

## CURRICULUM VITAE (January 2008)

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### Education

1998 University of Newcastle upon Tyne, PhD (by published work, based on 10 papers published between 1991 and 1996), "Labour Supply and Absenteeism"  
1978-79 University of Birmingham, Master of Social Science in Economics, MSocSc (Econ), with dissertation on the Bayesian analysis of unemployment durations  
1975-78 University of Hull, Upper Second Class Honours Degree in Economics BSc (Econ) specialising in Econometrics  
1967-75 Queen Elizabeth Grammar School, Darlington  
3 'A' Levels (Economics, Sociology and Mathematics), 8 'O' Levels,

### Employment History

2004 to date Jaffrey Chair of Political Economy University of Aberdeen  
Teaching: Microeconomics, Labour Economics (SGPE), Personnel Economics (MBA)  
Administration: Director of Postgraduate Research and School Research Committee (Nov 05 –Dec 07). Head of Economics (Jan 08 - )  
2002-2004 Professor of Economics, University of Durham.  
Teaching: Labour Economics, Economic Data Analysis, Economic Methods.  
Administration: Chair of Board of Examiners.  
1995-2002 Reader in Labour Economics, University of Newcastle upon Tyne.  
Teaching: Labour Economics, Economics of Personnel. I also taught extensively on the Economics Postgraduate Research Training Programme, which I built up from scratch during my time at Newcastle. I was also instrumental in the growth of research postgraduate numbers from around 3 when I took over in 1994, to a

level of 18 for the academic year 2001/02. I also obtained 2 ESRC Collaborative (CASE) PhD studentships and CASE recognition for the Department at Newcastle.

Administration: Faculty Research Committee, Faculty Postgraduate Committee. Departmental Postgraduate Director.

- 1992-95 Lecturer in Economics, University of Newcastle upon Tyne.  
Teaching: Quantitative Methods for Economists, Econometric Analysis.  
Administration: Faculty Research Committee, Faculty Postgraduate Committee. Departmental Postgraduate Director.
- 1988-92 Lecturer in Labour Economics, Loughborough University.  
Teaching: Labour Economics, Econometrics, Applied Econometrics, Microeconomics.  
Administration: Departmental Research Committee, Economic Research Paper Series organiser.
- 1984-88 Temporary Lecturer in Economic Statistics, University of Hull.  
Teaching: First and Second year Economic Statistics, final year Econometrics and Applied Econometrics.
- 1983-84 Temporary Lecturer in Economic Statistics, University of Leeds.  
Teaching: Second year Economic Statistics and Intermediate Econometrics.
- 1981-83 Research Associate, University of Manchester.  
I worked jointly with Professors R W Blundell and I Walker on an SSRC project which involved the construction of joint commodity demand and labour supply models, and examining the effect of household composition.
- 1980-81 Research Associate, University of Kent at Canterbury.  
I worked jointly with Professor R W Vickerman on an SSRC sponsored project analysing the economic determinants of households' spatial behaviour. Our analysis employed sequential logit models.

### Visiting Posts

- 2006 MHRLR International Scholar at University of Wisconsin at Milwaukee  
2005 Visiting Professor John Curtin Institute of Public Policy, Curtin University, Western Australia  
2002 Visiting Professor, IRIC, Curtin University, Perth, Western Australia  
1999 Academic Visitor CEPS/INSTEAD, Luxembourg  
1998 Academic Visitor, Vrije Universiteit/Tinbergen Institute, Amsterdam  
1995 Academic Visitor, Centre for Labour Market and Social Research (CLS), University of Aarhus (June and November)

- 1994 Academic Visitor, CentER for Economic Research, Tilburg University (April).  
 1992 Visiting Lecturer in Labour Economics, Western Australian Labour  
 Market Research Centre, Curtin University of Technology, Perth,  
 Western Australia (July-September).  
 1987 Visiting Lecturer in Econometrics, Monash University, Victoria,  
 Australia (September). Teaching in Applied Econometrics of Labour  
 Supply.

### Postgraduate Supervision

- |                 |     |   |
|-----------------|-----|---|
| Sarah Brown     | PhD | “The Absence Decision: A Theoretical and Empirical Analysis”<br>Loughborough University 1995  |
| Sarah Bridges   | PhD | “Organisational Performance and Human Resource Economics”<br>ESRC Collaborative PhD Studentship with Midland Bank,<br>Newcastle University 2001       |
| Suzyrman Sibly  | PhD | “Models of Absence Behaviour: An Empirical Study with<br>reference to Malaysia” Newcastle University 2003   |
| Barbara Eberth. | PhD | "Equal Opportunities: Gender and Ethnic Differences in Pay and<br>Promotion" ESRC Collaborative PhD Studentship with HSBC<br>Aberdeen University 2005 |
| Ada Ma          | PhD | “Earnings and Incentives in Organisations” Newcastle University<br>2005   |

Present

- |                |     |   |
|----------------|-----|---|
| Wen-Shai Hung  | PhD | “A Study of Retirement Decisions in Taiwan" University of<br>Durham   |
| Ross Campbell  | PhD | “Earnings and Career dynamics” University of Aberdeen ESRC<br>Studentship   |
| David Cooper   | PhD | “The Labour Supply of Taxi Cab Drivers, Implications for<br>Regulation and Congestion” University of Aberdeen DfT/ESRC<br>Collaborative Studentship |
| Minh Ha Nguyen | PhD | “Entrepreneurship and New Startups in Vietnam”  |

### ESRC (CASE) Studentship Projects Obtained

- 2001 "Equal Opportunities: Gender and Ethnic Differences in Pay and Promotion"  
 1997 “Organisational Performance and Human Resource Economics”  
 2006 ESRC/DfT Studentship “The Labour Supply of Taxi Cab Drivers, Implications for  
 Regulation and Congestion”

## Research Grants Received

2007 EU Framework 7 (part of Aberdeen co-ordinating team responsible for co-ordinating use of European LFS's to compute consistent absence series for a range of European Economies)

1998 Leverhulme grant (through the Institute of Labour Research at Essex) £ 8140 (with Prof J G Treble and Dr Marco Ercolani) "Explaining Absence in the UK 1971-97".

1997 ESRC grant of £32,281, jointly with Prof J G Treble "Pay, Promotion and Gender in an Internal Labour Market". The objective of the grant was to examine further theories of personnel policy and worker behaviour using detailed data drawn from a large financial institution (This project was ranked "Good" by the ESRC)

1994 Leverhulme Trust grant of £54,700, jointly with Prof J G Treble, "Absenteeism in an Internal Labour Market" This was a two year grant to study the effect of the hierarchical grade structure of an internal labour market on absence behaviour. The data was drawn from a large financial institution.

1993 ESRC grant of £135,850 (Analysis of Large and Complex Datasets Initiative), jointly with Prof P J Dolton and Prof C D Orme, "Longitudinal and Duration Methods in the Econometric Analysis of Labour Markets". This project addressed a range of methodological problems in the analysis of panel data in real life contexts. My part of the project involved extending previous work on absenteeism particularly with respect to the estimation of models where individuals are solving forward looking optimisation problems. (This project was ranked "Outstanding" by the ESRC)

1993 ESRC grant of £12,715, jointly with Prof J G Treble, "Structural Modelling of Worker Absence" to fund leave of absence to undertake research aspects of absenteeism behaviour. In this project we addressed the theoretical problems involved in describing optimal behaviour for individuals when present actions affect future benefits, as is the case when their sickpay is experience rated. (This project was ranked "Good" by the ESRC)

1991 ESRC grant of £18,296, jointly with Dr C D Orme, for a project "Incentives in an Experience Rated Sick Pay Scheme". This involved the detailed analysis of a large daily panel dataset on absence histories, and the examination of the effect of the structure of the worker remuneration scheme on absence behaviour. We also addressed a number of methodological questions involved in the analysis of discrete panel data.

1989 Grant of £970 from Loughborough University Research Committee, jointly with Ms S T Charles, to finance some preliminary work on the supply of informal care and female labour supply.

1989 Grant of £30,792 from a major British manufacturer, also jointly with Prof J G Treble, to continue work on micro-econometric models of absence behaviour. Under this grant we obtained empirical results on the effect of experience rated sickpay schemes on absence.

1988 Grant of £29,866 from a major British manufacturer, jointly with Prof J G Treble, to undertake a cross-plant analysis of absenteeism. This extended our work on absence by drawing data from a number of firms, going back over several years, on individuals. In this study we began to formalise the general view that the form of the individual's work contract, in terms of contractual hours and sickpay arrangements, is an important determinant of observed absence.

1987 ESRC "Open Door" Grant of £1,998, jointly with Prof J G Treble, to study the determinants of absenteeism behaviour. The data was a cross section drawn from an industrial source. The work gave preliminary support for the hypothesis that economic factors are important determinants of absence behaviour of individuals.

#### Papers Articles in refereed journals

- (1) "Wage Uncertainty and the Labour Supply of the Self Employed" (with Simon Parker and Yacine Belghitar) March 2005 *Economic Journal*
- (2) "Luck, Effort and Reward in an Organisational Hierarchy" (with Rick Audas and John Treble) *Journal of Labor Economics* April 2004
- (3) Sickness Absence in the UK 1984-2002 (With Marco Ercolani and John Treble) *Swedish Economic Policy Review* 2004 Vol 11(1) pp 65-88
- (4) "Analysing Absence Behaviour Using Event History Models" (with S Sibly) *Managerial and Decision Economics* 2004 Vol 25(3) pp 141-145
- (5) "An Analysis of the Theory of Biased Contests in an Organisational Setting" (with Sarah Bridges) *International Journal of Manpower* (special issue on Personnel Economics) 2003 Vol 24(7) pp 836-843
- (6) "Worker Absenteeism: A Discrete Hazard Model with Bivariate Heterogeneity" *Labour Economics* 2002 Vol 9 pp 469-476
- (7) "Sickness Absence: An International Comparison" (with Marco Ercolani and John Treble) *Economic Journal* Vol 112 June 2002 pp F315-F331
- (8) "The Internal Economics of The Firm: Further Evidence from Personnel Data" (with Edwin van Gameren, John Treble, and Sarah Bridges) *Labour Economics* 2001 Vol 8 pp 531-552
- (9) "Household Labour Supply in Britain and Denmark: Some Interpretations Using a

- Model of Pareto Optimal Behaviour" (with Nina Smith) *Applied Economics* 2001  
Vol 33 pp 1109-1116
- (10) "Contractual Workdays and Absence" (with Rainer Winkelmann and Michael Nolan)  
*The Manchester School* 2001 Vol 69(3):269-75
  - (11) "Worker Absenteeism: Why Firm Size May Matter" (with G Stephan)  
*The Manchester School* 2000 Vol 68(5):568-77
  - (12) "Sickness Absence in Britain: New monthly, quarterly and annual series from  
GHS and LFS 1971-97" (with M Ercolani and J G Treble) *Labour Market Trends*  
August 1999
  - (13) "The Relationship between Event History and Discrete-Time Duration Models: An  
Application to the Analysis of Personnel Absenteeism"  
*Oxford Bulletin of Economics and Statistics* 1998 Vol 60(2):261-265
  - (14) "Worker Absenteeism: A Note on the Effect of Contract Structure" (with C Bojke and  
J Treble) *Australian Journal of Labour Economics* 1997 Vol 1(2):97-102
  - (15) "Computation of Nash-Bargained models of Household Labour Supply"  
*The Bulletin of Economic Research* 1996 Vol 48(2):15-19
  - (16) "Worker Absence Histories: A Panel Data Study"(with C D Orme and J G Treble)  
*Labour Economics* 1995 vol 2(1) 53-65
  - (17) "Absenteeism, Efficiency Wages and Shirking"(with J G Sessions and J G Treble)  
*Scandinavian Journal of Economics* 1994 vol 96(4):561-566
  - (18) "Household Labour Supply Decisions: Some Notes on Estimating a Model with Pareto  
Optimal Outcomes" *Journal of Human Resources* 1994 Vol 29(3):932-940
  - (19) "Informal care and female labour supply"(with S T Charles)  
*Scottish Journal of Political Economy* 1992 Vol 39 (3) 288-301
  - (20) "Worker Absenteeism: an analysis using microdata" (with C D Orme and J G Treble)  
*Economic Journal* 1991 Vol 101 March 214-229
  - (21) "An Analysis of the Incidence of Absence from Work" (with J G Treble)  
*Labour Economics and Productivity* 1991 Vol 3 (2) September 163-67
  - (22) "Absenteeism in a medium-sized manufacturing plant" (with J G Treble)  
*Applied Economics* 1991 Vol 23 161-66
  - (23) "A Sequential probability model of fertility patterns" (with A Cigno)  
*Journal of Population Economics* 1990 Vol 3 (1) 31-51

- (24) "Modelling trip frequency as a Poisson variable" (with J Doornik)  
*Journal of Transport Economics and Policy* 1989 Vol 23 (3) Sept 309-15
- (25) "A note on absenteeism" (with J G Treble)  
*British Journal of Industrial Relations* 1989 Vol 27 March 155-58
- (26) "Testing the negativity condition for labour supply functions derived from the Stone-Geary utility function"  
*Bulletin of Economic Research* 1988 Vol 40 Jan 73-77
- (27) "Models for analysing trip level data"  
*Environment and Planning (Series A)* 1988 Vol 20 119-23
- (28) "Estimating labour supply functions in a Linear Expenditure System framework"  
*Bulletin of Economic Research* 1986 Vol 38 May 184-7
- (29) "Household trip generation choice, alternative empirical approaches"  
*Transportation Research (Series B)* 1985 Vol 19 Dec 471-79 (with R W Vickerman)
- (30) "The structure of shopping travel - some developments of the trip generation model"  
*Journal of Transport Economics and Policy* 1984 Vol 18 May 109-21 (with R W Vickerman)

Articles in Edited Books, Unrefereed Articles and other Output

- (1) "Neo-Classical Perspectives on Unemployment and Labour Supply: The Macro Environment and Micro Responses" (with M T Robson) in Work and Idleness: The Political Economy of Full Employment Kluwer 1998 (Edited by J Wheelock and John Vail)
- (2) "Absenteeism, Wages Structure and Technology: An International Comparison" (with R P Audas, J Lanfranchi, G Stephan and J G Treble) proceedings of INSEE/DARES conference "Comparaisons de Salaires Internationales" Paris 1996
- (3) "Pareto Optimal Household Labour Supply: Some Remarks on Estimation" in *Studies in Labour Economics* edited E Bairam, 1993 Avebury.
- (4) "Worker Absence and Contractual Hours" *Mitteilungen aus der Arbeitsmarkt und Berufsforschung* 3/91 595-603 (with J G Treble).
- (5) "Worker Absenteeism: An analysis using microdata" [1989 version] (with J G Treble and C.D.Orme) Rencontre europeenne sur les salaires Paris 22-24 mars 1990. Actes du colloque. Paris: Centre d'Etude des revenus et des Coûts et Service des Etudes et de la Statistique du Ministère du travail, de l'Emploi et de la Formation professionnelle

1990, v3 21-75.

- (6) Software Review of Hummer : program accompanying Wallace and Silver "Econometrics: an introduction" in *Economic Journal*, September 1989.
- (7) Royal Statistical Society GLIM macro DURB, to compute the Durbin-Watson statistic. in GLIM macro library release 1.1 February 1987.
- (8) "Worker Absence, Sickpay and Contracted Hours" (2001) in *Beitraege zur Arbeitsmarkt- und Berufsforschung* proceedings of workshop held by the German Labour Office(IAB) in Hersbruck, Germany

#### Papers Submitted/or under revision

- (1) "A Riddle of the Sands ? Incentives and Labour Contracts amongst Archaeological Workers in Northern Syria in 1938" (with Peter Dolton)

We have obtained through the British Museum access to wage books kept by Max Mallowan during archeological digs in the 1930's. The contract which was in place for these workers involved payments for finds made by individual workers. This we argue represents a transitory shock to the individual wage which theoretically impact on intertemporal behaviour (*submitted to Economic Journal*)

- (2) "Specific Human Capital Accumulation and Job Match Quality – Implications for measuring the returns to Tenure" (with Barbara Eberth) (*submitted to Economic Letters*)
- (3) "Things can only get Worse ? An Empirical Examination of the Peter Principle" (with Barbara Eberth and Ada Ma) (*submitted to Economic Journal*)
- (4) "Coughs and Sneezes spread diseases: A study of Infectious Illness and Absence"(with Makram Larguem) (*submitted to Journal of Health Economics*)

This paper examines the effect of sickness infection on absence behaviour within a manufacturing firm. It uses a discrete panel data model accounting for unobserved effects.

#### Papers and other output at an earlier stage of preparation

- (5) "Modelling Dynamic Incentives and making Cheaper Peanuts" (with Sarah Brown and John Treble)

This paper originated with some earlier work on experience rated sickpay schemes, described in Barmby Orme and Treble (1991,5,7). The same firm during the time we



were working with them acquired another firm who operated a particular type of contract where overtime opportunities were rationed by recent absence behaviour. This gave workers a particular dynamic problem where present decisions are conditioned on future stochastic constraints, that is in making absence decisions today workers have to consider possible future costs in being ineligible for available overtime

- (6) A Finite Automata takes the Wheel.
- (7) John Treble and I are presently involved in writing a book, "The Economics of Absenteeism" for Cambridge University Press.

### Upcoming Conference Papers

Conference on "Tournaments, Contests and Relative Performance Evaluation" North Carolina State University March 8/9 2008

### Past Conference Papers \* Joint Paper ‡ Single authored paper

- (1)\* SES Conference Perth 2007
- (2)\* EALE Conference Prague Sept 2006
- (3)‡ SES Conference Perth April 2006
- (4)\* Joint SOLE/EALE World Congress San Francisco June 2005
- (5)\* Workshop at Max Planck Institute, Germany 2005
- (6)\* Workshop on Personnel Economics at Institute of Labour (IZA) November 2004
- (7)\*\* RES conference Swansea 2004 (2 papers)
- (8)\* SES conference Perth 2004
- (9)\* EALE Conference Seville Sept 2003
- (10)\* Economic Council of Sweden Absence Conference at Stockholm October 2003
- (11)\* French Economic Association Conference 2002
- (12) ‡ European Association of Labour Economists Jyvaskyla, Finland September 2001
- (13) \* ESRC Seminar Series "Pay, Incentives and Performance" Bristol March 2001.
- (14)\* RES Conference Durham April 2001.
- (15)\* RES/SES 2000 Conference St-Andrews.
- (16) ‡ Invited Paper to IAB Conference in Nuremberg October 2000.
- (17) \* IZA (Institute for the Study of Labor). Conference in Bonn November 1999.
- (18) \* Institute of Labour Research/Leverhulme Conference Essex October 1999.
- (19) \* RES Conference, Warwick. 1999.
- (20) \* EALE Conference Aarhus. 1997
- (21) \* Society of Economic Dynamics; Keble College Oxford July 1997
- (22) \* EEG Workshop Royal Holloway College 1997
- (23) ‡ ESRC/ALCD Conference, Warwick 1997.
- (24) \* RES Conference University of Staffordshire 1997
- (25) \* EALE Conference 1996 Crete
- (26) ‡ University of Wales Economics Colloquium 1996, Gregynog, Wales.
- (27) \* RES Conference 1996 Swansea.
- (28) \* INSEE/DARES Conference 1996 Paris

- (29) \* EALE Conference, Lyon, 1995 September (2 papers)
- (30) \* ESRC/ALCD Conference, University of Nottingham, 1995
- (31) \* Conference on "Recent Developments in Labour Microeconomics" 1994 Sorbonne
- (32) \* Royal Statistical Society 1994; Newcastle September
- (33) \* Royal Economic Society Conference 1994 Exeter April; Joint paper with John Treble
- (34) \* Conference on "Dynamic Economic Systems" Essex 1993.
- (35) \* EALE Conference, Maastricht, 1993.
- (36) \* ESRC/ALCD Conference Oxford, 1993 April.
- (37) \* RESociety Conference, York. 1993 April.
- (38) ‡ Australasian Meeting of the Econometric Society, Monash 1992.
- (39) \* ESEM, Cambridge, September 1991.
- (40) \* EMRU/Labour Study Group Conference, University of Kent, July 1991.
- (41) \* EALE Conference, Lund, September 1990
- (42) ‡ EMRU/Labour Study Group Conference, Loughborough 1990.
- (43) \* RES Conference, Nottingham, 1990
- (44) \* European Economic Association Conference, 1989 Augsburg,
- (45) \* European Society of Population Economists, 1989 Paris, June.
- (46) \* Association D'Econometrie Appliquee Conference, Verona, 1988
- (47) ‡ ESEM, Copenhagen, 1987 August.
- (48) ‡ Regional Science Association Conference 1986, Bristol.

#### Staff Seminar/Workshop papers given

Hull (1985,86,87,88,93,2005), Leeds (1985), Monash (1987), Manpower Society London (1988), Southampton (1989), Loughborough (1989,90,91,92,95,2004), Trier (1990), Utrecht (1990,2006), Aberystwyth (1990), London School of Economics (1990), Essex (1991,97), Hannover (1991), Salford (1992), Bangor (1992), Curtin (1992,2002), Murdoch (1992), Newcastle (1992,93,94,95,97,01,03), Leicester (1993,98), Aarhus (1993,94,95), Northumbria (1993), Edinburgh (1994), Tilburg (1994,98), Leiden (1994), Wageningen (1996), Manchester (1994,6), Nottingham (1998), Cardiff (1998), Groningen (1998), Free University Amsterdam (1998), Keele (1999), York (1999), Dundee (1999,2004), St Andrews (1999), Hannover (1999), Manchester Metropolitan (2001), Tasmania (2002), Melbourne (2002), Durham (2002,3), Birmingham (2003), Aberdeen (2003,4,5,6,7), Lancaster (2004), Berlin-WZB (2004), Belfast (2005) Stirling (2005), Swansea (2005), Maastricht (2005), Wisconsin (2006), HERU-Aberdeen (2006), British Museum (2006)

#### Miscellaneous

Articles refereed for the Journal of Labor Economics, Econometric Journal, Economic Journal, Bulletin of Economic Research, Transportation Research, Journal of Population Economics, Labour Economics, Journal of Economic Surveys, Journal of Public Economics, European Economic Review, Journal of Human Resources, Journal of Applied Econometrics, Review of Economics and Statistics, Journal of Health Economics, Journal of the Royal Statistical Society, Journal of Economics, Small Business Economics, American Economic Review, Economic Inquiry, Economica, British Journal of Industrial Relations, Journal of Economic Behaviour and Organisation, Journal of European Economic Association, Industrial Relations.

Local organiser of 1990 EMRU/Labour Study Group Conference at Loughborough University, and joint local organiser of 1998 EEG/Labour Study Group meeting at Newcastle upon Tyne.

I have also been involved with the ERASMUS student/staff exchange between Loughborough and Trier. I have given tutorials and seminars in Trier and supervised German exchange students in Loughborough. While at Newcastle I supervised a Master's student from Paris II.

On Examination Committee for PhD candidate at University of Wageningen, Holland (Sept 1996); External Examiner, University of Wales (Bangor) Economics 1997; University of Lancaster Centre for Applied Statistics PhD 1997. University of Edinburgh PhD 2003. External for Economics at University of York for 2004-7. External Stathclyde University 2008-

Royal Economic Society and the North East Labour History Society. Associate Editor JRSS(A). Member of Council of the Scottish Economic Society