

Education	B. Econ (Newcastle), Hons (Queensland)	
PhD	University of Queensland, 2008	
Dissertation:	Three Essays on Job Search and Job Search Methods	
	<i>Dean's Award for Outstanding Research Higher Degree Thesis</i>	
Employment:	2007- present	Bowland Trust Research Lecturer in Education Economics, Lancaster University.
	2011-present	Senior Lecturer, Economics, Lancaster University
Other Roles:	Associate Editor	<i>Education Economics</i>
	Co-Founder and Organiser	<i>International Workshop on the Applied Economics of Education (IWAE)</i>

Previous Academic Employment

2001 to 2005	Research Officer/Senior Research Officer	CEPM, University of Queensland
2005 – April 2007	Research Associate	Lancaster University

Publications

Refereed Journals:

1. 'Does Raising The School Leaving Age Reduce Teacher Effort? Evidence from a Policy Experiment' *Economic Inquiry*, (forthcoming) (with M. Navarro Paniagua).
2. 'The Effect of Relative Wages and External Shocks on Quits and Separations from the Public Sector' *Economic Record*, (forthcoming) (with S. Bradley and J. Mangan)
3. 'Short Term Gain, Long Term Pain. Informal Job Search Methods and Post-Displacement Outcomes.' *Journal of Labor Research* (forthcoming)
4. 'Piece Rates and Injury. Does Survey Evidence Support Adam Smith?' *Journal of Population Economics*, **25**, pp. 569-90, 2012. (with K. Bender and J.S. Heywood).

5. 'Profit Sharing, Separation and Training', *British Journal of Industrial Relations*, **49**, pp. 623–642, 2011, (with J.S. Heywood).
6. 'Flexible Contracts and Subjective Wellbeing.' *Economic Inquiry*, **49**, pp.716-729, 2011, (with J.S. Heywood).
7. 'Profit Sharing and the Quality of Relations with the Boss', *Labour Economics*, **17**(5), pp.859-867, 2010.. (with J.S. Heywood).
8. 'Flexible Contract Workers in Inferior Jobs: Reappraising the Evidence.' *British Journal of Industrial Relations*, **48**(3), pp. 605-629. 2010 (with P. Kler and G. Leeves).
9. 'Does Performance Pay Increase Job Satisfaction?' *Economica* , **75** (300), 710-728, 2008. (with J.S. Heywood). (Identified among the "most read" articles in the journal, 11/30/09).
10. 'Worker Absence and Shirking: Evidence from matched Teacher-School Data' *Labour Economics*, **14** (3), pp. 319-334, 2007 (with S.Bradley and G.Leeves).
11. 'The Magnitude of Educational Disadvantage Amongst Indigeneous Minority Groups in Australia'. *Journal of Population Economics*, Symposium on Ethnic and Racial Communities, **20**(3), pp. 547-569, 2007. (with S.Bradley, M.Draca and G. Leeves).
12. 'Immigrant Overeducation: Evidence from Recent Arrivals to Australia.' *Economics of Education Review*, **26**(4), pp. 420-432, 2007. (with P. Kler and G.Leeves).
13. 'The Incidence and Intensity of Employer Funded Training: Australian Evidence on the Impact of Flexible Work', *Scottish Journal of Political Economy*, **51**(5), pp. 609-625. 2004. (with M.Draca).
14. 'School Performance in Australia: Is There a Role for Quasi-Markets?', *Australian Economic Review* **37**(3), pp. 271-286. 2004. (with S.Bradley and M.Draca).
15. 'Casual Employment and Internal Labour Markets', *Manchester School* **72**(5), pp.658-676, 2004. (with G.Leeves).

16. 'Spatial Inequality in the Australian Youth Labour Market: The Role of Neighbourhood Composition', *Regional Studies* **37**(1), pp. 15-25, 2004. (with D. Andrews and J.Mangan).
17. 'The Incidence and Consequence of Worker Displacement in Australia', *Australian Economic Papers*, **42**(3), pp. 316-331, 2003. (with G.Leeves)

Conference Papers, Monographs, Book Chapters and Discussion Papers

1. 'Economies of Scale and Mergers in Higher Education', (with G. Johnes) in J. Huisman, K.H. Mok, C. Morphew and M.Tight (eds), *International Handbook of Higher Education*, Routledge, 2009.
2. 'Immigrant Overeducation: Evidence from Recent Arrivals to Australia', (with P.Kler and G.Leeves) Proceedings of the Australian Conference of Economists, 2005 [ISBN 07340 26080].
3. 'Human Capital Investment in Australia'. (with M.Draca and J.Foster) in M.Draca, C.Smith and C.Williams (eds) *Productivity and Regional Economic Performance in Australia*. OESR: Brisbane, 2003.
4. 'Neighbourhood Effects and Community Spillovers in the Australian Youth Labour Market' (with D. Andrews and J. Mangan), *LSAY Research Report no. 24*, Australian Council of Educational Research 2002.

Papers Under Submission

1. 'Play Hard, Shirk Hard? The Effect of Bar Hours Regulation on Absence' (with M. Navarro). *Under review at the Economic Journal*.
2. 'Unions, Dissatisfied Workers and Sorting' (with J.S. Heywood). *Under review at Industrial Relations*.
3. 'Employment Protection, Threat and Incentive Effects on Worker Effort.' (with S.Bradley and G. Leeves). *Under review at the British Journal of Industrial Relations*

4. 'Insecurity, Wellbeing and Job Flexibility' (with G. Leeves). *Under review at the Scottish Journal of Political Economy.*
5. ""Employed and Unemployed Job Search Methods: Australian Evidence on Search Duration, Wages and Job Stability" *Revise and Resubmit at Manchester School*

Selected Working Papers

1. 'The Role of Pecuniary and Non-Pecuniary Factors in Teacher Turnover and Mobility Decisions', (with S.Bradley and G.Leeves) Lancaster University Management School Working Paper 2006/066.
2. 'Gender Wage Gaps in the Public Sector' (with S.Bradley and J.Mangan)

Selected Work in Progress

1. 'Racial Wage Gaps and Performance Related Pay, (with J.Heywood and N. Theodoropolous)
2. 'Don't Forget the Gravy: The Complementarity of Bonuses and Time Rates.', (with J.S.Heywood)
3. 'The Causal Effect of Temporary Employment on Absenteeism' (with I. Garcia and M. Navarro)
4. 'Is the US Really More Religious than the UK: A Revealed Preference Analysis of Labor Supply Decisions' (with F.Lozano)
5. 'The Persistence of Attitudes to Taxation: Regression Discontinuity Evidence from Italian Unification' (with E. Bracco and G.Migali)

Press and Popular Coverage

Bonus Plans 'add to job satisfaction', September 9th 2007, *Sunday Times*; 'Bonuses are Tricky For Teachers', January 20th 2008, *Sunday Times*, quoted expert; 'Teachers' Sickness Rates 'Adjust'', August 10th 2007, *BBC Online*. 'Job Loss and Scarring', *Independent*, 28th March 2010; 'Are Flexible Jobs Really Less Attractive?', *Personnel Today* 8th November 2010, 'Women Feel

Pressure from Profit-Sharing Schemes' *The Telegraph* 20th December 2010, 'Part-Time Jobs are Not Necessarily Bad' *HR Magazine* 22nd February 2010. 'Raising the School Leaving Age Will Make Teachers Ill' *Guardian* 21st September 2011. 'Extended Drinking Hours Fuel Absenteeism' *Personnel Today* 25th October 2011. 'All Day Drinking Brings 670,000 Surge in 'Sickies'', *Daily Mail*, 25th October 2011.

External Presentations

Conference Presentations

Scottish Economic Society, Annual Conference, Perth 2006; Scottish Economic Society, Annual Conference, Perth 2007; Australasian Meeting of the Econometric Society, Queensland 2007; European Association of Labour Economics, Oslo 2007; Scottish Economic Society, Annual Conference, Perth 2008; Society of Labour Economists, Columbia University 2008; Workplace and Employment Group 2008 Conference, Sheffield; European Association of Labour Economics, Amsterdam 2008; Scottish Economic Society 2009, Workplace and Employment Group 2009, Nottingham; European Association of Labour Economics, Tallinn 2009; Royal Economic Society 2010, Surrey; Scottish Economic Society, 2010; European Society of Population Economists 2010, Essen; Joint EALE/SOLE meeting 2010, London. Workplace and Employment Group 2010, Bristol.

Invited Seminars

Ethnicity and Education Conference 2005, CMPO, Bristol University; University of Wisconsin-Milwaukee Economics Department 2008; University of Melbourne Economics Department 2009; RWI Essen 2009; University of Sheffield Economics Department 2009; Workshop on Work and Wellbeing, University of Dundee School of Economic Studies 2010, Cyprus University Economics Department 2010, Aberdeen University Economics Department 2011; University of Wisconsin-Milwaukee Economics Department 2011.

Research Grants Received

1. 2nd International Workshop on the Applied Economics of Education" (with G. Migali) University of Magna Graecia funded 2 day Workshop, June 2011.
2. "International Workshop on the Applied Economics of Education" (with G. Migali) *ESRC* and University of Magna Graecia funded 2 day Workshop, June 2010.

3. “Does Performance Related Pay Increase Job Satisfaction? A Cross-Country Analysis of the European Union.” Lancaster University Small Grant, 2009.
3. “Does Profit Sharing Improve Co-operation and Attitudes to Co-Workers?”, LUMS Pump Priming Grant, 2008.
4. “Has the Specialist Schools Initiative Improved Student Outcomes?” (with S.Bradley and J.Taylor), Nuffield Foundation, 2007.
5. “Indigenous Educational Underperformance. (with G.Leeves and S. Bradley), UQ Research Development Grant 2005, University of Queensland.
6. “The Determinants of Teacher Turnover: Evidence from a Matched Teacher-to-School Micro Data Set.” (with G.Leeves and S. Bradley), UQ Research Development Grant 2004, University of Queensland.
7. “Public Sector Labour Markets: Preliminary Analysis” (with G.Leeves and M. Draca), UQ Small Grant Scheme, 2003.
8. “Non-Government Schools: Youth Education Decisions and Employment Outcomes” (with J.Mangan), UQ Small Grant Scheme, 2002, University of Queensland.
9. “Neighbourhood Effects and Community Spillovers in the Australian Youth Labour Market (with D. Andrews and J. Mangan), LSAY Analysis Grant, 2001, Department of Employment, Training and Youth Affairs.
10. “Worker Displacement in Australia: Economic Restructuring and Labour Force Adaptability” (with J. Mangan) – ARC Small Grant, 2001.

Selected Consultancy Reports

‘Economic Decline in Regional Australia: Are Enterprise Zones the Answer?’, report commissioned by the Institute of Chartered Accountants Australia, 2002.

‘Enhancing State Productivity: Education and Economic Growth in Victoria’, (with J. Foster, J. Mangan, M. Draca and P. Kler), Report commissioned by the Victorian Department of Treasury and Finance, 2001.

PROFESSIONAL SERVICE

Refereeing

Economic Inquiry, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Journal of the Royal Statistical Society (Series A), Labour Economics, British Journal of Industrial Relations, Journal of Economic Behavior and Organization, Manchester School Education Finance and Policy, Economics of Education Review, Education Economics, Berkeley Electronic Journal of Economic Analysis and Policy, Economic Record, Australian Economic Review, International Journal of Sport Finance, Journal of Managerial Psychology.

Conference and Workshop Organisation

Programme Committee Member, Joint Meeting of European Society of Labour Economics and Society of Labor Economists, London 2010.

Conference and Programme Organiser, International Workshop of Applied Economics of Education, Catanzaro 2010-2012.

Workshop in Honour of Robert Rothschild, Lancaster University Management School, September 2010.

Administrative Roles

Internal Seminar Coordinator, Lancaster University Economics Department, 2009-2011.

Careers Officer, Lancaster University Economics Department, 2011-

TEACHING

University of Queensland

ECON 2800 (Labour Economics)
ECON 3800 (Advanced Labour Economics) Semester 1 2005.

Lancaster University

ECON 206A (Microeconomics for Business), ECON 224 (Economics for Managers)
ECON 327 (Human Resource Economics)

Supervision

Masters Level:

Msc in Management	(7 Students)
MBA	(2 Students)

PhD:

Iraci Capuccinello, Rossella	2008-Current
Homroy, Swarnodeep	2009-Current
Anwen Zhang	2010-Current
Colin Mang	2010-Current

Visits

School of Economics, University of Queensland, May 2009; August 2011.

Economics Department, University of Wisconsin-Milwaukee, September 2009; September 2011

University of Paderborn, June 2009.

Pomona College, September 2011.

Professional Membership

European Association of Labour Economics, Society of Labour Economics, Royal Economic Society, American Economic Association, Scottish Economic Society, Western Economic Association

REFEREES AVAILABLE ON REQUEST.