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**Academic Positions**

Associate Professor, Department of Economics, Warwick University (since 1996)  
Research Associate, CAGE (Centre for Competitive Advantage in the Global Economy) (since 2012)  
Director of Studies, Department of Economics (since 2020)  
Director, Postgraduate Taught Programmes, Department of Economics (2013-2020)  
Member, Board of Graduate Studies, Warwick University (since 2019)  
Member, Postgraduate Taught Strategy Group, Warwick University (since 2019)  
Member, Social Sciences Education Committee, Warwick University (since 2013)  
Member, Science and Engineering Education Committee, Warwick University (since 2018)

*Part-time 2007-2013 %FTE: October 2007-September 2008 20%; October 2008-September 2012 70%; October 2012-November 2013: 50%*

**Government Advisory Roles**

Migration Advisory Committee Member, Home Office (September 2012–2015; reappointed September 2015–2018; reappointed September 2018–2020; reappointed 2020-2021)  
Consultant, Bank of England (November 2012–August 2013)  
Ad-hoc Advisor, Bank of England Chief Economist and Monetary Policy Committee (2014)  
Regular Academic Visitor, Bank of England (2013)

**Other Advisory Roles**

Advisory Group, ECO Advisors (ESG investment group) (since 2018)  
Advisory Group, IPPR Project “Where the work is”, Project led by Institute for Public Policy Research and Burning Glass (2016-2017)  
Advisory Group, IPPR Project “Skills mismatch? Assessing skills supply and demand in the UK”, Project led by Institute for Public Policy Research and Burning Glass (2015-2016)  
Advisory Group, ILC-UK Project “Migration and Social Care”, Project led by International Longevity Centre UK in partnership with Independent Age (2015)

**Research Funding Advisory Roles**

European Research Council (ERC), Panel SH1–Individuals, Markets and Organisations, 2020  
The Research Foundation of Flanders, Belgium (FWO) – Expert Panel for Strategic Basic Research (SBO) on social sciences and humanities, 2018-2021  
The Research Foundation of Flanders, Belgium (FWO) – Expert Panel for GOP- COVID Research, 2020

**Education**

Cambridge University (St John’s, 1987-1991): PhD, 1994  
Cambridge University (St John’s, 1986-1987): MPhil in Economics, 1987  
Oxford University (Pembroke, 1983-1986): MA; BA (Hons) in Politics, Philosophy and Economics, 1986  
Henrietta Barnett School, London NW11 (1976-1983)

## Selected Publications

- “Population growth, immigration, and labour market dynamics” (with Mike Elsby and Jonathan Wadsworth), submitted (2021).
- “Migration, Productivity and Firm Performance”, Report for Migration Advisory Committee Report into EEA migration in the UK (2018).
- “How long has this been going on? Long-term unemployment in the UK” (with Mike Elsby, Edinburgh, and Jonathan Wadsworth, RHUL), in eds Samuel Bentolila and Marcel Jansen, *Long-Term Unemployment after the Great Recession: Causes and Remedies*, VoxEU eBook (2016).
- “In the Shadow of the Gulag: Worker Discipline under Stalin” (with Marcus Miller, Warwick), *Journal of Comparative Economics*, 43 (3) 531-48 (2015). Related article in VoxEU online.
- “Pay Growth, Fairness, and Job Satisfaction: Implications for Nominal and Real Wage Rigidity”, *Scandinavian Journal of Economics*, 117 (3) 852-877 (2015).
- “The Role of Worker Flows in the Dynamics and Distribution of Unemployment” (with Mike Elsby, Edinburgh, and Jonathan Wadsworth, RHUL), *Oxford Review of Economic Policy*, 27 338-363 (2011).
- “The Ins and Outs of UK Unemployment”, *Economic Journal*, 121 (552) 402-444 (2011). Related article in VoxEU online.
- “Recession and prospects for recovery, comparing UK and US”, ONS Labour Market Statistics Conference (2011).
- “The Great Recession in the UK Labour Market” (with Mike Elsby, Edinburgh), *National Institute Economic Review*, 214 R26-R37 (2010).
- “Differences in decline: quantile regression analysis of union wage premia in the United Kingdom, 1991-2003” (with Wiji Arulampalam and Alejandra Manquilef). *IZA Discussion Paper* 4138 (2009).
- “How costly is downward nominal rigidity in the United Kingdom?” Research supported by DTI Labour Market Flexibility Small Grants Fund (2006).
- “Nominal wage rigidity in the United Kingdom”, *Economic Journal*, 110 176-195 (2000).

**Publications** Jointly authored as a Member of the Migration Advisory Committee

*The MAC is an independent, non-statutory, non-time limited, non-departmental public body that advises the government on migration issues.* Co-authors: Chair: Professor Brian Bell (2020-; Member since 2019). Other Members: Professor Jackline Wahba (2012-2021), Madeleine Sumption (2016-). Professor Jo Swaffield (2019-). Previous Chairs: Professor Alan Manning (2016-2020; Member since 2015), Professor Sir David Metcalf (until 2016). Previous Members: Professor Jonathan Wadsworth (until 2016), Dr Martin Ruhs (until 2015).

- “Review of the Shortage Occupation List 2020” (September 2020).
- “A Points Based System and Salary Thresholds for Immigration” (January 2020).
- “Full Review of the Shortage Occupation List” (May 2019).
- “EEA Migration in the UK” (September 2018).
- “International Students in the UK” (September 2018).
- “Assessing Labour Market Shortages: a methodology update” (January 2017).
- “Teacher Shortages in the UK: a partial review of the Shortage Occupation List” (January 2017).
- “Immigration and the Labour Market” (August 2016).
- “The Labour Market for Nurses in the UK and its Relationship to the Demand for, and Supply of, International Nurses in the NHS” (July 2016).
- “Partial review of the Shortage Occupation List: Nursing” (March 2016).
- “Review of Tier 2: Balancing Migrant Selectivity, Investment in Skills and Impacts on UK Productivity and Competitiveness” (January 2016).
- “Tier 1 Entrepreneurs: Review of the Tier 1 Entrepreneur and Graduate Entrepreneur Routes” (October 2015).
- “Review of Tier 2: Salary Thresholds” (August 2015).
- “Partial Review of the Shortage Occupation Lists” (February 2015).
- “Migrants in Low-Skilled Work” (July 2014).
- “Tier 1 (Investor) Route: Investment Thresholds and Economic Benefits” (February 2014).
- “Seasonal Migrant Workers” (May 2013).
- “Recommended Shortage Occupation Lists for the UK and Scotland: Full Review with a Sunset Clause” (February 2013).