes in the distribution of housing wealth in Great Britain 1985-1991", *Economica*, 65(259): 363-380. (August 1998).
- 24) "Wage determination in Brazil: the growth of union bargaining power and informal employment", *Journal of Development Studies*: 34(4) 117-138 (April 1998) (with Francisco Carneiro).
- 23) "Residential energy demand and the interaction of price and temperature: British experimental evidence" *Energy Economics*, 20: 157-171 (1998) (with John Peirson).
- 22) "Residential mobility, housing equity and the labour market", *Economic Journal*, 108(447): 414-427 (March 1998).
- 21) "Non-linearities in electricity demand and temperature: parametric vs. non-parametric methods", with John Peirson, *Oxford Bulletin of Economics and Statistics*, 59(1): 149-62 (February 1997).
- 20) "Electricity load and temperature: issues in dynamic specification", with John Peirson, *Energy Economics*, 16(4): 235-243 (1994).
- 19) "Income inequality in corporatist and liberal economies: a comparison of trends within OECD countries", with Francis Green and Euclid Tsakalotos, *International Review of Applied Economics*, 8(3): 303-331 (1994).
- 18) "Time of use electricity pricing: evidence from a British experiment", with John Peirson, *Economics Letters*, 44(3): 421-26 (1994).
- 17) "Industrial deconcentration in UK manufacturing since 1980", *The Manchester School*, 62(1): 40-59 (March 1994).
- 16) "Job tenure and asset holdings", with Richard Disney and Alan Carruth, *Economic Journal*, 104(423): 338-349 (March 1994).
- 15) "Housing assets and consumer spending: a regional analysis", with Alan Carruth, *Regional*

Studies, 27(7): 611-621 (November 1993).

14) "Corporatism and the European labour market after 1992", with Euclid Tsakalotos, *British Journal of Industrial Relations*, 30(4): 567-586, (December 1992).

13) "Consumer durables spending and housing market activity", with Alan Carruth, *Scottish Journal of Political Economy*, 39(3): 261-271 (August 1992).

12) "Corporatism, profit squeeze and income distribution", with Euclid Tsakalotos, *Cambridge Journal of Economics*, 15: 425-50 (December 1991).

11) "The housing market and consumer spending", with Alan Carruth, *Fiscal Studies*, 11(3): 27-38 (August 1990).

10) "Demographic structure, asset holdings and the explanation of aggregate consumers' expenditure", with Alan Carruth, *Journal of Economic Studies*, 17(2): 5-19 (June 1990).

9) "Can existing consumption functions forecast consumer spending in the late 1980s?", with Alan Carruth, *Oxford Bulletin of Economics and Statistics*, 52(2): 211-222, (May 1990).

8) "Location choice and labour market perceptions: a discrete choice study", with Alan Carruth, Alan Thomas and Roger Vickerman, *Regional Studies*, 23: 431-445 (October 1989).

7) "Aggregate profitability and income distribution in the UK corporate sector 1963-1985", *International Review of Applied Economics*, 3(2): 170-190 (July 1989).

6) "Political aspects of full employment: a reassessment of Kalecki", *The Political Quarterly*, 59(4): 436-449 (October 1988), reprinted in *The Legacy of Michal Kalecki Volume 1* (pp. 516-529), ed. Malcolm Sawyer, Edward Elgar, 1999

5) "Price formation and market structure: the case of the inter-war coal industry", *Oxford Bulletin of Economics and Statistics*, 50(3): 263-278 (August 1988).

4) "Labour's shares and profitability crisis in the United States: recent experience and post-war trends", *Cambridge Journal of Economics*, 11(4): 315-330 (December 1987).

3) "Economic orthodoxy and the free market system: a Christian critique", *International Journal of Social Economics*, 14(10), 56-66 (October 1987).

2) "Trades unions, market concentration and income distribution in United States manufacturing industry", *International Journal of Industrial Organization*, 5: 193-210 (June 1987).

1) "Wage share, market power and unionism: a reply to Brush and Crane", *The Manchester School*, 54(1): 104-8 (March 1986).

Books	<p>2) <i>Corporatism and Macroeconomic Performance: A Comparative Analysis of Market Economies</i>, Edward Elgar Publishing, (with Euclid Tsakalotos), 1993, 218pp.</p> <p>1) <i>Wages and Profits in the Capitalist Economy</i>, Edward Elgar Publishing, 1990, 205pp.</p>
Contributions to edited books	<p>9) "Creating value" Chapter 10 in Knights, D. and Mabey, C. (eds) <i>Leadership Matters</i>, Routledge, London (2017, in press)</p> <p>8) "Economics and virtues ethics: reflections from a Christian perspective" Chapter 7, pp. 109-</p>

126 in Doherty, S. and Kidwell, J. (eds) *Theology and Economics*, Palgrave, London (September 2015).

7) "Business schools, economic virtues and Christian theology" Chapter 9, pp. 121-130 in Mabey, C. and Mayrhofer, W. (eds), *Developing Leadership: Questions Business Schools Don't Ask*, Sage, London (May 2015).

6) "Housing wealth and the accumulation of financial debt: evidence from UK households" (with Sarah Bridges and Richard Disney) Chapter 5 in (eds.) G. Bertola, R.F. Disney and C. Grant, *The Economics of Consumer Credit: European experience and lessons from the US*, MIT Press, 2006 (paperback edition, 2008; Japanese language edition, 2008).

5) "Work and unemployment", in (eds.) Donald A. Hay and Alan Kreider, *The Culture of Economics: Christian Perspectives*, University of Wales Press, 2001, 24pp. (Invited lecture for "The Culture of Economics at the Turn of the Millennium: Christian Perspectives", Lecture Series, Regent's Park College, Oxford, December 1999).

4) "Political aspects of full employment: a reassessment of Kalecki", in *The Legacy of Michal Kalecki Volume 1* (pp. 516-529), ed. Malcolm Sawyer, Edward Elgar, 1999 (reprinted from *The Political Quarterly*, 59(4): 436-449, 1988).

3) "Unemployment experience and the institutional preconditions for full employment", with Euclid Tsakalotos in (eds.) P. Arestis and M. Marshall, *The Political Economy of Full Employment: Conservatism, Corporatism and Institutional Change*, Edward Elgar, 1995, 25pp.

2) "Monetary rules versus consensual discretion: corporatism and the future of Keynesian policy-making", with Euclid Tsakalotos, in (eds.) D. Crabtree and A.P. Thirlwall, *Keynes and the Role of the State*, Macmillan, 1993, 21pp.

1) "Consumer spending and housing wealth", with Alan Carruth, in (eds.) J. Eatwell, M. Milgate and P. Newman, *New Palgrave Dictionary of Money and Finance*, Macmillan, 1992, 2pp.

Other professional journal and published conference articles

"Economics and virtue ethics: reflections from a Christian Perspective", *Association of Christian Economists*, Discussion Papers 014-018, November 2013.

"Learning to lead for business growth: implications for supporting SMEs in Wales", *Contemporary Wales* 26: 1-23 (2013) (with Karen Jones, Sally Sambrook and Heather Norbury).

"What lessons should Christian economists learn from the credit crunch", *Association of Christian Economists*, Discussion Papers 004-005, September 2010

"Welsh economic performance: recent experience and future challenges", *Contemporary Wales*, 21:150-173 (2008) (with Melanie Jones).

"Free trade and fair trade: An economist's view", *Faith in Business*, Vol. 9, No. 2: pp. 16-20. (Summer 2005).

"Doing economics as a Christian: Constructive engagement or prophetic detachment", *Journal of the Association of Christian Economists*, No. 34 (2004), 11pp.

"Public service sector employment and public-private wage differentials: a research note", *Contemporary Wales*, 13: 230-238 (December 2000) (with Dennis Thomas).

"Piling up treasure on earth: the crazy ethics of the housing market", *Journal of the Association of Christian Economists*, No. 28 (2000), 15pp.

"What is the role of business ethics in a competitive economy?", *Briefing Notes in Economics*, No. 44 (March/April 2000): School of Business, American International University in London.

"Has business ethics a role to play in the competitive economy? A review article", *Journal of the Association of Christian Economists*, No. 25, 1998, 7pp.

"Faith in economics", *Faith in Business*, Vol. 1, No. 3, p. 27 October 1997.

"Current issues in the economics of work: a Christian perspective", *Journal of the Association of Christian Economists*, No. 23, 1997, 15pp.

"Ökonomische Bildung in Großbritannien" (Economics education in Great Britain), *Wirtschaft Arbeiten und Lernen*, no. 22, Quarter 2, 1996, 6pp. (with Roger Vickerman).

"Danger of a housing u-turn", *Parliamentary Brief*, Vol.3, No. 9, Summer 1995, 2pp.

"The case for corporatism", *New Economy*, June 1994, 6pp.

"Is there a Christian case for a corporatist middle way?" *Journal of the Association of Christian Economists*, No. 16, 1993, 16pp.

"Recent developments in the modelling of consumer behaviour", with Alan Carruth, *Fraser of Allander Institute Quarterly Economic Commentary*, April 1993, 9pp.

"Applying the Jubilee: Biblical ethics and asset distribution", *Journal of the Association of Christian Economists*, No. 11, 1991, 22pp.

"Spending, saving and the housing market", with Alan Carruth, *Economic Review*, September 1990, 5pp.

"Markets and prosperity: approaches for Christian policy", *Journal of the Association of Christian Economists*, No. 7, 1989, 25pp.

Other unpublished papers, key discussion papers etc.

"The power of (non) positive thinking: self-employed pessimists earn more than optimists", (with Christopher Dawson, David de Meza and Reza Arabsheibani) IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 9242, July 2015..

"The post-crisis growth in the self-employed: volunteers or reluctant recruits?", IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 9232, July 2015 (revised version published in *Regional Studies*).

"Is religion associated with entrepreneurial activity?" IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 8111, April 2014 (revised version published in *International Small Business Journal*).

"Gender, risk and venture creation intentions" (with Christopher Dawson), IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 6947, October 2012 (revised version published in *Journal of Small Business Management*).

"Entrepreneurship: cause or consequence of financial optimism?" (with Christopher Dawson, David de Meza and Reza Arabsheibani), IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 6844, July 2012 (revised version published in *Journal of Economics and Management Strategy*).

"Why do individuals choose self-employment?" (with Christopher Dawson and Paul Latreille),

IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 3974, January 2009. (This paper is in the top 20 of all time IZA discussion paper downloads – revised version published in *Regional Studies*).

“Who were the winners in the European 3G mobile phone licence administration process?”, (with James Mackley), *unpublished working paper*, School of Business and Economics, Swansea University, January 2009.

“Switching costs and occupational transition into self-employment”, IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 3969, January 2009.

“On defining and measuring the informal sector”, (with Reza Arabsheibani and Francisco Carneiro), *Policy Research Working Paper*, No. 3866, The World Bank, March 2006 and IZA (Institute for Labor) Bonn, *Discussion Paper*, No. 2473, November 2006.

“Human capital and earnings inequality in Brazil 1988-1998: Quantile regression evidence”, (with Reza Arabsheibani and Francisco Carneiro), *Policy Research Working Paper*, No. 3147, The World Bank, October 2003.

“Gender wage differentials in Brazil: trends over a turbulent era”, (with Reza Arabsheibani and Francisco Carneiro), *Policy Research Working Paper*, No. 3148, The World Bank, October 2003.

“Modelling formal vs. informal employment and earnings: micro-econometric evidence for Brazil”, *University of Wales Aberystwyth School of Management and Business Research Paper* No. 2001-16, June 2001 (with Francisco Carneiro).

“Capital gains and labour supply: British evidence”, *University of Wales Aberystwyth School of Management and Business Research Paper* No. 2001-7.

“The economics of the crazy British housing market”, inaugural lecture to the University of Wales Aberystwyth, November 1999 (reprinted as *Aberystwyth Economic Research Paper*, No. 99-8).

“European house price volatility and the macroeconomy: the implications for European Monetary Union”, *Aberystwyth Economic Research Paper*, No. 99-5, October 1999 (with Bruce Morley).

"Housing costs and the behaviour of elderly households", *Institute for Fiscal Studies*, working paper number W95/22, 1995 (with Richard Disney and Tim Gallagher).

"Job tenure and asset holdings", Progress Report 9, *VSB-CentER Savings Project*, Center for Economic Research, Tilburg University, Netherlands (with Richard Disney and Alan Carruth).

"Electricity load and temperature: issues in model specification", *Surrey Energy Economics Papers*, University of Surrey, December 1993, 33pp (with John Peirson).

Conference Presentations

“Who and where are the self-employed job-creators?” *Regional Studies Association*, Annual Conference, June 2017, Dublin.

“Who and where are the self-employed job-creators?” *Regional Studies Association*, Wales and South West Conference, November 2016, Cardiff.

“Who and where are the self-employed job-creators?” *Institute for Small Business and Entrepreneurship (ISBE) Conference*, Paris, October 2016 (Best Paper winner for Small Business Growth track).

"The post-crisis growth in the self-employed: are they a volunteer army?", *Institute for Small Business and Entrepreneurship (ISBE) Conference*, Glasgow, November 2015 (Best Paper winner for Small Business Growth track).

"Evangelical entrepreneurs", invited presentation to *Faith In Business Annual Conference*, March 2015, Ridley Hall, Cambridge.

"Is religion associated with entrepreneurial activity?" *International Council for Small Business (ICSB)*, Dublin, June 2014.

"Is religion associated with entrepreneurial activity?" *Institute for Small Business and Entrepreneurship (ISBE) Conference*, Manchester, November 2014.

"Dispositional optimism and the performance of self-employed business ventures" *Institute for Small Business and Entrepreneurship (ISBE) Conference*, Cardiff, November 2013.

"Small business growth in Wales – the role of leadership and management quality", *Welsh Institute of Social and Economic Research Data and Methods (WISERD) annual conference*, Pontypridd, June 2013.

"Assessing the impact of leadership quality on SME performance", *Institute for Small Business and Entrepreneurship (ISBE) Conference*, Dublin, November 2012.

"Economics and virtue ethics: reflections from a Christian perspective", invited contribution to *Tyndale Fellowship Triennial Conference* track on ethics, in conjunction with *Kirby Laing Institute for Christian Ethics*, Northampton, July 2012.

"Engaging with small businesses on leadership development: reflections on two years of the LEAD Wales programme", *4th EngageHEI conference* (University of Lancaster/Work Foundation), London, January 2012.

"Antecedents of entrepreneurial success: a preliminary assessment using data from a leadership development programme for SME Owner-Managers in Wales", *Institute for Small Business and Entrepreneurship (ISBE) Conference*, Sheffield, November 2011.

"Boundary-spanning and the creation of leadership learning communities – reflections on two years of leadership development for entrepreneurs", *MODEM Leading Across Boundaries Conference*, Sarum Theological College, Salisbury, October 2011.

"The Challenge of Entrepreneurship Policy Post Global Credit Crunch", *Sustainable Learning Networks in Ireland and Wales Conference*, invited keynote speech, Aberystwyth, September 2010.

"The LEAD Wales Programme 2009-2015: A preliminary assessment of an intervention to raise the leadership effectiveness of SME owner-managers in Wales" (with Heather Norbury), *Sustainable Learning Networks in Ireland and Wales Conference*, Aberystwyth, September 2010.

"Why do individuals choose self-employment?", *Work and Pensions Economics Group (WPEG – sponsored by Department of Work and Pensions)*, University of Bristol, July 2010.

"On defining and measuring the informal sector", *3rd IZA/World Bank Conference on Employment and Development*, Rabat, Morocco, May 2008.

"Switching costs and occupational transition into self-employment: a duration modelling

approach", *Work and Pensions Economics Group (WPEG – sponsored by Department of Work and Pensions)*, University of Manchester, July 2007

"Switching costs and occupational transition into self-employment: a duration modelling approach", *British Household Panel Survey Conference 2007*, Institute for Social and Economic Research, University of Essex, July 2007.

"Regional growth convergence", invited presentation to Welsh Assembly Government Economic Research Seminar, Cardiff, January 20th, 2006.

"From entrepreneurial aspiration to business start-up: evidence from British longitudinal data", *British Household Panel Survey Conference 2005*, Institute for Social and Economic Research, University of Essex, June 30 – July 2, 2005.

"Subverting global capitalism?", invited presentation, *Ridley Hall Foundation/London Institute for Contemporary Christianity conference: "What Makes Trade Fair?"*, Ridley Hall, Cambridge University, April 8-10, 2005.

"Job creation by the self-employed: the roles of entrepreneurial and financial capital", *European Association of Labour Economists*, Lisbon, September 2004.

"On Being an Economist and a Christian", *Association of Christian Economists Study Group*, Sidney Sussex College, Cambridge, July 2004.

"Prospects for Economic Regeneration in Mid-Wales", *Welsh Economy Labour Market Evaluation and Research Centre/Welsh Institute for Research in Economics and Development Conference on Economic Policy in Wales*, Swansea, 17 May 2004.

"Human capital and earnings inequality in Brazil 1988-1998: quantile regression evidence", *European Association of Labour Economists*, Seville, September 2003.

"Earnings and linguistic proficiency in a bilingual economy", *Royal Economic Society Annual Conference*, University of Warwick, April 2003.

"Job creation by the self-employed", invited presentation to Welsh Assembly Government Economic Research Seminar, Cardiff, January 17th, 2003.

"Gender wage differentials in Brazil: trends over a turbulent era", *24th Brazilian Econometrics Congress*, Nova Friburgo, RJ, Brazil, December 2002.

"House price shocks, negative equity and household consumption in the UK in the 1990s", *57th European Meeting of the Econometric Society*, Venice, August 2002.

"Modelling formal vs. Informal employment and earnings: micro-econometric evidence for Brazil", *ESRC Development Economics Study Group Annual Conference*, University of Nottingham, April 2002.

"Modelling formal vs. informal employment and earnings: micro-econometric evidence for Brazil", invited session paper *6th Brazilian Studies Association (BRASA)*, Atlanta GA, April 2002.

"House price shocks, negative equity and household consumption in the UK in the 1990s", *Royal Economic Society Annual Conference*, University of Warwick, March 2002.

"Modelling formal vs. informal employment and earnings: micro-econometric Evidence for Brazil", *21st Meeting of the Brazilian Economic Association (ANPEC)*, Salvador, Brazil, December

2001.

“Capital gains and labour supply: British evidence”, *13th Annual Conference of the European Association of Labour Economists*, Jyvaskyla, Finland, September 2001.

“Capital gains and labour supply: British evidence”, *DfEE Education and Employment Economics Group Conference*, University of Leicester, July 2001.

“Capital gains and labour supply”, invited paper 3rd International Colloquium, Universidade de Brasilia e Universidade Catolica de Brasilia, Brasilia, May 9th-11th, 2001, and published in conference proceedings, eds. J.R. Teixeira and F.G. Carneiro, *Growth, Redistribution and Structural Change*, Editora Universa, Taguatinga DF, Brazil, 2001.

“Does uncertainty accelerate or retard investment? evidence from UK panel data”, *European Economic Association Annual Conference*, Bozen/Bolzano, Italy, August 2000.

“Piling up treasure on earth: the crazy ethics of the housing market”, *Association of Christian Economists Study Group*, Jesus College, Oxford, July 2000.

“European house price volatility and the macroeconomy: the implications for European Monetary Union”, *Royal Economic Society Annual Conference*, University of St Andrews, July 2000

“Being your own boss: entrepreneurial choice, earnings and employment creation in 1990s Britain”, *11th Annual Conference of the European Association of Labour Economists*, Regensburg, Germany, September 1999.

“Does uncertainty accelerate or retard investment? panel data evidence”, invited paper 2nd International Colloquium, Universidade de Brasilia e Universidade Catolica de Brasilia, Brasilia, May 27th-29th, 1999, and published in conference proceedings, eds. J.R. Teixeira and F.G. Carneiro, *Economic Dynamics and Economic Policy*, Editora Universa, Taguatinga DF, Brazil, 1999.

“Employment tenure, quits and the housing market”, *10th Annual Conference of the European Association of Labour Economists*, Blankenburge, Belgium, September 1998.

“Employment tenure, quits and the housing market”, *DfEE Education and Employment Economics Group Conference*, University of Newcastle, June 1998.

“Does uncertainty accelerate or retard investment? Evidence from UK panel data”, *Royal Economic Society Annual Conference*, University of Warwick, March 1998.

“Labour markets in europe: issues and prospects for the transitional economies (Rinki tryda v Yevrope: rezultati i perspektivi dlya perekhodni ekonomik)”, *Conference for Deans of Economics in Western Siberia*, State University of Novosibirsk, June 1997 and published (in Russian) in Conference Proceedings, *Perestroika i Sovyershensstvovanye Podgotovki Ekonomistov v Novosibirsk Gosudarstvyennii Universityet*, Novosibirsk State University, 1998 (under EU TEMPUS-TACIS project, T-JEP-08508-94).

“Residential mobility, housing equity and the labour market”, *Royal Economic Society Annual Conference*, Staffordshire University, March 1997.

“Energy pricing and temperature interaction: theory and British experimental evidence”, conference paper, *Royal Economic Society Annual Conference*, Staffordshire University, March 1997.

"Current issues in the economics of work: a Christian perspective", invited paper for conference on "The Future of Work", *London Institute for Contemporary Christianity*, Steeple Aston, Oxon, March 1997.

"Current issues in the economics of work: a Christian perspective", *Association of Christian Economists Study Group*, Jesus College, Oxford, July 1997.

"The changing nature of economics education in the United Kingdom", *UNESCO Conference on Education at the Millennium*, State University of Novosibirsk, Siberia, August 1995.

"Housing costs and the behaviour of elderly households", *Royal Economic Society Annual Conference*, University of Kent at Canterbury, March 1995.

"Income inequality in corporatist and liberal economies: a comparison of trends within OECD countries", *5th Annual Conference of the European Association of Labour Economists*, Maastricht, The Netherlands, September 1993.

"Is there a Christian case for a corporatist middle way?" *Association of Christian Economists Study Group*, Jesus College, Oxford, July 1993.

"Job tenure and asset holdings", *Royal Economic Society Annual Conference*, University of York, April 1993.

"Corporatism and the European Labour Market after 1992", *4th Annual Conference of the European Association of Labour Economists*, University of Warwick, September 1992.

"Housing assets and consumer spending: a regional analysis", *ESRC Workshop on Housing and the Macroeconomy*, University of Strathclyde, 1992.

"Corporatism and the European labour market after 1992", *ESRC Political Economy Study Group*, London School of Economics, 1992.

"Applying the Jubilee: Christian ethics and asset distribution", *Association of Christian Economists Study Group*, Oxford, July 1991.

"Industrial earnings flexibility: an international comparison", *EMRU (UK Department of Employment) Labour Economics Conference*, Loughborough University, July 1990.

"Collective bargaining structure, wages levels and the functional distribution of income", *European Association for Research in Industrial Economics*, Queen's College, Cambridge, August 1985.

Book Reviews

"Environment, Economy and Christian Ethics: Alternative views of Christians and markets", by Alistair Young (Fortress Press), *Studies in Christian Ethics*, 31(1): 123-128

"Inhabiting the Land", by Andrew Yuengert (Acton Institute), *Faith and Economics*, Fall 2004.

"Inequality and Christian Ethics", by Douglas A. Hicks (Cambridge University Press), *Faith and Economics*, Fall 2002.

"International Handbook of Labour Market Policy and Evaluation", by G. Schmid, J. O'Reilly and K. Schomann (eds.), *British Journal of Industrial Relations*, 1997, 35(4): 645-47.

"Housing Policy in Europe", by P. Balchin (ed.), *Regional Studies*, 1997, 31(6): 635.

"Workplace Industrial Relations and the Global Challenge" by J. Belanger et al. (eds), *British Journal of Industrial Relations*, 1995, 33(2): 306-307.

"Prices, Profits and Financial Structures: A Post-Keynesian Approach to Competition" by Gokhan Capoglu, *Economic Journal*, May 1992.

"Macroeconomics and the Wage Bargain" by Wendy Carlin and David Soskice, *British Journal of Industrial Relations*, September 1991.

Research Grants, Contracts and Consultancies

A Dynamic Analysis of Poverty and Vulnerability in Wales: Moving beyond the "conventional" approach, co-investigator with M.S. Islam (PI), A. Ali, M. Plotnikova and P. Midmore, £117,548 from Economic and Social Research Council (What Works? Tackling Poverty in Wales programme), October 2014 - September 2017.

IMPRESA- Impact of Research on EU Agriculture, European Union FP7 Grant, £256,047 (€312,378) work package co-investigator with Peter Midmore (PI) and Maria Plotnikova, and co-ordination of £2.1m overall FP7 programme, November 2013-October 2016.

Establishment, Functions and Review of the Proposed Agricultural Advisory Panel for Wales, £8,000 from Welsh Government (with Peter Midmore), September 2013- January 2014.

LEAD Wales (leadership development programme for SME owner-managers and associated research and evaluation programme), £5,172,091 from Wales European Funding Office of the Welsh Assembly Government (European Social Fund), July 2009-June 2015. (I relinquished the role as Director in order to take my current appointment in September 2012).

Principal investigator on a number of contracts from the Welsh Government Dynamo Funding to support entrepreneurship education activities at Swansea University, 2008-2012.

Entrepreneurial Aspirations and Activity amongst Students and Recent Graduates: A Comparative Study for Wales, £14,843 from Welsh Assembly Government (with Christian de Cock and Paul Latreille), October 2007-September 2008.

Consultant to the World Bank, *Understanding the Employment Puzzle in Namibia*, March-June 2007.

Occupational Segregation in the SME Sector in Wales, £19,850 from the Equal Opportunities Commission and the Welsh Development Agency (with David Blackaby, Melanie K. Jones, Richard J. Jones, Philip Murphy, Nigel O'Leary and Peter Sloane), July 2004 – April 2005 . (Welsh Economy Labour Market Evaluation and Research Centre report, May 2005).

Social Security Reforms and the Structure of the Labor Market: The case of Brazil, consultant to the Inter-American Conference on Social Security, Mexico City, June 2003 (report written with Francisco G. Carneiro).

A Winning Mid Wales – An Action Plan for Rural Economic Generation, £80,500 from Welsh Development Agency on behalf of the Mid-Wales Partnership (with Peter Midmore, Dennis Thomas and Nerys Fuller-Love), November 2002-December 2003.

Royal Economic Society Conference Grant, £250, to attend 21st Meeting of the Brazilian Economic Association (ANPEC), Salvador, Brazil, December 2001.

An Investigation of the "Winner's Curse" in the British 3G Mobile Phone Auction, £5,300 from

	<p>Department of Trade and Industry (with John Cable and Kevin Holland), October 2001-December 2001.</p> <p><i>Growth Catch-up and Convergence in Wales and Britain: Implications for the GDP Targets in the Wales National Economic Development Strategy</i>, £1,000 from Sir David Hughes Parry Fund, University of Wales Aberystwyth, June 2001 (with D. Thomas).</p> <p><i>Housing Wealth and Savings Behaviour in the UK</i>, £40,598 from the Economic and Social Research Council, November 2000 to April 2002 (with R. Disney). A final report was submitted in August 2002, and received the grading "good".</p> <p><i>Regional Economic Profiles for West and Mid-Wales</i>, £19,940 from the Welsh Development Agency, 2000-2002 (joint tender with David Blackaby and five others)</p> <p><i>Calculation of Housing Equity Using the British Household Panel Survey</i>, £750 from the University of Essex, Institute of Social and Economic Research, 1998, further £1,500, 2000</p> <p><i>Ethical Investment and Performance of Ethical Companies</i>, £1700 from the University of Wales Aberystwyth, College Research Fund, 1998-99 (with John Cable).</p> <p><i>Investment and Uncertainty: An Empirical Analysis using UK Company Panel Data</i>, £31,000 from the Economic and Social Research Council, 1996-1998 (with A. Carruth and A. Dickerson). A final report was submitted in August 1998, and received the grading "good".</p> <p><i>Public Sector Employment and Crowding Out in Wales</i>, £1556 from the Welsh Development Agency, 1997 (with D. Thomas). A report was submitted in November 1997.</p> <p><i>Propagation of Shocks in an Integrated Europe</i>, £1600 from the University of Wales Aberystwyth, College Research Fund, 1997-98.</p> <p><i>Investigation of Aging and Housing using 1988 Retirement Survey</i>, £1,764 from University of Kent Social Science Research Committee, 1994 (with R. Disney).</p> <p><i>The Influence of Temperature on Electricity Demand</i>, £7,300 from Electricity Association Services (with J. Peirson) (April to July 1992). A final report was submitted in December 1992.</p> <p><i>Income Inequality and Labour Market Institutions - A Comparative European Study</i>, £900 from the University of Kent Social Science Research Committee (with E. Tsakalotos), 1992.</p> <p><i>Labour Market Flexibility and Asset Accumulation</i>, £13,700 from the Department of Employment (with R. Disney and A. Carruth), January to October 1992. A report was presented and submitted in 1993.</p> <p><i>An Econometric Study of the Energy Management Unit Demonstration Project</i>, £20,600 from Electricity Association Services (with J. Peirson and A. Carruth) (October 1990 - August 1991). A final report was submitted in August 1991.</p> <p><i>Growth Activities in Kent Survey - Analysis of Labour Market Conditions in Kent</i>, £1,900 from the University of Kent Research Committee (with A. Carruth and R. Vickerman). A report was completed in June 1988.</p>
Refereeing and reviewing work	Academic refereeing for: <i>Bank of England (working papers)</i> <i>British Accounting Review</i> <i>British Journal of Industrial Relations</i> <i>Cambridge Journal of Economics</i>

	<p> <i>Canadian Journal of Economics</i> <i>Christian Scholars' Review</i> <i>Fiscal Studies</i> <i>Economic Issues</i> <i>Economic Journal</i> <i>Economica</i> <i>Economics Letters</i> <i>Energy Journal</i> <i>Entrepreneurship and Regional Development</i> <i>European Economic Review</i> <i>International Entrepreneurship and Management Journal</i> <i>International Journal of Entrepreneurial Behaviour and Research</i> <i>International Journal of Entrepreneurship and Innovation</i> <i>International Journal of Industrial Organization</i> <i>Journal of Business Venturing</i> <i>Journal of Economics and Management Strategy</i> <i>Journal of Income Distribution</i> <i>Journal of Industrial Economics</i> <i>Journal of Regional Science</i> <i>Industry and Higher Education</i> <i>International Review of Applied Economics</i> <i>International Small Business Journal</i> <i>Labour Economics</i> <i>The Manchester School</i> <i>Oxford Bulletin of Economics and Statistics</i> <i>Oxford Economic Papers</i> <i>Papers in Regional Science</i> <i>Quarterly Review of Economics and Finance</i> <i>Regional Studies</i> <i>Scandinavian Journal of Economics</i> <i>Scottish Journal of Political Economy</i> <i>Small Business Economics</i> <i>Urban Studies</i> <i>World Development</i> </p> <p> Research grant evaluator and rapporteur for: <i>Economic and Social Research Council</i> <i>Leverhulme Trust</i> <i>Nuffield Foundation</i> </p> <p> Reviewer of publishing proposals and draft manuscripts for: <i>Cambridge University Press</i> <i>Palgrave (Macmillan)</i> <i>Oxford University Press</i> <i>International Thomson Publishing</i> <i>Pearson Education</i> <i>John Wiley</i> <i>Worth Publishers</i> </p> <p> This work has included extensive reviewing of draft work, and reviews of a number of texts in business ethics and strategic management, as well as three leading economics textbooks. </p> <p> Reviewer of business and commerce-related books for various non-academic publications. </p>
Media activity	Regular media activity including BBC1 Television, BBC Wales, ITV Wales, BBC Radio 4, BBC Radio Wales and local Welsh radio stations, and coverage on BBC Online. Press coverage of research in

regional and national media, including the Financial Times and The Independent. TV and Radio work includes BBC 1 (“4x4 Reports”), and Radio 4 (“Moneybox”, “You and Yours” and “Analysis”), Radio Wales (“All Things Considered” and “Wales at Work”). Occasional letters published in UK national press.

July 2017