

CURRICULUM VITAE

(December 2023)

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Home Address:

17 Muirdown Avenue
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Biographical Details:

Date of Birth: 10 April 1959

Education: 1970-1977 LEA Secondary school (Caistor G.S.), Lincolnshire
1978-1981 London School of Economics
1981-1983 University College, Oxford

Qualifications: B.Sc.(Econ) London. First Class Honours.
M.Phil.(Oxon.)
Ph.D. (Warwick)

Title of M.Phil. Thesis:

"The 'new view' of trade unions and economic efficiency: a critique of theory and evidence."

Title of Ph.D. Thesis:

"The economic theory of social customs with particular application to the labour market."

Ph.D. Examiners:

Professor David Ulph, University College London.
Professor Stephen R. G. Jones, McMaster University, Canada.

Professional Posts:

- 1982-3 Tutorial Fellow, University College, Oxford.
- 1983-4 Economic Assistant, Government Economic Service.
- 1984-6 Lecturer in Economics, Department of Economics, Loughborough University of Technology.
- 1986- Lecturer in Economics, Department of Economics, University of Warwick.
(Promoted to Senior Lecturer in 1996)
(Promoted to Reader in 2000)
(Promoted to Professor in 2003)

Visiting Posts, secondments and other positions and awards:

- 1993 Visiting Fellow, Department of Economics, University of Oslo
- 1998-2002 Associate Research Fellow, Centre for Research on Globalisation and Labour Markets, Department of Economics, University of Nottingham
- 1999 Research Fellow, Centre for Study of Globalisation and Regionalisation, University of Warwick
- 1999 Scientific Adviser, the Frisch Centre for Economic and Social Research, Department of Economics, University of Oslo
- 2001 Visiting Fellow and Research Associate, CRENoS, University of Cagliari
- 2002-3 Programme Chair, Royal Economic Society Conference 2003.
- 2003-6 Elected to Executive Committee of European Association of Labour Economists
- 2003 Member, Panel of Independent Experts, DFES, Evaluating the HE Programme
- 2003 Expert Adviser, European Commission, Directorate General for Education and Culture
- 2005-2010 Royal Economic Society Conference Secretary
- 2006 National Teaching Award (Student-nominated) from the Higher Education Academy
- 2011 - 2018 Deputy Secretary General, Royal Economic Society
- 2011 - Editorial Board member, Education Economics
- 2011-12 STARS teaching award, University of Warwick Students Union
- 2013 Warwick Award for Teaching Excellence
- 2020 Awarded position of National Teaching Fellow by Higher Education Academy

Google Scholar citations:	6450	
	h-index	35
	i10-index	53

Research Publications

(a) *Articles in Refereed Journals*

1. *Naylor, R. A.*, "Strikes, Free Riders and Social Customs," Quarterly Journal of Economics, vol. CIV, pt. 4. pp. 771-785, November 1989. (Google Scholar 200)
2. *Naylor, R. A.*, "A Social Custom Model of Collective Action," European Journal of Political Economy, vol. 6, pp. 201-216, 1990. (GS: 83)
3. *Cowling, K. G. and Naylor, R. A.*, "Norms, Sovereignty and Regulation," Special Issue of Metroeconomica, vol. 43, pp 177-204, 1992. (GS: 5)
4. *Cripps, M. W. and Naylor, R. A.*, "An Economic Theory of the Open Shop Trade Union," European Economic Review, vol. 37, pp. 1599-1620, 1993. (GS: 100)
5. *Naylor, R. A. and Raaum, O.*, "The Open Shop Union, Wages and Management Opposition," Oxford Economic Papers, vol. 45, pp. 589-604, 1993. (GS: 74)
6. *Gregg, P. and Naylor, R. A.*, "An Inter-Establishment Study of Union Recognition and Membership in Great Britain," Manchester School, vol. 61, pp. 367-385, 1993. (GS: 28)
7. *Andrews, M. and Naylor, R. A.*, "Declining Union Density in the '80s: what do panel data tell us?" British Journal of Industrial Relations, vol. 32, pp. 413-431, 1994. (GS: 35)
8. *Naylor, R. A.*, "Pay Discrimination in an Imperfectly Competitive Labour Market," Journal of Economics, vol. 60, pp. 177-188, 1995. (GS: 22)
9. *Myles, G. D. and Naylor, R. A.*, "Do Unions Reduce Discrimination? A Model of Nash Bargaining Between a Union and an Employer with Discriminatory Tastes," Labour Economics, vol. 2, pp., 249-274, 1995. (GS: 9)
10. *Naylor, R. A.*, "On the Credibility of Harassment in the Insider-Outsider Model: the Impact of Social Conventions and Discrimination," European Journal of Political Economy, vol. 11, pp. 725-732, 1995. (GS: 4)
11. *Naylor, R. A.*, "On The Economic Effects of Multiple Unionism," Scandinavian Journal of Economics, vol. 97, pp. 161-167, 1995. (GS: 15)
12. *Naylor, R. A.*, "Unions in Decline," Nordic Journal of Political Economy, vol. 22, pp. 127-142, 1995. (GS: 2)
13. *Naylor, R. A.*, "Discrimination as Collusion under Imperfect Competition," Labour, vol 10, pp. 447-455, 1996. (GS: 9)

14. *Myles, G. D. and Naylor, R. A.*, “A New Model of Tax Evasion with Group Conformity and Social Customs,” European Journal of Political Economy, vol. 12, pp. 49-66, 1996. (GS: 458)
15. *Naylor, R. A.*, “International Trade and Economic Integration when Labour Markets are Generally Unionised,” European Economic Review, vol. 42, pp. 1251-1267, 1998. (GS: 250)
16. *Naylor, R. A.*, “Union Wage Strategies and International Trade,” Economic Journal, vol. 109, no. 452, pp. 102-125, 1999. (GS: 210)
17. *Barth, E., Naylor, R. A. and Raaum, O.*, “Union Wage Effects: does membership matter?” Manchester School, vol. 68, no. 3, pp. 259-175, 2000. (GS: 57)
18. *Naylor, R. A.*, “Trade and wages when the trade regime is determined endogenously,” Review of International Economics, vol. 8, no. 3, pp. 556-565, 2000. (GS: 22)
19. *Naylor, R. A., Smith, J. and McKnight, A.*, “Graduate employability: policy and performance in higher education in the UK,” Economic Journal, vol. 110, no.464, pp. F382-411, 2000. (GS: 305)
20. *Smith, J. and Naylor, R. A.*, “Dropping out of university: a statistical analysis of the probability of withdrawal of UK university students,” Journal of the Royal Statistical Society (Series A), vol. 164, pt. 2, pp. 389-405, 2001. (GS: 419)
21. *Smith, J. and Naylor, R. A.*, “Determinants of Individual Degree Performance,” Oxford Bulletin of Economics and Statistics, vol. 63, no.1, pp. 29-60, 2001. (GS: 432)
22. *Boero, G., Naylor, R. A., Smith J., and McKnight, A.*, “Graduates and the graduate labour market: evidence from the UK and Italy,” Special Issue of Lavoro e Relazioni Industriali, pp. 131-172, 2001. (GS: 62 [includes CRENoS working paper])
23. *Naylor, R. A.*, “Industry profits and entry under bilateral oligopoly,” Economics Letters, vol. 77, pp. 169-175, 2002. (GS: 97)
24. *Naylor, R. A., Smith, J. and McKnight, A.*, “The impact of schooling on graduate earnings,” Special Issue of Bulletin of Economic Research, vol. 54, no. 4, pp. 315-340, 2002. (GS: 66)
25. *Naylor and Santoni, M.*, “Wage Bargaining and Foreign Direct Investment,” vol. 12, no. 1, Journal of International Trade and Economic Development, vol. 12, pp. 1-18, 2003. (GS: 73)
26. *Arulampalam, W., Naylor, R. A. and Smith, J.*, “Factors affecting the probability of first-year medical student dropout in the UK: a logistic analysis for the graduate entry cohort of 1980-1992,” Medical Education, vol. 38, pp. 492-503, 2004. (GS: 185)
27. *Naylor, R. A. and Lopez, M.*, “The Cournot-Bertrand profit differential: a reversal result under unionised duopoly,” European Economic Review, vol. 48, pp 681-696, 2004. (W of S: 59, GS: 208)

28. *Arulampalam, W., Naylor, R. A. and Smith J.*, "A hazard model of the probability of medical school dropout in the UK," Journal of the Royal Statistical Society (Series A), vol. 167, Part 1, pp. 157-178, 2004. (GS: 185)
29. *Smith J. and Naylor R. A.*, "The determinants of degree performance in the UK," Special Issue of Scottish Journal of Political Economy, vol. 51, no. 2, pp. 250-265, 2004. (GS: 47)
30. *Bratti, M., McKnight, A., Naylor, R. and Smith, J.*, "Higher education outcomes, graduate employment and university performance indicators," Journal of the Royal Statistical Society (Series A), vol. 167, part 3, pp. 475-496, 2004. (GS: 138)
31. *Arulampalam, W., Naylor, R. A. and Smith J.*, "Effects of in-class variation and student rank on the probability of withdrawal: cross-section and time-series analysis for UK university students," Economics of Education Review, vol. 24, pp. 251-262, 2005. (GS: 101)
32. *Smith J. and Naylor, R. A.*, "Schooling effects on subsequent university performance: evidence for the UK university population," vol. 24, 549-562, Economics of Education Review, 2005. (GS: 177)
33. *Bratsberg, B., Eriksson, T., Jantti, M., Raaum, O., Roed, K., Naylor, R. A. and Osterbacka, E.*, "Nonlinearities in Intergenerational Earnings Mobility: Consequences for Cross-Country Comparisons," Economic Journal, vol. 117 (March), pp. C72-92, 2007. (GS: 296)
34. *Arulampalam, W., Naylor, R. A. and Smith J.*, "Dropping out of medical school in the UK: explaining the changes over ten years," Medical Education, vol. 41, pp. 385-394, 2007. (GS: 133)
35. *Bratsberg, B., Roed, K., Raaum, O., Jantti, M., Eriksson, T., Naylor, R. A. and Osterbacka, E.*, "Marital Sorting, Household Labour Supply, and Intergenerational Mobility across Countries," The B.E. Journal of Economic Analysis & Policy: vol 7: Iss. 2 (Advances), Article 7, 2007. (GS: 140)
36. *Naylor, R. A., Arulampalam, W. and Smith J.*, "Am I missing something? The effects of absence from class on student performance," Economics of Education Review, vol. 31, issue 4, pp. 363-375, 2012. (GS: 233)
37. *Naylor, R. A., Smith J. and Telhaj, S.*, "Graduate returns, degree class premia and higher education expansion in the UK," Oxford Economic Papers, vol. 68 (2), pp. 525-545, 2016. doi: 10.1093/oep/gpv070. (GS: 67)
38. *Naylor R. A. and Soegaard, C.*, "Profit-raising entry under oligopolistic trade with endogenous input prices," The World Economy, 45(7), pp. 2135-2164, 2022.
39. *Naylor R. A. and Soegaard, C.*, "Sequential coordination and input price leadership in bilateral oligopoly," Economics Bulletin, in press, 2023.

Notes, comments, replies in refereed journals

40. *Cowling K. G. and Naylor, R. A.*, "Norms, Sovereignty and Regulation: A Rejoinder" Metroeconomica, vol. 43, pp. 327-329, 1992.

41. *Arulampalam, W., Naylor, R. A. and Smith J.*, “Compensating factors do not compensate for poor A level performance: a comment on McManus,” British Medical Journal, vol. 326, p. 161, 2003.
- (b) *Chapters in books and other publications*
42. *Naylor, R. A.*, "Pay Determination: Key Issues," Chapter 14, in Donaldson, J. and Philby, P., Pay Differentials, pp. 223-232, Gower, London, 1985.
43. *Naylor, R. A.*, "Social Conventions," in Arestis, P. and Sawyer, M. C., 'The Elgar Companion to Radical Political Economy,' pp. 357-362, Edward Elgar, 1994.
44. *Booth, A., Burda, M., Calmfors, L., Checchi, D., Naylor, R.A. and Visser, J.*, “What do Unions do in Europe?” A Report for the Fondazione Rodolfo Debenedetti, 2000. (GS: 51)
45. *Naylor, R. A.*, “Bargaining and product markets,” in Boeri, T., Brugavini, A. and Calmfors, L. (eds), The role of Unions in the Twenty-first Century, Oxford University Press, 2001. (GS: 169)
46. *Naylor, R. A.*, “Trade and wages when the trade regime is determined endogenously,” in Choi, E. K. and Greenaway, D., Globalization and Labor Markets, Blackwell Publishers, Oxford, 2001 (re-printed from Review of International Economics, vol. 8, no. 3, pp. 556-565, 2000).
47. *Naylor, R. A.*, “Union Wage Strategies and International Trade,” in Booth (ed.), Readings in Labour Economics, Edward Elgar, 2002. Re-printed from *Economic Journal*, 1999.
48. *Naylor, R. A.*, “Economic models of union behaviour,” Chapter 2 in Addison, J. and Schnabel, C. (eds.), International Handbook of Trade Unions, Edward Elgar, 2003. (GS: 60)
49. *Naylor, R. A.*, “Labour Supply, Efficient Bargains and Counterveiling Power,” Chapter in Waterson, M. (Ed), Competition, Monopoly and Corporate Governance: Essays in Honour of Keith Cowling, Edward Elgar, 2003.
50. *Smith, J. and Naylor, R. A.*, “Determinants of educational success in higher education,” chapter 11 in Johnes, G. and Johnes, J. (eds.), International Handbook of the Economics of Education, Edward Elgar, 2004. (GS: 98)
51. *Naylor, R. A., Smith J, Boero, G. and McKnight, A.*, “Graduates and the graduate labour market: evidence from the UK and Italy,” chapter 6 in Checchi, D. and Lucifora, C. (eds), Education, Training and Labour market Outcomes in Europe, Macmillan, New York, 2004, reprinted from *Lavoro e Relazioni Industriali*.
52. *Bjorklund, A., Bratsberg, B., Eriksson, T., Jantti, M., Naylor, R. A., Raaum. O., Roed, K. and Osterbacka, E.*, (2006), “American Exceptionalism in a new light: a comparison of intergenerational earnings mobility in the Nordic countries, the UK and the US,” Mimeo, University of Oslo, 2006 and IZA Discussion Paper No. 1,938. (GS: 667)
53. *Crawford, C., Dytham, S. and Naylor, R. A. (PI)*, “The Evaluation of the Impact of Outreach: standards of evaluation practice and associated guidance,” Office for Students, pp. 1-32, June 2017. (GS: 16)

(ii) Current Work in Progress

Boero, G., Nathwani, T, Naylor, R.A. and Smith, J., “Graduate earnings premia in the UK: decline and fall?” Second R&R, November 2023.

Boero, G., Karanja, J., Naylor, R. A. and Thiele, T., “Awarding gaps in higher education by ethnicity, schooling and family background,” R&R, September 2023.

Naylor, R. A. and Soegaard, C., “The effects of bilateral entry,” mimeo, November 2023.

Boero, G., Naylor, R.A. and Smith, J., “Graduate earnings, previous schooling and disadvantage: a sector-wide analysis based on HESA and GO data.” Preliminary analysis conducted.

Boero, G., Naylor, R.A. and Smith, J., “Degree class, ethnicity and previous schooling: a sector-wide analysis based on HESA data.” Preliminary analysis conducted; further data requested.

Boero G., Naylor, R. A. and Smith, J., “Does degree class act as a signal of graduate ability: a fuzzy RDD approach.” Preliminary analysis conducted; further data requested.

(iii) Other Research Papers (including Conference and Seminar Presentations)

Arulampalam, W., Naylor, R. A. and Smith J., (2006), “Doctor Who? Who gets admissions offers in UK medical schools?” mimeo, University of Warwick, 2012.

Naylor, R. A. and Smith J., “Skewness, ability bias, and the college wage premium,” Warwick Economics Research Paper no. 907. May 2009, mimeo, University of Warwick, 2012.

Ireland, N.J., Naylor, R.A., Smith, J.P. and Telhaj, S “Educational Returns, Ability Composition, and cohort effects: theory and evidence for cohorts of early-career UK graduates,” Warwick Economics Research Paper no. 906 and CEP discussion paper no 939, mimeo, University of Warwick, 2012.

Arulampalam, W., Naylor, R. A., Pitt, M. and Smith J., “Bayesian multiple selection modeling: an exploration of the determinants of medical school choice,” presented at the Royal Economic Society Annual Conference, Univesity of Warwick, April 2007.

(iv) Working Papers, Discussion Papers and mimeographs not published elsewhere

Naylor, R. A., "Free Riders, Loyalty Filters and Trade Union Membership," mimeo, Loughborough University, 1986.

Myles, G. D. and Naylor, R. A., "Optimal Auditing in a Model of Tax Evasion with Group Conformity and Social Customs," mimeo, University of Exeter, May 1993.

Naylor, R. A., "The Demand for Private Medical Insurance in the UK: a Social Custom Approach," mimeo, University of Warwick, February, 1993.

Naylor, R. A., "A Critical Mass Model of Bandwagon Effects in Voting Behaviour," mimeo, University of Oslo, May 1993.

Naylor, R. A. and O. Raaum, "Wage Bargaining and International Market Integration," University of Oslo Memorandum, July 1993.

Naylor, R. A., "New challenges to labour market policies," mimeo, University of Warwick, March, 1994.

Myles, G. D., de Meza D. and Naylor, R. A., "Monopsony, Labour Supply, Minimum Wages and Hours Restrictions," mimeo, University of Exeter, 1998.

Smith J. and Naylor, R. A., "An analysis of life science students in UK universities," mimeo, University of Warwick, 1999.

Naylor, R. A. and Smith J., "Distinguishing marks: a signaling model of educational returns by grade attainment," mimeo, University of Warwick, 2008.

Boero, G., Karanja, J., Naylor, R. A. and Thiele, T., "Awarding gaps in higher education by ethnicity, schooling and family background," Warwick Economics Research Paper No: 1410, May 2022.

Boero, G., Cook, D., Nathwani, T, Naylor, R.A. and Smith, J., "The return to a degree: new evidence based on the birth cohort studies and the Labour Force Survey," HESA Briefing Paper, October 2019.

Boero, G., Cook, D., Nathwani, T, Naylor, R.A. and Smith, J., "How does the return to a degree vary by class of award?," HESA Briefing Paper, January, 2020.

Boero, G., Nathwani, T, Naylor, R.A. and Smith, J., "Graduate earnings premia in the UK: decline and fall?" Warwick Economics Research Paper, No: 1387, November 2021.

(v) **Conferences**

(a) Invited Papers/Talks/Comments

K. G. Cowling and R. A. Naylor, "Norms, Sovereignty and Regulation," presented at the Metroeconomica Conference on Production Organisation, Efficiency and Social Norms, Rome, April 1991.

R. A. Naylor, "Reciprocal dumping and generally unionised labour markets," Recent Developments in Labour Microeconomics, GDR CNRS Conference at the University of the Sorbonne, Paris, September 1994.

R. A. Naylor, "Accounting for the Decline in Union Density in the UK," invited paper for NJPE Conference on Social Democracy in Oslo, November 1994.

R. A. Naylor and Myles, G. D., "Tax Evasion, Social Customs and Optimal Auditing," Public Economics Conference, University of Bonn, December, 1996.

R. A. Naylor, "International Trade and Economic Integration when Labour Markets are Generally Unionised," Italian Association of Labour Economists, Napoli, October 1996.

R. A. Naylor, "Union Wage Strategies and International Trade," Italian Association of Labour Economists, Cagliari, October 1997.

R. A. Naylor, "Endogenous determination of trade regime and bargaining outcome," University of Nottingham Conference on Trade and Labour Markets, March 1999.

R. A. Naylor, Smith J. and McKnight A., "Determinants of Graduate Earnings," Annual Conference of UK Labour Economists (EEEG), July 1999.

R. A. Naylor, "Endogenous determination of trade regime and bargaining outcome," Annual Conference of Norwegian Labour Economists, May 1999.

R. A. Naylor, Smith J. and McKnight A., "Determinants of Graduate Earnings," Conference on Income Dynamics, University of Athens, September 1999.

R. A. Naylor, "What do unions do in Europe?" with *Alison Booth, Michael Burda, Lars Calmfors, Daniele Checchi and Jelle Visser*, presented to the Annual Conference of the Rodolfo deBenedetti Foundation for Economic Research (University of Bocconi), Naples, June 2000.

R. A. Naylor and Smith J. "A statistical analysis of drop-out behaviour with implications for performance indicators," Royal Statistical Society, October, 2000

R. A. Naylor, Smith J, Boero, G. and McKnight, A., "Graduates and the graduate labour market: evidence from the UK and Italy," Association of Italian Labour Economists, Cattolica University, Milan, November, 2001.

R. A. Naylor and Smith J. "Higher Education outcomes in the UK," Conference on the Economics of Education, May 31st-June 1st, University of Alicante, Spain, 2002.

R. A. Naylor and Smith J. "Higher Education in the UK," Conference organised by the Social Market Foundation, London, June 6th, 2002.

R. A. Naylor, Smith J., Bratti, M. and McKnight, A., "Higher Education Outcomes and University Performance Indicators," Royal Statistical Society, January 2003

R. A. Naylor, Bratsberg, B., Eriksson, T., Jantti, M., Raaum, O., Roed, K. and Osterbacka, E., "Nonlinearities in Intergenerational Earnings Mobility: Consequences for Cross-Country Comparisons," Royal Economic Society Conference, Nottingham, Invited Special Session, 2006.

R. A. Naylor, Economics of Private Schooling, Meeting organised by the Nuffield Foundation, January 2008.

R. A. Naylor, Intergenerational Social Mobility, Meeting on Intergenerational Mobility organised at LSE June 2008.

R. A. Naylor, Higher Education: Challenges and Opportunities, Festival of Social Sciences, University of Warwick, May 2011.

R. A. Naylor, The Future of Higher Education, SKOPE Conference, University of Oxford, November 2014.

(b) Contributed Conference Papers

R. A. Naylor and M. W. Cripps, "Reputation, Social Custom and Trade Union Membership," presented at the Econometric Society European Meeting, Munich, September 1989.

R. A. Naylor and G. D. Myles, "Do Unions Reduce Discrimination? A Model of Nash Bargaining Between a Union and an Employer with Discriminatory Tastes," presented by Myles at the Royal Economic Society Conference, April 1991.

K. G. Cowling and R. A. Naylor, "Norms, Sovereignty and Regulation," presented by Cowling at the European Association for Research in Industrial Economics Annual Conference, Ferrara, Italy, September 1991.

R. A. Naylor and M. W. Cripps, "An Economic Theory of the Open Shop Trade Union," presented at the Third Annual Conference of the European Association of Labour Economists, Madrid, September 1991.

R. A. Naylor and O. Raaum, "The Open Shop Union, Wages and Management Opposition," presented at the European Economic Association Annual Conference, Dublin, August 1992 and at the Annual Conference of the European Association of Labour Economists, University of Warwick, September 1992.

R. A. Naylor and G. D. Myles, "A Model of Tax Evasion with Group Conformity and Social Customs and Optimal Auditing," presented at the Royal Economic Society Conference, York, April 1993.

R. A. Naylor, "International trade and Economic Integration when Labour Markets are Generally Unionised," presented at the European Economic Association Annual Conference, Prague, September 1995.

R. A. Naylor, O. Raaum and E. Barth, "Union Wage Effects: does membership matter?" presented at the European Economic Association Annual Conference, Prague, September 1995.

R. A. Naylor and Santoni, M., "Wage Bargaining and Foreign Direct Investment," presented by Santoni at the Royal Economic Society Conference, Warwick, 1998.

R. A. Naylor, "Union Wage Strategies and International Trade," Royal Economic Society Conference, Warwick, 1998.

R. A. Naylor and M. Santoni, "Wage Bargaining and Foreign Direct Investment," presented at the Tenth Annual Conference of the European Association of Labour Economists, Maastricht, September 1998.

R. A. Naylor, G. D. Myles and de Meza D., "Labour Supply with Minimum Wages and Hours Restrictions," presented at the Econometric Society European Meeting, Berlin, August, 1998.

R. A. Naylor and Smith J., "Determinants of Individual Degree Performance: evidence for the 1993 UK graduate population from the USSR," Royal Economic Society Conference, Nottingham, 1999.

R. A. Naylor, Smith J. and McKnight A., "Determinants of Graduate Earnings," Royal Economic Society Conference, University of St Andrews, 2000

R. A. Naylor, Raaum, O. and Barth, E., "Differences in wage curves across different workers in different countries," presented by Barth at the First World Congress of the European Association of Labour Economists/Society of Labor Economists, Cattolica University, Milan, June 2000.

R. A. Naylor, Arulampalam, W. and Smith J., "Effects of in-class variation and student rank on the probability of withdrawal: cross-section and time-series analysis for UK university students," presented at Royal Economic Society Conference, Warwick, March 2002.

R. A. Naylor, "The effects of entry in bilateral oligopoly," to be presented at the Annual Conference of the European Association of Labour Economists, the Sorbonne, Paris, September 2002.

R. A. Naylor, Arulampalam, W. and Smith J., "Effects of in-class variation and student rank on the probability of withdrawal: cross-section and time-series analysis for UK university students," presented at the Econometric Society European Meeting, Stockholm, August, 2003.

R. A. Naylor, "The effects of entry in bilateral oligopoly" presented at the European Economic Association Annual Conference, Stockholm, August, 2003.

R. A. Naylor, Smith J. and McKnight, A., "Sheer Class: Determinants of graduate occupational earnings in the UK," presented at the Annual Conference of the European Association of Labour Economists, University of Seville, September 2003.

R. A. Naylor, Arulampalam, W. and Smith J., "Doctor Who? Who gets admissions offers in UK medical schools?" Royal Economic Society Annual Conference, University of Nottingham, March, 2005.

R. A. Naylor, Arulampalam, W., Pitt, M. and Smith J., “Bayesian multiple selection modeling: an exploration of the determinants of medical school choice,” presented at the Royal Economic Society Annual Conference, University of Warwick, April 2007.

R. A. Naylor, Smith J. and Telhaj, S.., “Graduate returns, degree class premia and higher education expansion in the UK,” presented at the Annual Conference of the European Society of Population Economics, University of Braga, June 2014.

R. A. Naylor, Smith J. and Telhaj, S.., “Graduate returns, degree class premia and higher education expansion in the UK,” presented at the Annual Conference of the European Association of Labour Economists, University of Ljubljana, September 2014.

(vi) Departmental Seminars and Workshop presentations

Department of Economics, Loughborough University of Technology, 1988.

Department of Economics, University of Sheffield, 1989.

Labour Economics Study Group, EMRU, 1989.

Department of Economics, University of Cagliari, Italy, May, 1991.

Department of Economics, University of Aberystwyth, November, 1991.

Department of Economics, University of Oslo, June, 1993.

Department of Econometrics, University of Manchester, January 1994.

Department of Economics, University of Exeter, January 1994.

CREDIT workshop, University of Nottingham, March 1994.

Department of Economics, Free University of Berlin, March 1994.

Day conference on micro-labour economics, Universite de Paris II, June, 1994.

Labour Economics Study Group, EMRU, December 1994.

Department of Economics, University of Athens, May 1995.

University of Bergen, April, 1995.

University of Oslo, April, 1995.

Department of Economics, University of Cagliari, Italy, December, 1995.

Department of Economics, University College Dublin, March, 1996.

Department of Economics, Royal Holloway College, London, October, 1996.

Department of Economics, University of Bristol, November, 1996.

Department of Economics, University of Cagliari, Italy, May, 1997.

Department of Economics, University of Loughborough, February, 1998.

Department of Economics, University of Exeter, October, 1998.

Department of Economics, University of Keele, November, 1998.

Department of Economics, University of Nottingham, November, 1998.
Labour Economics Study Group, EEG, Sheffield, 1999.
Department of Economics, University of Aberdeen, February, 1999.
Department of Economics, University of Leicester, March, 1999.
Department of Economics, University of Manchester, March, 1999.
Department of Economics, University of Cagliari, Italy, April 1999.
Department of Economics, University of Essex, May, 1999.
Centre for Economic Performance, LSE, June, 1999.
Department of Economics, University of Lancaster, February, 2000
Department of Economics, University of Aarhus, June, 2000
Department of Economics, University of Sussex, November, 2001
Department of Economics, Cattolica University, Milan, May 2003
Labour Economics Study Group, All Souls' College, University of Oxford, February 2004
Department of Economics, University of Essex, February 2005
Department of Economics, University of Kent, March 2005
Department of Economics, University of Edinburgh, February 2006
Department of Economics, University of Loughborough, May 2006
Department of Economics, University of Lancaster, May 2006
Department of Economics, University of Keele, October, 2006
Department of Economics, University of Surrey, March, 2009
Department of Economics, University of Lancaster, March, 2010
Department of Economics, University of Sussex, March, 2010
Department of Economics, University of Nottingham, March, 2010
Department of Economics, University of Sheffield, March, 2011
Department of Economics, University of Essex, February, 2014
Department of Economics, University of Aberdeen, May, 2014
Department of Economics, University of Oxford, March 2015
Department of Economics, University of Sussex, November, 2015
Department of Economics, University of East Anglia, March, 2016

(vii) Research support

- (a) Financial support from SNF at the University of Oslo to support research carried out in April, 1990.
- (b) Financial support from NAVF, the Norwegian Social Science Research Council, to support visiting research position in the Department of Economics, University of Oslo, May-August 1993.
- (c) Financial Support from the Research and Training Innovations Sub-Committee (University of Warwick) in support of the project, 'Does Union Density Matter?', December 1994-95.
- (d) Financial support from SNF at the University of Oslo to support research carried out in May, 1996.
- (e) Financial Support from the Research and Training Innovations Sub-Committee (University of Warwick) in support of the project, 'Degree Performance Study', December 1996-97.
- (f) Financial Support from the British Council and Norwegian Research Council for a comparative study of wage-setting in Norway and the UK, 1997.
- (g) Financial Support from the Norwegian Research Council for a study of the impact of local labour market conditions, 1999-2002.
- (h) Research Support of £10k from RTDF, University of Warwick, 2000-01.
- (i) Research Support of £40k from DfEE, January 2000-December 2002.
- (j) "Inequality of opportunity and socio-economic outcomes from an intergenerational perspective", sponsor Nordic Council of Ministers (project no.149813-599), CI. PI: Oddbjørn Raaum Year: Total: 3,5 Mill NOK. 2002-6.
- (k) "Medical Schools: applications, admissions and progression," ESRC Research Grant: CI, joint with Wiji Arulampalam (PI) and Jeremy Smith; £43,003. 2003-5.
- (l) "Determinants of the probability of student drop-out from HE: an econometric analysis for Italy and the UK", Italian Research Council (CNR): Joint-PI (with Boero, G.), Euro 10,000. 2004.
- (m) "Academic performance and student drop-out rates: a comparative analysis for Italian and UK universities", MIUR (Ministero dell'Istruzione, Università e Ricerca, Progetti di Interesse Nazionale, PRIN), CI. PI: Boero, G., Euro 35,000. 2004-6.
- (n) "Egalitarianism under pressure? New perspectives on inequality and social cohesion", CI. Norwegian Research Council, total 11,2 Mill NOK. PI: Knut Røed. 2014-18.

2 Supervision and External Examining/Reviewing

- a. Co-supervisor of PhD students in the Department of Economics:
 - i. Peter Wright (1991-1994)
 - ii. Flavio Rovida (1992-1995)
 - iii. Anna Pinna (1995-1999)
 - iv. Luca Mancini (1999-2003)
 - v. Alexandros Zangelidis (1999-2004)
 - vi. Monica Correa Lopez (1999-2003)
 - vii. Pedro Martins (2001-2005)
 - viii. Fabio Arico (2002-2007)
 - ix. Peter Backus (2007-2011)
 - x. Marco Alfano (2007-2012)
 - xi. Yu Aoki (2008-2012)
 - xii. Mario Sanclemente (2011-2016)
- b. External Examiner (undergraduate and postgraduate taught courses), University of Exeter, 2002-2006.
- c. External Examiner (undgraduate courses), University College London, 2004-2008.
- d. External Examiner (undgraduate and postgraduate courses), University of Nottingham, 2007-2012.
- e. External Examiner (PPE, History and Economics), University of Oxford, 2011-2014.
- f. External Examiner (PhD taught programme), University of Kent, 2018-2022.
- g. External examination of PhDs:
 - University of York, 1998
 - University of Aarhus, Denmark, 2000
 - University of Southampton, March 2002
 - University of Bergen, Norway, 2002
 - European University Institute, Firenze, Italy, 2002
 - University of Oxford, September 2003
 - University of Nottingham, November 2003
 - London School of Economics, February 2007
 - London School of Economics, December 2007
- h. External Reviewer of Faculty of Economics, University of Zurich, 2007
- i. External Reviewer of PPE degree, University of Oxford, May 2015
- j. External Reviewer of Teaching and Learning, University of Nottingham, April 2016

3 Administration

(i) Current/recent responsibilities:

Deputy Head of Department, 2022-2025

(ii) Previous responsibilities:

Faculty/University

- (a) Member of Social Science Faculty Board
- (b) Member (past chair) of Social Science UG Committee
- (c) Co-Chair, University Widening Participation Research and Evaluation Working Group
- (d) Member of University Employability and Skills Working Group
- (e) Extensive engagement with University groups, boards and projects on:
Widening Participation
Employability, Careers and Skills
Review of Education Department
Undergraduate Research
Timetabling Strategy
- (f) University Equal Opportunities Committee Member
- (g) Research Centre Periodic Review, Review Group Chair, 1999
- (h) Faculty Undergraduate Studies Committee Chair
- (i) Chair of Faculty First-Year Examination Board
- (j) Member of University Board of Undergraduate Studies
- (k) Chair of University Termination Committee
- (l) Member of Aegrotat Committee
- (m) Faculty 2+2 degrees Committee Member
- (n) Member of University Careers Advisory Board
- (o) Member of Quinquennial Review Panel for Department of Statistics, 2007
- (p) Invited Member, Michael Whitby's Group on 'Distinctiveness of a Warwick Education' 2006-7
- (q) Member, Rootes Memorial Fund awarding committee,
- (r) Advisory member, NAGTY,
- (s) Invited member, SLICE (Employability Group) 2006-7
- (t) Chair, ITLR Review of Physics Department, 2017
- (u) Panel Member, ITLR Review of Warwick Medical School, 2023
- (v) Member of WIHEA Advisory Board, 2020-2023
- (w) Project co-lead (Data Analysis), Race Equality Charter Mark Award Team, 2020-22

Department

- Senior Admissions Tutor, 1987-1990
- Dept. Representative on 1st-yr. Faculty Examinations Board 1987-92
- Adviser to Overseas Students 1990-91
- Erasmus Co-ordinator 1990-91, 1993-4
- Schools Liaison/Publicity Officer 1991-4
- Co-organiser of the Training Workshop on Small Group Teaching
- Schools Liaison/Open Days/Publicity
- Departmental Senior Tutor, 2007-2008

- Department Director of Undergraduate Studies, 2003-2007, and 2009-2104
- Director of Studies, 2014 – 2021
- Member, Senior Management Team 2005-

4 Other Academic Activity

(i) *Book Reviews*

R.A.Naylor, of: "Current Issues in Macroeconomics," D.Greenaway (Ed.) Economic Journal, December 1990, pp. 1373-1374.

R.A.Naylor, of: "Current Issues in Microeconomics," J.D.Hey (Ed.) Economic Journal, December 1990, pp. 1373-1374.

R.A.Naylor, of: "Current Issues in Labour Economics," D.Sapsford (Ed.) Economic Journal, December 1990, pp. 1373-1374.

R.A.Naylor, of: "Macroeconomics and the Wage Bargain," D.Soskice and W. Carlin, Economic Journal, May 1992, pp. 642-644.

(ii) *Refereeing*

(a) Journals

Have acted as referee for the following:

Econometrica, American Economic Review, Quarterly Journal of Economics, Journal of the European Economic Association, Economic Journal, *Economica*, European Economic Review, Oxford Economic Papers, Review of Economic Studies, Journal of Industrial Economics, Journal of International Economics, European Journal of Political Economy, Scandinavian Journal of Economics, Economics of Education, International Economic Review, Economic Journal (conference volume), International Journal of Industrial Organisation, Scottish Journal of Political Economy, International Review of Applied Economics, Journal of Economics, Oxford Bulletin of Economics and Statistics, Labour, Review of International Economics, Labour Economics, Journal of Labor Economics, Economics of Education Review, *inter alia*.

(b) Memberships of Professional and Learned Societies

Member, Editorial Board, Nordic Journal of Political Economy.

Member, Royal Economic Society (Executive Committee Member, 2005-)

Member, Econometric Society

Member, European Economic Association

Member, European Association of Labour Economics (Executive Committee Member, 2003-6)

Member, European Association of Researchers in Industrial Economics

(iii) *Other teaching*

Visiting lecturer for Government Economics Service at Civil Service College.

(iv) ***Other Activity***

- (a) Secretary, Coventry Economic Strategies Group: a group of local, chiefly academic, economists focussing on issues of local relevance.
- (b) Dissemination of research activity and output through press and related media.

Coverage including reports in the following:

Coverage of work on higher education, 2006

Press

Times Higher Education Supplement (Front Page story - 30.10.98), The Times (31.10.98), The Daily Telegraph (31.10.98), The Independent (31.10.98), Daily Mail (31.10.98), The Express (31.10.98), Daily Mirror (31.10.98), Morning Star (31.10.98), Birmingham Post (31.10.98), Yorkshire Post (31.10.98), West Cumbrian Gazette (5.11.98), BBC 1 (review) (1.11.98), local radio interviews (October 1998);

Financial Times (1.4.99), Times Higher Education Supplement (Front Page story – 2.7.99), London Evening Standard (11.10.99), Times Higher Education Supplement (Front Page story – 19.11.99), The Guardian (23.11.99);

Times Higher Education Supplement (9.12.00), , The Times (10.7.00), The Guardian (11.7.00), The Sunday Times (15.9.00);

The Sunday Times (7.1.01);

Birmingham Post (30.3.02), Times Higher Education Supplement (29.3.02), Daily Mail (8.10.02), Daily Mail (9.10.02), The Times (7.12.02), Daily Telegraph (7.12.02);

Observer (2.3.03), Sunday Times (2.3.03), Guardian (Leader – 4.3.03), Independent (7.03.03, New Statesman (Leader – 10.3.03), Guardian (22.3.03), Independent (25.3.03), Guardian Leader (25.9.03), The Spectator (4.10.03);

Sunday Times (10.07.05), Observer (13.11.05), McArthur, A. and Lowe, S., “Is it just me or is everything shit?: the encyclopedia of modern life,” Time Warner Books (Humour), 2005;

Financial Times (02.11.06), Leamington Spa Times (03.05.06), Coventry Evening Telegraph (02.11.06);

Times Higher Education Supplement (27.03.08), Guardian (20.03.08), The Economist (18.09.08); Daily Mail (18.03.09), Daily Telegraph (18.03.09);

[Observer](#) (8.05.11)

Observer (14.02.16), Daily Mail (14.02.16), Guardian Online (13.02.16)

Media

BBC Radio 4 Today Programme Interview (30.3.99)

Local TV interview (30.3.99)

BBC Newsnight Interview (7.7.00)

BBC Newsnight Interview (6.12.02)

BBC TV Breakfast Programme (19.3.03)

BBC1 *The Politics Show* (Opinion piece by Martin Jacques, 5.10.03)

Channel 4, Thirty Minutes, (24.03.06)

BBC World Service (20.04.06)

BBC Focus (July 2006)

Warwick Research TV, May 2006

PodCast, University of Warwick, November 2006

Coverage of work on trade unions and wage bargaining

Presentation of “What do unions do in Europe?” with *Alison Booth, Michael Burda, Lars Calmfors, Daniele Checchi and Jelle Visser*, to the Annual Conference of the Rodolfo deBenedetti Foundation for Economic Research (University of Bocconi), Naples, June 2000. Discussants included Professor Olivier Blanchard (MIT), Professor Steve Nickell (LSE), Professor Bob Flanagan, (Stanford University), Cofferati, d’Amato, Michele Salvati. Extensive coverage on national Italian television (17.6.00) and national newspapers (18.6.00).

Coverage of work on intergenerational mobility

Warwick Research TV production; *The Economist* (25/05/06); **The Economist Special Report, Front Page Cover, Leader Story**, 17/06/06;

http://www.economist.com/printedition/cover_index.cfm?edition=&year=2006&quarter=2;

Financial Times (02/11/06); *BBC Focus* (July 2006); *BBC World Service Radio Interview* (20/04/06); various coverage in US and Canada, including *Edmonton Journal, Calgary Herald, Windsor Star, Regina Leader-Post, Vancouver Sun, Saskatoon Star-Phoenix, Ottawa Citizen; Times Higher Education Supplement* (26/05/06). *Regional: Aberdeen Press and Journal* (19/04/06); *Scottish Daily Record* (19/04/06); *Coventry Evening Telegraph* (20/04/06); *Metro* (London and Scotland, 20/04/06); *Birmingham Post* (19/04/06); *Leamington Spa Times* (03/05/06); *Yorkshire Post* (22/04/06), *Business Online* (29.08.06).

- (c) Dissemination of research through other non-refereed publications.
 - (i) Graduate Market Trends, Winter 1998, Higher Education Careers Services Unit (CSU), publishers.
- (d) Impact: including Official Government Publications citing research results
 - (i) ‘Performance Indicators in Higher Education,’ First Report of the Performance Indicators Steering Group, February 1999/11, Higher Education Funding Council for England. (*Cites “Graduate employment outcomes and university performance measures,” R. A. Naylor, Smith, J. and McKnight, A., subsequently published in Economic Journal, vol. 110, no.464, pp. F382-411, 2000.*)
 - (ii) Invited talks at H.M.Treasury, HEFCE, HESA, DfEE.
 - (iii) Hansard – Written Answers: Margaret Hodge, Children’s Minister, 31 Mar 2003 : Column 543W;
<http://www.publications.parliament.uk/pa/cm200203/cmhansrd/vo030331/text/30331w15.htm>.
(*Cites: “Schooling Effects on Subsequent University Performance: Evidence for the UK University Population,” Robin Naylor and Jeremy Smith subsequently published in Economics of Education Review, 2005; “Determinants of individual degree performance in UK universities: with particular reference to Economics,” Robin Naylor and Jeremy Smith, subsequently published in OBES, 2001.*)
 - (iv) Hansard – Written Answers: Alan Johnson, Secretary of State for Education and Skills, *HC Deb 19 November 2003 vol 413 cc1009-11W*;
http://hansard.millbanksystems.com/written_answers/2003/nov/19/student-drop-outs. (*Cites: “Effects of in-class variation and student rank on the probability of withdrawal: cross-section and time-series analysis for UK university students,”*

- Arulampalam, W., Naylor, R. A. and Smith, J., subsequently published in Economics of Education Review, vol. 24, pp. 251-262, 2005.)*
- (v) HEFCE, “Schooling effects on higher education achievement,” Higher Education Funding Council for England, Issues paper, July 2003/32. (*Cites Smith and Naylor, OBES, 2001.*)
 - (vi) DfES Consultation document in Schwartz Review of Admissions to HE, September 2003. http://www.admissions-review.org.uk/downloads/HE_docu.pdf. (*Cites Smith and Naylor, OBES, 2001.*)
 - (vii) AUT, “Widening participation in HE,” Association of University Teachers, 2003. http://www.ucu.org.uk/media/pdf/3/m/ucu_autoffaresponse_1.pdf. (*Cites “Schooling Effects on Subsequent University Performance: Evidence for the UK University Population,” Naylor, R. and Smith, J., subsequently published in Economics of Education Review, 2005.*)
 - (viii) Equality and Human Rights Commission, “Early years, life chances and equality: a literature review,” Research report 7, 2008. (*Cites: Bjorklund, A., Bratsberg, B., Eriksson, T., Jantti, M., Naylor, R.A., Raaum. O., Roed, K. and Osterbacka, E., et al. “American Exceptionalism,” (2006).*)
 - (ix) Delni, “Graduate Earnings: Main Report,” Department for Employment and Learning,, Northern Ireland, November 2008, http://www.delni.gov.uk/graduate_earnings_main_report.pdf. (*Cites “Graduate employment outcomes and university performance measures,” R. A. Naylor, Smith, J. and McKnight, A., subsequently published in Economic Journal, vol. 110, no.464, pp. F382-411, 2000.*)
 - (x) Independent Commission on Social Mobility: Final Report, January 2009. [http://www.mnarey.co.uk/resources/Social%20Mobility%20\(Narey%20Report\)%20Final.pdf](http://www.mnarey.co.uk/resources/Social%20Mobility%20(Narey%20Report)%20Final.pdf). (*Cites: Bjorklund, A., Bratsberg, B., Eriksson, T., Jantti, M., Naylor, R.A., Raaum. O., Roed, K. and Osterbacka, E., et al. “American Exceptionalism,” (2006).*)
 - (xi) BIS, “Review of student support arrangements in other countries,” Department for Business Innovation and Skills, BIS Research Paper no. 10, September 2010, <http://www.bis.gov.uk/assets/biscore/corporate/docs/r/10-670-review-student-support-in-other-countries>, (*Cites Bratti, M., Naylor, R. and Smith, J., (2008). ‘Heterogeneities in the returns to degrees: evidence from the British cohort study 1970,’ Department of Economics, University of Milan Working Papers 2008-40.*)
 - (xii) Department for Communities and Local Government, “Improving opportunity, strengthening society: a third progress report on the Government’s strategy for race equality and community cohesion,” February 2009. (*Cites: Bratti, M., R. Naylor, J. Smith (2005) Variations in the Wage Returns to a First Degree: Evidence from the British Cohort Study 1970 IZA Discussion Paper No.1631 Bonn; Naylor, R., J. Smith and A. McKnight (2003) Returns to Educational Performance: Evidence from UK graduates’ first destination labour market Outcomes – subsequently published as Journal of the Royal Statistical Society (Series A), vol. 167, part 3, pp. 475-496, 2004.*)
 - (xiii) New Zealand Treasury, “Income and Occupational Intergenerational Mobility in NZ,” Working Papers, 10/06, 2010. (*Cites: Bratsberg, B., Roed, K., Raaum. O., R. A. Naylor, Jantti, M., Eriksson, T. and Osterbacka, E., “Marital Sorting, Household Labour Supply, and Intergenerational Mobility across Countries,” The B.E. Journal of Economic Analysis & Policy: Vol 7: Iss. 2 (Advances), Article 7, 2007*)
 - (xiv) BIS, “Use of an aptitude test in university entrance: a validity study,” Department for Business Innovation and Skills, BIS Research Paper no. 26, December 2010, <http://www.bis.gov.uk/assets/biscore/higher-education/docs/u/10-1321-use-of->

- [aptitude-test-university-entrance-validity-study](#). (Cites Smith and Naylor, *OBES*, 2001.)
- (xv) TUC, “Social Mobility Report,” 2010, Trades Union Congress Report. <http://www.tuc.org.uk/social/tuc-18366-t.txt>. (Cites: Bjorklund, A., Bratsberg, B., Eriksson, T., Jantti, M., Naylor, R.A., Raaum, O., Roed, K. and Osterbacka, E., et al. “American Exceptionalism,” (2006).)
- (xvi) New Zealand Treasury, “Income and Occupational Intergenerational Mobility in NZ,” Working Papers, 10/06, 2010. (Cites: Bratsberg, B., Roed, K., Raaum, O., Naylor, R., Jantti, M., Eriksson, T., et al (2007). *The Economic Journal* (Vol. 117, pp. C72-C92).)
- (xvii) The Wolf Report, commissioned by the Secretary of State for Education, “Review of vocational education,” UK Government publication, March 2011: <https://www.education.gov.uk/publications/eOrderingDownload/The%20Wolf%20Report.pdf>. (Cites Bratti, M., Naylor, R. and Smith, J., (2008). ‘Heterogeneities in the returns to degrees: evidence from the British cohort study 1970,’ *Department of Economics, University of Milan Working Papers* 2008-40.)
- (xviii) HM Government, “Opening Doors, Breaking Barriers: a Strategy for Social Mobility,” Cabinet Office, April 2011. http://www.dpm.cabinetoffice.gov.uk/sites/default/files_dpm/resources/opening-doors-breaking-barriers.pdf. (Cites: Smith J and Naylor R, “Determinants of degree performance in UK universities: A statistical analysis of the 1993 student cohort,” *Oxford Bulletin of Economics and Statistics* 63 (2001); Smith J and Naylor R, “Schooling effects of subsequent university performance: evidence for the UK university population,” *Economics of Education Review* 24 (2005).)
- (xix) Hansard – Written Answers: David Willets, Minister of State for Universities and Science, 12 Mar 2012, Column 93W <http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120312/text/120312w0004.htm>. (Cites: Smith and Naylor, 2005, *Schooling effects on subsequent university performance: Evidence for the UK university population*, “*Economics of Education Review*”, 24:549-562; Smith and Naylor, 2001, *Determinants of degree performance in UK universities: A statistical analysis of the 1993 student cohort*, “*Oxford Bulletin of Economics and Statistics*”, 63:29-60.)
- (xx) Society and College of Radiographers, “Improving student retention: guidelines and good practice,” London, 2011. (Cites: Smith and Naylor, *JRSS(A)* (2001); Arulampalam, W., Naylor, R.A., Smith, J.P., *Medical Education*, (2007), 41:385-394.)