

CURRICULUM VITAE

Sarah Anne Vickerstaff

Present Post **Professor of Work and Employment**, Social Policy, Sociology and Social Research, University of Kent at Canterbury

Academic
Qualifications **B.Sc.** in Sociology First Class (Honours) University of Leicester, 1978

 PhD. in Sociology passed without revision, University of Leeds, 1985

CAREER

2012-2016 Head of the School of Social Policy, Sociology and Social Research

2008-2009 Acting Head of the School of Social Policy, Sociology and Social Research, University of Kent.

2004 Promoted to **Professor of Work and Employment**

1999 Promoted to **Reader in Employment Policy and Practice**, University of Kent

1999- 2000 Career break on adopting my daughter.

1994 Appointed **Senior Lecturer in Social and Public Policy**, UKC

1993 Promoted to **Senior Lecturer in Human Resource Management**, Canterbury Business School, UKC

1989-1993 Director of Studies for the MBA (full-time) programme, **Lecturer in Human Resources Management**, Canterbury Business School, University of Kent

1984-1989 **Lecturer in Industrial Relations** (Human Resources Management), UKC

1981-1984 **Research Officer and Part time Lecturer**, Department of Politics and Government, City of London Polytechnic.

1978-1981 **Tutorial Assistant**, Department of Sociology, University of Leeds

1974-1975 **Computer Operator**, Electrical Wholesalers, Portsmouth

OTHER PROFESSIONAL APPOINTMENTS

Arbitrator ACAS Panel of Arbitrators, 1999 -

Editorial Committees Invited to Join Foundational Editorial Board of *work Aging and Retirement*, OUP, 2014-

 Work, Employment and Society, 2002-2006

External Assessor	Professorial and other Senior Appointments at Universities of Southampton, Cardiff, Leicester and Westminster
External Examiner	Imperial College, University of London, 2004 -2007 University of Southampton, BA Sociology, 2003 -2006 University of Leicester, PhD in HRD, 2003- 2006 University of Leicester, MSc in Training, 1993-1996 Mid Kent College, Diploma in Management Studies, 1986-1991 Middlesex Polytechnic, Certificate of Trade Union Studies and Trade Union Set, Modular degree scheme, 1987-1993

Research Councils/ Grant Awarding bodies

<i>ESRC</i>	Appointed member of the Research Committee, 2016- Chair Large Grants Panel, 2016-2017 Appointed member of Grant Assessment Panel B, 2012- 2016 Member of the Virtual College for grant applications 2007-2012 Member of the Panel for the annual Seminar Competition 2007-2009 Referee for large programme grants under Dynamics of Ageing Programme and open calls
<i>Academy of Finland</i>	Panel member for Adaptation and resilience for sustainable growth research programme, 2017
<i>FORTE</i>	Invited by the Swedish Research Council for Health, Working Life and Welfare to be part of a review panel assessing three centres of research excellence in Sweden, March-September 2014
<i>Nuffield, Leverhulme, Netherlands Organisation for Scientific Research</i>	Referee for research proposals
Referee	Book proposals and manuscripts for: Open University Press, Policy Press, Edward Elgar, Chapman and Hall, Unwin Hyman, Thomson Publishing, Sage. Conference abstract reviewer for Gerontological Society of America and IAGG World Congress of Gerontology and Geriatrics.

Articles for the following journals: *Journal of Social Policy; Research on Aging; Social Policy and Administration; Work, Aging and Retirement; Ageing and Society; European Journal of Social Policy; Human Relations; Journal of Aging and Social Policy; Human Resource Management; British Journal of Industrial Relations; Human Resource Management Journal; European Journal of Women's Studies; Human Resource Development International; Industrial Relations Journal, Journal of Education and Work; European Journal of Industrial Relations, Aging Research.*

Subject specialist roles

University of the West Indies

Lead Assessor for a QA review of Sociology and Human Development provision at the Mona campus, University of the West Indies, Kingston, Jamaica, September 2016.

Netherlands

Membership of on an Advisory Board for a project run by the Netherlands Interdisciplinary Demography Institute (NIDI) and The Netherlands Organisation for Applied Scientific Research (TNO) *Dynamics of working life in older workers*, 2016-

RCUK

Invited participant Research Councils Think Tank on 'Extending working Lives', London, February 2012.

University of Southampton

External member of periodic programme review panel, Sociology and Social Policy degrees, University of Southampton, March 2012

University of Kingston Approval of the MSc in Mid-Life, Pre-retirement and Life Planning, 2009.

University of Leicester Specialist on the Academic Review Committee for the Centre for Labour Market Studies, May 1998.

University of Surrey Approval of a new MSc in Human Resource Management, 1995.

RESEARCH FUNDING TO DATE

995,000 Norwegian Krona (about £84,000), *Challenges and possibilities for mobility for the 50+ population: a Norway/UK comparison*, 2016-2018 funded by The **Norwegian Research Council** under the Research Programme on Welfare, Working Life and Migration (VAM) money to Kent in the region of Co I.

£30,000 ESRC British representative on the European Joint Programme Initiative: More Years, Better Lives: "Understanding Employment Participation of Older Workers: Defining Research Needs for Evidence-based Policy", 2014-2015; funds added to existing ESRC grant: *Uncertain Futures: Managing Late Career Transitions and Extended Working Life*.

"Innovative Interventions To Promote Participation Of Older Workers In The Labour Market – What Does The Future Hold?" 2015, collaboration with FAFO (Institute for Labour and Social Research), Norway funded by **Norwegian Research Council**, grant held at FAFO.

£556,557 MRC/ESRC Lifelong Health and Wellbeing Extending Working Lives Consortium Grant *Uncertain Futures: Managing Late Career Transitions and Extended Working Life*, 2014 -2017. (I am PI with 11 other colleagues, across 9 institutions.) Ref. ES/L002949/1.

£17,000 ESRC Seminar Competition *Rethinking Retirement*, 2010-2011 (with David Lain (Brighton) and Wendy Loretto (Edinburgh)).

£43,753, Medical Research Council Lifelong Health and Wellbeing Collaborative Network Grant, Ross Wilkie (PI) Keele, Sarah Vickerstaff (Co-I), Chris Phillipson (Co-I), MRC Ref. G0900038. (Money went to Keele) 2009-2010.

£12,760 Department for Work and Pensions project "Trust and Confidence in Pensions" 2009 (PI).

£98,546 Department for Work and Pensions project "Employment Support for Carers" 2008-2009 (PI). £31,962 is subcontracted to Edinburgh University under my direction.

£106,610 Department for Work and Pensions, 2006-2008 'Encouraging Labour Market activity among 60-64 year olds', (Principal Investigator).

£14,670 Equal Opportunities Commission 2004-2005 'Older workers and Options for Flexible Work' (with W. Loretto and P. White, University of Edinburgh).

£15,000 ESRC 2004-2005, 'The Employability of Older Workers' ESRC Seminar Competition (with W. Loretto and P. White, University of Edinburgh).

£60,000, Joseph Rowntree Foundation, 2001-2004. *The Organisational Context of Retirement: the impact of employers' age management policies and practice on the process of retirement* (I was the principal investigator working with J. Baldock, J. Cox and L. Keen).

£1,800, UKC, Social Science Faculty Research Committee, 2002-2003, *Modern Apprentices and the debates about youth transition*, (sole investigator).

£1,700, University Research Committee, UKC, *Oral history study of apprenticeship in the post war period*, 1996-8, (sole investigator).

£71,000, ESRC East-West Initiative, 1991-4. *The impact of privatisation and restructuring on labour relations in Bulgaria, Hungary, Poland, Siberia and Slovakia*, (J. Thirkell, principal investigator 40% contribution, R. Scase, 30% contribution and S. Vickerstaff, 30% contribution).

Various grants from **UKC, Social Science Faculty Research Committee**, for work on *Training and Enterprise Councils*, 1992/1994/1996. (I was principal investigator working with K. Parker).

£10,000, Kent Employer Network, Case Studies of the *Training Activities in Small Enterprises in Kent*, 1989-90 (M. Fuller, M. Murphy and S. Vickerstaff, I was project manager for the UKC side of the project).

£4,000, University of Kent Research Committee, *Survey of training needs and provision in Kent*, 1989, (M. Fuller, M. Murphy and S. Vickerstaff, equal contributions).

PUBLICATIONS

Books and Monographs

1. ***Gender, Ageing and Extended Working Life*** (editors A. Ni Leime, C. Krekula, D. Street, S. Vickerstaff and W. Loretto) Policy Press, forthcoming 2017.
2. ***Work, health and well-being: The challenges of managing health at work*** (editors S. Vickerstaff, C. Phillipson and R. Wilkie) Policy Press, 2012.
3. ***Social Policy*** (edited by J. Baldock, L. Mitton, N. Manning, and S. Vickerstaff) Oxford University Press, fourth edition 2011.

4. ***The Future for Older Workers: New perspectives*** (editors W. Loretto, S. Vickerstaff and P. White), Policy Press 2007.
5. ***Social Policy*** (edited by J. Baldock, N. Manning, and S. Vickerstaff) Oxford University Press, third edition 2007.
6. ***Older Workers and Options for Flexible Work***, Equal Opportunities Commission, Working Paper Series No 31. 2005. (W. Loretto, S. Vickerstaff and P. White).
7. ***Happy Retirement? The impact of employers' policies and practice on the process of retirement*** (S. Vickerstaff, J. Baldock, J. Cox and L. Keen) The Policy Press/ Joseph Rowntree Foundation, 2004.
8. ***Social Policy*** (edited by J. Baldock, N. Manning, and S. Vickerstaff) Oxford University Press, second edition 2003.
9. ***Social Policy*** (edited by J. Baldock, S. Miller, N. Manning, and S. Vickerstaff) Oxford University Press, 1999.
10. ***The Transformation of Labour Relations: Restructuring and Privatisation in Eastern Europe and Russia*** (J. Thirkell, K. Petkov and S. Vickerstaff) Oxford University Press, 1998, 206pp.
11. ***Labour Relations and Political Change in Eastern Europe*** (edited J. Thirkell, R. Scase and S. Vickerstaff), 1995, UCL Press, 1997pp. (Published in America by Cornell University Press, ILR Press, Ithaca).
12. ***Human Resource Management in Europe: Text and Cases***, (Editor), Chapman and Hall, 1992, 258pp.
13. ***The Limits of Corporatism: The British Experience in the Twentieth Century***, (S. Vickerstaff and J. Sheldrake), Gower, 1989, 126pp.
14. ***The History of Industrial Training in Britain***, (J. Sheldrake and S. Vickerstaff), Gower, 1987, 75pp.

Reports

1. ***Trust and Confidence in Pensions: A Literature Review***, S. Vickerstaff, J. Macvarish, P. Taylor-Gooby, W. Loretto and T. Harrison, Department for Work and Pensions (DWP) Working Paper no 108, 2012.
2. ***Employment Support for Carers***, Sarah Vickerstaff, Wendy Loretto, Alisoun Milne, Jenny Billings, Elaine Alden and Phil White, Department for Work and Pensions, Research Report, No. 597, HMSO, 2009.
3. ***Encouraging labour market activity among 60-64 year olds***, Sarah Vickerstaff, Wendy Loretto, Jenny Billings, Patrick Brown, Lavinia Mitton, Tina Parkin and Phil White, Department for Work and Pensions, Research Report No. 531, HMSO, 2008.
4. ***Women in the Workplace 2000***, Report of and Executive Workshop on Equal Opportunities for Office Angels/Le Fevre, Feb 1996.

5. **TECs and LECs: Responding to the Needs of Small Business**, University of Kent, 1994, 31pp. (S. Vickerstaff and K. Parker).
6. **Training and the Small Business**, 1990, a practical guide for small companies. Published by the Kent Employer Network and Canterbury Business School, 18pp. (M. Fuller, M. Murphy and S. Vickerstaff).
7. **Final Report on the Local Development Project on Training to Achieve Business Growth: Case Studies of Nine Smaller Companies in Kent**. Final Report to the Training Agency and Kent Employer Network, July 1990, 99pp. (M.F.Fuller, E.J.Hayward, M. P. Murphy and S. Vickerstaff).
8. **Report on the Survey of the Kent Social Services Staff Development and Performance Review Scheme**, May 1990. Research commissioned by Kent Social Services, 19pp.

Articles in refereed journals

1. 'The impact of childhood and adulthood psychological health on labour force participation and exit in later life'. (C. Clark, M. Smuk, D. Lain, M. van der Horst, B. Baumberg Geiger, and S. Vickerstaff, **Psychological Medicine** online first, February 2017.
2. 'Pathways of paid work, care provision, and volunteering in later careers: activity substitution or extension?' (M. Van der Horst, S. Vickerstaff, D. Lain, C. Clark and B. Baumberg Geiger,) **Work, Aging and Retirement**, (2016) online first.
3. Achieving Fuller working Lives: Labour Market and Policy Issues in the UK' (C. Phillipson. S. Vickerstaff and D. Lain) **Australian Journal of Social Issues**, 51 (2) (2016): 187-203.
4. Gender, age and flexible working in later life" (W. Loretto and S. Vickerstaff), **Work Employment and Society** 29 (2) (2015): 233-249.
5. Training and Development; the Missing Part of the Extending Working life Agenda? (S. Vickerstaff, C. Phillipson and W. Loretto) **Public Policy and Aging Report**, 25 (4) (2015):139-142.
6. 'Rethinking Retirement: Changing Realities for Older Workers and Employee Relations?' (W. Loretto, S. Vickerstaff and D. Lain), **Employee Relations**, 35 (3): (2013): 248-256.
7. 'Reforming State Pension Provision in 'Liberal' Anglo Saxon Countries: Re-commodification, Cost-containment or Recalibration?' (D. Lain, W. Loretto S. Vickerstaff) **Social Policy and Society**, 12 (1) (2013): 77-90.
8. The Domestic and Gendered Context for Retirement' (W. Loretto and S. Vickerstaff) **Human Relations**, 66 (1) (2013): 65-86.
9. 'Health Subjectivities and Labor Market Participation: Pessimism and Older Workers' Attitudes and Narratives Around Retirement' (P. Brown and S. Vickerstaff) **Research on Aging**, 33 (5), (2011): 529-550.

10. "Older Workers: The 'unavoidable obligation' of extending our working lives?" ***Sociology Compass***, 4/10 (2010): 869-879.
11. 'I was just the boy around the place': what made apprenticeship successful? ***Journal of Vocational Education and Training***, 59 (3) (2007): 331-347.
12. What do older workers want? Gradual retirement? ***Social and Public Policy Review*** online journal, 1 (1) (2007).
13. "Entering the retirement zone: How much choice do individuals have?" ***Social Policy and Society***, 5 (4) (2006): 507-517.
14. "Introduction Themed Section: What Do Older Workers Want?" (W. Loretto, S. Vickerstaff and P. White) ***Social Policy and Society***, 5 (4) (2006): 479-483.
15. "I'd rather keep running to the end and then jump off the cliff". Retirement Decisions: who decides? ***Journal of Social Policy***, 35 (3) 2006: 455-472.
16. "Retirement and Risk: The Individualisation of Retirement Experiences?" (S. Vickerstaff and J. Cox) ***Sociological Review***, 53 (1), 2005: 77-95.
17. "Apprenticeship in the 'golden age': were youth transitions really smooth and unproblematic back then?" ***Work Employment and Society***, 17 (2) 2003, 269-308.
18. "Employers and the management of retirement" ***Social Policy and Administration***, 37 (3), 2003, 271-287 (S. Vickerstaff, J. Cox and L. Keen).
19. "Instrumental Rationality and European Integration: Transference or Avoidance of Industrial Relations Institutions in Central and Eastern Europe" ***European Journal of Industrial Relations***, 6(2), 2000, 237-251, (S. Vickerstaff and J. Thirkell).
20. "The delivery of Modern Apprenticeships: are Training and Enterprise Councils the right mechanism?" ***Journal of Vocational Education and Training***, Vol.50, No.2, 1998, 209-224pp.
21. "'We're all Human Resource Managers now': local government middle managers" ***Public Money and Management***, July 1997, 41-46pp. (L. Keen and S. Vickerstaff).
22. "TECs, LECs and small firms: differences in provision and performance" ***Government and Policy***, Vol. 14 May 1996, 251-267pp. (K. Parker and S. Vickerstaff).
23. "Critical issues in vocational education and training in Britain" ***Training Matters***, Vol.4 Winter 1996, 4-9pp.
24. "Helping small firms: the contribution of TECs and LECs" ***International Small Business Journal***, 1995, Vol.13 No.4, 56-72pp. (S. Vickerstaff and K. Parker).
25. "Transformation of labour relations in eastern Europe and Russia" ***International Journal of Comparative Labour Law and Industrial Relations***, Vol.10 Issue 4, Winter 1994/5, 291-

- 312pp. (S. Vickerstaff, J. Thirkell and R. Scase).
26. "Centralised decentralisation: education and training in the contract state", **Management Research News**, Vol.17, No.7/8/9, 1994, 22-24pp. (P. Ainley and S. Vickerstaff).
 27. "Transitional models of labour relations in eastern Europe" **Industrial Relations Journal**, Vol.25, No.2, June 1994, 84-95pp. (J. Thirkell, R. Scase and S. Vickerstaff).
 28. "Transitions from corporatism: the privatisation of policy failure", **Contemporary Record**, Vol.7 No.3, Winter 1993, 541-556pp. (P. Ainley and S. Vickerstaff).
 29. "The training needs of small firms", **Human Resource Management Journal**, Vol.2, No.3, 1992, 1-15 pp. (sole author).
 30. "Training in the Kent economy: present and prospect" **Regional Studies**, Vol.25, No.6, 1991, 563-569 pp. (M. Fuller, M. Murphy and S. Vickerstaff).
 31. "The human resources management audit in Government: Its role and an analysis of practical difficulties", **Public Money and Management**, Winter, 1990, pp (J. Glynn, A.Gray, M. Murphy and S. Vickerstaff).
 32. "Industrial training policy in Britain", **Management Research News**, Vol.11, No.1/2, MCB University Press, 1988, 18-19pp.

Contributions to edited volumes

1. 'Theoretical and Conceptual Issues in the Extending Working Lives Agenda' (C. Krekula and S. Vickerstaff In. A Ni Leime, C. Krekula, D. Street, S. Vickerstaff, W. Loretto (Eds) **Gender, Ageing and Extended Working Life** Policy Press, forthcoming 2017.
2. 'The Case of the UK' (S. Vickerstaff and W. Loretto In. A Ni Leime, C. Krekula, D. Street, S. Vickerstaff, W. Loretto (Eds) **Gender, Ageing and Extended Working Life** Policy Press, forthcoming 2017.
3. 'Loretto, W., Phillipson, C. and Vickerstaff S. 'Skills and training for the older workforce: Training the new work generation' in J. Buchanan, D. Finegold, K. Mayhew, and C. Warhurst. (eds) **Oxford Handbook of Training and Development**', 2017.
4. Retirement: Evolution, Revolution or Retrenchment? In J. Twigg and W. Martin (eds) **The Routledge Cultural Gerontology Handbook**, 2015.
5. Vickerstaff, S. (2015). "Domain: Domestic and Household Factors." in Hasselhorn HM, Apt W (2015). **Understanding employment participation of older workers: Creating a knowledge base for future labour market challenges**. Research Report. Federal Ministry of Labour and Social Affairs (BMAS) and Federal Institute for Occupational Safety and Health (BAuA). BMAS/ BAuA, Berlin, 120 pages. Online available at: <http://www.jp-demographic.eu/about/fast-track-projects/understanding-employment>

6. Lain, D. and Vickerstaff, S. (2015) "National Report: United Kingdom", in Hasselhorn HM, Apt W (2015). **Understanding employment participation of older workers: Creating a knowledge base for future labour market challenges**. Research Report. Federal Ministry of Labour and Social Affairs (BMAS) and Federal Institute for Occupational Safety and Health (BAuA). BMAS/BAuA, Berlin, 120 pages. Online available at: <http://www.jp-demographic.eu/about/fast-track-projects/understanding-employment/national-reports/national-report-united-kingdom/view>
7. 'Working after state pension age' (D.Lain and S. Vickerstaff) **International Handbook of Ageing and Public Policy** (ed) by S. Harper and K. Hamblin, Edward Elgar, 2014.
8. 'Work, Health and Wellbeing: an introduction (S. Vickerstaff., C. Phillipson and R. Wilkie) in **Work, health and well-being: The challenges of managing health at work** (editors S. Vickerstaff, C. Phillipson and R. Wilkie) Policy Press, 2012.
9. 'Conclusion: setting the agenda for future research' in **Work, health and well-being: The challenges of managing health at work** (editors S. Vickerstaff, C. Phillipson and R. Wilkie) Policy Press, 2012.
10. 'The relationship between gender and age' (W. Loretto, and S. Vickerstaff) in S. Tyson and E. Parry (eds) **Managing an Age Diverse Workforce**, Palgrave Macmillan 2011.
11. 'Education, Schools and Training' in **Social Policy** (edited by J. Baldock, L. Mitton, N. Manning, and S. Vickerstaff) Oxford University Press, fourth edition 2011.
12. 'Work and Welfare' in **Social Policy** (edited by J. Baldock, L. Mitton, N. Manning, and S. Vickerstaff) Oxford University Press, fourth edition 2011.
13. 'Life Course, Youth and Old Age' in **Risk in Social Science** (eds) P. Taylor-Gooby and J. Zinn, Oxford University Press, 2007.
14. 'Flexible Work and Older Workers' (W. Loretto, S. Vickerstaff and P. White) in **The Future for Older Workers: New perspectives** (editors W. Loretto, S. Vickerstaff and P. White), Policy Press 2007.
15. Introduction and Conclusion (W. Loretto, S. Vickerstaff and P. White) in **The Future for Older Workers: New perspectives** (editors W. Loretto, S. Vickerstaff and P. White), Policy Press 2007.
16. "Work and welfare" in **Social Policy** edited by J. Baldock, N. Manning and S. Vickerstaff, Oxford University Press, 3rd edition 2007.
17. "Education, schools and training" in **Social Policy** edited by J. Baldock, N. Manning and S. Vickerstaff, Oxford University Press, 3rd edition 2007.
18. 'Work and Welfare for Older Workers' in **More and Better Jobs for Older Workers** (edited) C. Schloss, Federal Ministry of Labour and the Institute for Labour Market Research, Berlin, 2006.

19. "Learning for Life? The Post War Experience of Apprenticeship" in C. Pole, J. Pilcher and J. Williams (eds) ***Young People in Transition: Becoming Citizens***, Palgrave Macmillan, 2005.
20. "Work and welfare" in ***Social Policy*** edited by J. Baldock, N. Manning and S. Vickerstaff, Oxford University Press, 2003.
21. "Education and training" in ***Social Policy*** edited by J. Baldock, N. Manning and S. Vickerstaff, Oxford University Press, 2003.
22. "Trade unions and the politics of transition in Central and Eastern Europe" in A. Rainnie, A. Smith and A. Swain (eds) ***Work, Employment and Transition***, Routledge, 2002. (S. Vickerstaff and J. Thirkell).
23. "L'importance de la continuité sociale et politique de l'entreprise en Europe centrale et orientale" in B. Lestrade and S. Boutillier (eds) ***Les Mutations du Travail en Europe***, Editions L'Harmattan, Paris, 2000, (S. Vickerstaff and J. Thirkell).
24. "Work, employment and the production of welfare" in ***Social Policy*** edited by J. Baldock, N. Manning and S. Miller and S. Vickerstaff, Oxford University Press, 1999.
25. "Education and training policy" in ***Social Policy*** edited by J. Baldock, N. Manning and S. Miller and S. Vickerstaff, Oxford University Press, 1999.
26. "Enterprise strategies and labour relations in east and central Europe" ***Industrial Transformation in Eastern Europe in the Light of East Asian Experience***, in J. Henderson, K. Balaton and G. Lengyel (eds) Macmillan, 1998, 205-223pp. (S. Vickerstaff, J. Thirkell and R. Scase).
27. "Eastern European labour relations: transference, imitation and imposition" in ***Central and Eastern Europe Industrial Relations and the Market Economy***, (ed) J. Brady, Oak Tree Press, 1997, 15-35pp. (S. Vickerstaff and J. Thirkell).
28. "Training needs analysis- theory and practice" in ***Greening People- Human Resources and Environmental Management***, (ed. W. Wehrmeyer) Greenleaf Publications, 1996, 339-356 pp. (S. Vickerstaff and W. Wehrmeyer).
29. "Introduction" and "Changing models of labour relations in eastern Europe" in ***Labour Relations and Political Change in Eastern Europe***, J. Thirkell, R. Scase and S. Vickerstaff (eds) 1995, UCL Press, 1-6; 7-30 pp. (J. Thirkell, R. Scase and S. Vickerstaff).
30. "Models of labour relations: trends and prospects" in ***Labour Relations and Political Change in Eastern Europe***, 1995, UCL Press, 169-186 pp. (J. Thirkell, R. Scase and S. Vickerstaff).
31. "The State and industrial training in Britain" in J. Sheldrake and P. Webb (eds) ***State and Market: Aspects of Modern European Development***, Dartmouth, 1993, 142-156 pp.
32. "Training for economic survival" in P. Brown and H. Lauder (eds) ***Education for Economic Survival***, Routledge, 1992, 244-267pp.

33. "Introductions to Parts 1-6"; "Texts 1, 3, 5 and 6"; and "Road Safety Ltd: the recruitment of non-traditional sources of labour supply; women returners in a small company", in S. Vickerstaff (ed) **Human Resource Management in Europe: Text and Cases**, Chapman and Hall, 1992; 1-11; 33-38; 77-94; 131-144; 177-182pp. .
34. "Human resource planning", in **Human Resources Management**, C. Molander (ed) Chartwell-Bratt, 1989, 22-41pp. .
35. "Industrial training in Britain: the dilemmas of a neo-corporatist policy", in **Organized Interests and the State**, A. Cawson (ed) Sage, 1985, 45-64pp.

Commissioned articles in popular or practitioner journals/ newspapers

- 1 'Get retirement planning message across' **Employee Benefits**, March 2011.
- 2 'Managing the Older Workforce' **Equal Opportunities Review**, January 2005, No. 137.
- 3 'Get Your Exit Stage Right' **People Management**, 12 August 2004
- 4 "Mujer y trabajo, igualdad de oportunidades" **Expansion**, 15 October, 1993, (Javier Quintanilla and S. Vickerstaff).
- 5 "Privatising the Blame" **Parliamentary Brief**, July 1993, (P. Ainley and S. Vickerstaff).
- 6 "The History of Industrial Training in Britain" **Personnel and Training Bulletin**, (taped journal), Summer, 1987.

Book reviews (in the following journals)

Work and Occupations, Work, Employment and Society; The Journal of Industrial Relations; International Small Business Journal; Public Administration; Slavic Review; Japan Forum; British Journal of Industrial Relations; International Journal of Human Resource Management; Journal of Management Studies; Industrial Relations Journal; Historical Studies in Industrial Relations.

RESEARCH STUDENTS

I have supervised 14 PhDs to completion so far: (Jane Grant, Dima Jamali, Linda Keen, Catherine Ng, Helene Pritchard, Carol Rose, Nancy Wang, Marion Witton, Simon Breeze, Elaine Alden, Steve Roberts, Alana Griffith, Susan Shepherd and Hannah Perrin; 1 MPhil (B. Smale) and 2 MAs by research (L. Murgatroyd; S. Grosjean).

I am currently supervising 3 PhD students.

I have examined PhD theses at the Universities of Southampton (2), Glasgow, Sussex, Cranfield, Keele, Birmingham, Australian Catholic, Antwerp, Leicester, Auckland University of Technology, Cardiff, Loughborough, Bremen.

I have been the internal examiner for 12 PhDs at Kent.

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NATIONAL AND INTERNATIONAL PRESENTATIONS

(*where an invited speaker as opposed to a refereed conference paper)

2017

1. 'Managing the Health Issues of Older Workers: Experience from Four UK Organizations' **IAGG World Congress** forthcoming, July.
2. Symposium Chair 'Understanding Later Careers: A Comparative Assessment' Individual paper: Extending Working Lives in the UK: Why don't we see more fragmentation? (Mariska van der Horst and S. Vickerstaff) **IAGG World Congress** forthcoming, July.
3. "From homogenization of older workers to gendered power relations and governmental precarization" (Clary Krekula and S. Vickerstaff) **IAGG World Congress** forthcoming, July.

2016

1. 'Extending women's working lives ...all the way to the precariat' (W. Loretto and S. Vickerstaff) **Work Employment and Society** Conference, Leeds, September.
2. 'Extending women's working lives: risks and opportunities' (S. Vickerstaff and W. Loretto) **Gerontological Society of America**, Annual Conference, New Orleans, Nov.

2015

- 1.* 'The Impact of the Domestic Domain on Later Working Life', **Federal Ministry of Labour and Social Affairs**, Berlin conference: Understanding Employment Participation of Older Workers, February.
2. 'Good Old Fred': Formality and Informality in the Management and Retention of Older Employees' **Gerontological Society of America**, Annual Conference, Orlando, November.
3. 'Training and Development: the Missing Part of the Extending Working Life Agenda' (S. Vickerstaff and C. Phillipson) **Gerontological Society of America**, Annual Conference, Orlando, November.

2014

- 1.* "Age Limits in the Workplace "Too Old to Work Too Young to Retire? Changing Retirement Ages in the UK" **FAFO Institute for Labour and Social Research Oslo**, December.
2. "New Risks in Retirement" **Gerontological Society of America**, Annual Conference, Washington. November (unable to attend due to knee replacement).
- 3.* 'Uncertain Futures: extending working lives'. TAEN/LSE seminar, London, September.
4. "Uncertain Futures: Women and Retirement" European Sociological Association, Section RN14 conference. London, September (unable to attend due to ill-health).

2013

- 1 'Gendered meanings of Retirement' **Gerontological Society of America** Annual Conference, New Orleans, Nov.
- 2* Keynote Speaker **Vocational Rehabilitation Association** UK Conference "Are we ready for an ageing workforce? The opportunities and limits for extending working lives', Manchester, June.
- 3* Invited Discussant Symposium *Paid Work Beyond Retirement Age in International Perspective*. Delmenhorst, Germany, April.
- 4* British Library Realities and Myths Public Debates; Work to live or live to work?, London, April.

2012

- 1*. Keynote speaker ILC-UK and the Actuarial Profession debate: Changing the perception of retirement. 'The role of the employer in Extending Working Life' Supported by Swiss Re, **Institute of Actuaries**, London, March.

2011

1. 'People in their 50s are far more reliable, loyal and trustworthy': The contradictory impacts of ageism on the extending working life agenda' **British Social Gerontology** annual conference, Plymouth.
2. 'The domestic context for retirement: challenging models of individual choice of the timing and manner of retirement' (S. Vickerstaff and W. Loretto) **European Sociological Association** annual conference, Geneva Sept.
3. Symposium Chair: Experiencing Old Attitudes: Varied Perspectives on Old Workers in Europe. Individual paper: 'Older Workers Attitudes to Age: Impacts on Retirement Planning' **Gerontological Society of America** Annual Conference, Boston, Nov.

2010

- 1*. Discussant **Nuffield Expert Seminar**, Report on Training and Older Workers, February, London.
2. 'The Domestic Context for Retirement' (with Wendy Loretto) International Research Conference, Oslo, June
3. 'Re-gendering the older worker' (with Wendy Loretto) **Work Employment and Society Conference**, Brighton, September.

2009

- 1*. 'Distrust in pensions: popular perceptions of the role of Government, employers and pension providers' **Pensions Institute**, University of Westminster, February.
- 2*. 'The Employment Support Needs of Carers' **CHSS Open Seminar**, Kent University May.
- 3*. 'Life-work balance: the challenges of a changing workforce' **Work Futures Research Centre**, University of Southampton, June.
4. 'Employment Support for Carers' **Social Policy Association Annual Conference**, Edinburgh, June (with W. Loretto)
5. Symposium Chair "Work, Health and Well-being: Older Workers", individual paper: 'Health pessimism and its impact on the extending work life agenda', **British Social Gerontology Annual Conference**, Bristol, September.

6. 'Managing Older Workers with Caring Responsibilities' **British Academy of Management Annual Conference**, Brighton, September (with W. Loretto)
- 7*. 'Older Workers and the recession: what can we learn from previous recessions?' **The Age and Employment Network** conference, Birmingham, November.

2008

- 1*. Invited presentation to departmental seminar, Sociology and Social Policy Department **University of Southampton**, 'Extending the working lives of older women', January.
2. 'Women's work, women's retirement: Carers, sceptics and non-entities' *Work Matters*: 26th **Annual International Labour Process Conference**, University College Dublin, March (W. Loretto and S. Vickerstaff).
3. 'The life- work balance and the 'wee small job': the changing priorities of older workers' **Social Policy Association Annual Conference**, Edinburgh, June (with W. Loretto)
- 4*. 'Extending Working Lives in Britain: Opportunities and Threats' invited paper as part of a symposium at **Gerontological Society of America**, Annual Conference, November, Washington.
- 5*. 'Extending the Working Lives of Women' (S. Vickerstaff and W. Loretto) **Cranfield School of Management**, Colloquium on Managing an Age Diverse Workforce, November.

2007

- 1*. Paper to the School of Management and Economics, **University of Edinburgh**, 'Extending working lives: the challenges for government, employers and individuals', June 7th.
2. 'Extending older women workers lives: the challenges for individuals and the challenges for government' to **Social Policy Association Conference**, University of Birmingham, July.
3. 'To work or not to work: that is the older worker question' **Work, Employment and Society** conference, Aberdeen University, September.
- 4*. **Royal Society of Edinburgh**, 'Extending Working Lives: but do people want their working lives extended?', November (S. Vickerstaff and W. Loretto)

2006

1. 'Extending Working Life: Practice and Policy Issues' Symposium at BSG annual conference, **University of Wales, Bangor**, September
2. 'Work-life balance: sustaining working lives for older workers' **ACREW/KCL conference, Prato Italy**, July (W. Loretto, S. Vickerstaff and P. White).
3. "What do older workers want? Gradual retirement?", **Social Policy Association Annual Conference, University of Birmingham**, July.

2005

1. "Flexible Work: Opportunity or Threat for Older Workers" Foundation for International Studies on Social Security "Social Security and the Labour Market in an Ageing Society", **Sigtuna, Sweden**, 11-13 June, 2005 (W. Loretto, S. Vickerstaff and P. White).
2. "' I'd rather keep running to the end of the cliff and then jump off': Retirement decisions: Who decides?", ESRC Seminar Series on the Employability of Older Workers, May 2005, **University of Edinburgh**.

2004

- 1*. 'Work and Welfare for Older Workers' Invited by the Federal Ministry of Labour, Berlin to give a paper to an international conference: **More and Better Jobs for Older Workers**, December, Berlin.
- 2*. 'The Organisational Context of Retirement' **Employment Research Unit at Cardiff Business School**, March.
3. 'Human Resources Unmanaged: the case of older workers and retirement' **British Universities Industrial Relations Association Conference**, University of Nottingham, July.
4. 'Age and Employability: the shrinking 'working life' **International Sociological Association RC-11 sociology of Ageing Inter Congress Conference**, *Ageing Societies and Ageing Sociology*, University of Surrey, September.
5. 'Factors Affecting the Labour Market Participation of Older Workers: the Organisational Context' **Work Employment and Society Conference**, Manchester, September.

2003

1. 'Redistributing Risk: The Fragmentation of Retirement' **European Sociological Association Conference**, Murcia 23-26th September. (S. Vickerstaff, J. Baldock, J. Cox).
2. 'Key Skills, Employability and Apprenticeship' **Journal of Vocational Education and Training Conference**, University of Greenwich, July.
3. "Retirement and Risk: The fragmentation of retirement experience' **British Sociological Association Annual Conference**, University of York, April, (S. Vickerstaff and J. Cox).

2002

1. 'Navigating in the 1950s and the 1990s: How much have youth transitions really changed?' **British Sociological Association Annual Conference**, University of Leicester, March.
- 2*. 'The History and Development of Vocational Education and Training Policy in the UK: with reference to apprenticeship', **Future of Management Education Seminar Series**, University of Westminster, March.
3. 'The Management of Retirement and Older Workers: A Case Study' **British Universities Industrial Relations Association Annual Conference** University of Stirling, July, (S. Vickerstaff. J. Baldock, J. Cox and L. Keen)

2001

1. 'Learning for Life? The Post-war experience of Apprenticeship' **Work Employment and Society Conference**, University of Nottingham, September.

1999

1. 'Trade Unions and the Politics of Transformation in Central and East Europe' **ESRC seminar series** *Restructuring Employment and Work in East-Central Europe*, University of Sussex, June, (J. Thirkell and S. Vickerstaff).

- 2*. 'Theorising Labour Relations in Central and Eastern Europe' **British Universities Industrial Relations Association** Annual Conference, De Montfort University, July, (S. Vickerstaff and J. Thirkell).
3. 'Instrumental Rationality and European Integration: Transference or Avoidance of Industrial Relations Institutions in Central and Eastern Europe?' **European Sociological Association**, Amsterdam, August, (S. Vickerstaff and J. Thirkell).

1997

1. "Eastern European Labour Relations: Transference, Imitation and Imposition", **European Congress of the International Industrial Relations Association**, Dublin, September, (S. Vickerstaff and J. Thirkell).

1996

1. "From Personnel Management to Human Resource Management in Local Government- opportunities and constraints from the middle manager perspective" HRM - The Inside Story, **Open University Business School**, March 1996, (L. Keen and S. Vickerstaff).
2. "Evaluating TECs: An Analysis of Differences between TECs and their Possible Implications for the Delivery of Policy", for National Online Manpower Information Service conference, **University of Durham**, (S. Vickerstaff and K. Parker). The Department for Education and Employment requested to be allowed to circulate the paper to TECs, permission was given.

1995

1. "Enterprise Strategies and Labour Relations in Eastern Europe" **ESF/EMOT Workshop, Budapest**_May 4-7 Budapest, (R. Scase, J. Thirkell and S. Vickerstaff).
2. "Inside the Enterprise" paper presented to **5th World Congress of Central and East European Studies**, Warsaw 6-11 August, (J. Thirkell and S. Vickerstaff).
3. "The Management of Training in the Small Firm: The Problems for Public Policy" paper presented to MSc in Training staff and students, **Hong Kong** August.

1994

1. "Transitional Models of Labour Relations in Eastern Europe" **International Industrial Relations Association 4th European Regional Congress**, Helsinki, 23-26 August 1994 (S. Vickerstaff, J. Thirkell and R. Scase).
2. 'The Depoliticisation of Vocational Education and Training in the Contract State: Will it Work', **Cardiff Business School**, Employment Research Unit, September, 1994 Annual Conference: The Contract State: The Future of Public Management (S. Vickerstaff and P. Ainley).
3. 'Vocational Education and Training in Britain', Conference on Critical Issues in Vocational Education and Training in Europe, **Gwent Tertiary College**, September, 1994.
4. 'Enterprise Strategies and Labour Relations in East and Central Europe' **Work Employment and Society Conference, UKC**, September 1994, (S. Vickerstaff, J. Thirkell and R. Scase).
5. 'Comparative Labour Relations: Transition and Transformation in Eastern Europe' presented to Work and Organisation Research Centre (WORC) Workshop: Labour Relations in Development- Focus on Eastern Europe **University of Tilburg** 23-25th March 1994, (J. Thirkell, R. Scase and S. Vickerstaff)

1993

1. 'Enterprise Strategies and Labour Relations in the Context of Marketisation' **ESRC Dissemination Workshop** London, The Enterprise in Post Communist Societies, 26-27th November, (J. Thirkell, R. Scase and S. Vickerstaff).
2. "The Small Firm Sector and TECs and LECS", **The University of Huddersfield**, Towards the Skills Revolution Conference, July 1993, (S. Vickerstaff and K. Parker).
3. "Transitional Models of Labour Relations in Eastern Europe: Bulgaria, The Czech and Slovak Republics, Hungary and Poland" **British Universities Industrial Relations Association Annual Conference**, July 1993: (S. Vickerstaff and J. Thirkell).

1992

- 1*. "The Management of Training in the Smaller Firm", **Department of Employment /Institute of Education**, March 1992, Delivery of Effective Training Seminar, Sheffield.

Prior to 1992 Invited papers included:

British Academy of Management Annual Conference, University of Bath; Department of Employment; Autonomous University of Barcelona; University of Madras; University of Cambridge; House of Commons; University of London; Imperial College; Kings College London; European University Institute, University of London.

International academic exchanges

University of Barcelona, April, 1991, Invited by the Sociology Department to give a series of lectures on Women and Work as part of their Doctoral programme.

Mother Teresa Women's University, Madras, Jan-Feb, 1991, one-month exchange as part of the British Council Funded LINKs scheme between MTWU and the Women's Studies programme at Kent.

EXPERT/ADVISORY/CONSULTANCY WORK

International advisory work

Institute of Economics, Novosibirsk, Russia: Development Workshop on Personnel Management, Feb. 1992, **Know-How Funded**.

Health Ministry, Sofia, Bulgaria: Training for Trainers, module on human resource management for health professionals, November 1992. **Know-How Funded**.

United Nations, Economic and Social Commission for Asia and the South Pacific, Contribution to the Teacher Development Programme at the Shanghai Maritime Institute, 1986-7.

National and regional advisory work

Invited member of expert seminar 'Unlocking and utilising the mental capital of the ageing population' **Foresight Programme, Government Office for Science**, December, 2009.

Invited member of **DWP Analytical Workshop**, December 2009.

Executive Workshop on Equal Opportunities for **Office Angels** and **Le Fevre**, London 1996.

Management Development Programme for Senior Registrars in Special Health Authorities in London, 1994-5.

Appraisal Skills Training for Managers, **Reeves and Neylan**, December 1993.

HRM element on a Management Development Programme for Senior Consultants in **Special Health Authorities**, London, 1993-4.

Kent Employer Network: Project Manager for a Local Development Project on training in smaller enterprises, 1989-90.

Kent County Council Social Services Department, Questionnaire, review and assessment of staff appraisal and development system, 1990.

Kent County Council Social Services Department, Contributions to management development programmes, 1988-1990. Consultant to the Area Management Team, Gravesend, 1987.

Sheerness Steel: Training Needs Analysis for Managers, 1990.

National Audit Office: Consultant to the Human Resources Unit Audit of Manpower Planning in the Civil Service, see NAO Manpower Planning in the Civil Service, HMSO May 1989. Two Day Briefing on Human Resource Audits, 1988.

TEACHING CONTRIBUTION

Undergraduate

2004 - 2008	Convened Stage 1 Social Policy and Social Problems module.
2003 - 2016	Developed a new undergraduate <i>Education, Training and Social Policy</i> module.
1995	Part of a team which revised the Public Administration and Management degree into the new BA in Social Policy and Public Management
1994 - 2002	Women, Gender and Social Policy
1987	Developed new Industrial Relations/ Personnel Management degree.
1985-	Human Resource Management developed new course in 1985.
1984-1985	Industrial Relations
1984-1986	Comparative Industrial Relations
1984-1987	Social Analysis of Industrial Societies.
1984-1989	Women in Society
1984 cont.	Supervision of undergraduate dissertations.

Graduate

2010	New Worlds of Work Module for MAs in SSPSSR.
2010-2012	Convened post graduate <i>Qualitative Methods</i> module.
1997-1998	Convened and taught Research Methods Workshop for research students in Social and Public Policy and Social Work.
1985-1994	Human Resource Management, developed new core course for the MBA in 1985.
1985-1991, 2001	Women and the Labour Market Option, M.A. Women's Studies.
1992-1994	HRM module for MBA Strategic Health Services Management.
1993-1994	Managing in an Equal Opportunities Environment, developed a new elective course for the MBA.
1993-1994	HRM module on the Police DMS.

Supervision of MA and MBA dissertations. Over the years 1984-1998 I have successfully supervised over 50 MA and MBA dissertations.

ADMINISTRATIVE CONTRIBUTION

Departmental

2012-2016	Head of SSPSSR
2010	Leading undergraduate programme review and restructuring
2009-2009	Head of SSPSSR
2007-2008, 2010-	Deputy Head of SSPSSR
2004 -2007	Director of Learning and Teaching, SSPSR
2003-	Mentor to new staff members.
2000-2003	Run the School Seminar Series for Visiting Speakers.
2000-2004	Director of Studies for the Social Policy and Public Sector Management and British and American Policy Studies degrees.
1995-1998	Director of Graduate Studies, Department of Social and Public Policy and Social Work.
1995-1998	Departmental representative on Faculty of Social Sciences Graduate Studies Committee.
1995-	Departmental Equal Opportunities Representative.
1989-1993:	Director of the MBA (full-time) programme.
1986-1990:	Admissions Officer full time MBA.
1992-1993	Chairperson Industrial Relations Committee.
1985-1993	Director of Studies Industrial Relations Degrees.

University

2016-17	Member of Selection Committee for the new Vice Chancellor
2016-	Honorary Degrees Committee
2012-	Member of various grievance committees
2010- 2014	Elected Academic Staff representative on University Council
2010	Undertook a Review of the Mental Health Cluster of Programmes
2007-2008	Faculty Director of Graduate Studies
2006-2010	University Promotions Committee
2006- 2008	Senate Academic Review Committee
2006- 2008	Student Welfare Committee
2003 -2006	Staff Policy Committee
2003-	Academic member of selection panels for various senior administrative, personnel positions and academic posts.
2001-2005	Staff member of Lay Nominations Committee
1991-1998	Member of Management side of Joint Negotiating Committee for Secretarial and Clerical Staff. Member of Regrading Panel for Secretarial and Clerical Staff.
1988-90, 2004-2009	Senate.
1988-91	Social Sciences Faculty Board.
1988-91	University Welfare Committee.
1988-92	Graduate Studies Committee.

Conference organiser

- April 2005 British Sociological Association Annual Conference, University of York (with M. Song, A. Wahidin and I. Wilkinson)
- October 1996 *Despite/Difference*, member of the organising committee for a conference on Polish women's Art, organised jointly with Kent Institute of Art and Design (KIAD).