

CURRICULUM VITAE

NAME

Roper, Ian

CURRENT POST

Principal Lecturer in Employee Relations, Middlesex University Business School

QUALIFICATIONS

BA (Hons) Government and Public Policy CNA A 1991

PG Cert HE: Middlesex University 2001

MPhil: 'Buyer-Supplier Relations in a Just-in-Time and Total Quality Management Environment: a Supplier's Perspective' University of Northumbria 1994

PhD: 'Managerialism, Quality and Employment in Local Government. The Impact of Quality Management Initiatives on Work and Trade Unions' University of Glasgow (1999)

CAREER DETAILS

Sept 2005 - present	Principal Lecturer in employee relations: Middlesex University
Jan 2004 - present	Curriculum Leader for undergraduate HRM subject: Middlesex University
1999 –2005	Lecturer/Senior Lecturer in employee relations: Middlesex University
1998 -1999	Research Fellow: Middlesex University
1994 - 1997	Research student/part-time tutor: University of Glasgow
1991 - 1994	Research assistant/part-time lecturer: University of Northumbria
1988 - 1991	Full-time student: Newcastle Polytechnic
1982 - 1988	Quality Engineer: Clearplas Ltd

RESEARCH AND SCHOLARLY ACTIVITY

Primary research interests are in employment relations in public services and government regulation of employment relations. Additional interests also cover the issues of ethics in employment relations and employment relations in South Africa.

PUBLIC OUTPUT FROM RESEARCH AND SCHOLARLY ACTIVITY

Academic articles

- I. Roper, P. Higgins and P. James (2007) *Shaping the Bargaining Agenda? The Audit Commission and Local Government Industrial Relations* (invited submission to special edition of *International Journal of Human Resource Management*. (accepted August 2006)
- I. Roper, P. Higgins and P. *Workplace Partnership and Public Service Provision: The Case of the 'Best Value'*

- James (2005) *Performance Regime in British Local Government*, Work, Employment and Society, Vol 19, No 3, pp639-649
- P. Higgins, P. James and I. Roper (2005) *An Investigation into the Compatibility of Consultation and performance Comparison in the UK's Policy of Best Value?* International Journal of Consumer Studies, Vol 29, No 2, march, pp148-158
- P. Higgins, I. Roper and P. James (2005) *The Role of Competition in Best Value: how far does it differ from CCT?* Local Government Studies, Vol 31, No 2, pp228-244
- P. Higgins, P. James and I. Roper (2004) *Compulsory or Not Compulsory? The Use of Competition in British Local Government* Asia Pacific Journal of Public Administration, Vol 26, No 2, pp95-114
- M. Brookes, T. Hinks, G. Wood, P. Dibben and I. Roper (2004) *"Pulled Apart, Pushed Together": Diversity and Unity within the Congress of South African Trade Unions*, Industrial Relations/Relations Industrielles, Vol 59, No 4, pp759-782
- P. Higgins, P. James and I. Roper (2004) *Best Value: is it Delivering?* Public Money and Management, 24, 4, August, pp243-258
- P. Dibben, P. James and I. Roper (2004) *Involving the Socially Excluded in Transport Decision-Making?* Local Governance, Vol 30, No 1, pp32-41
- I. Roper, Cunningham, I. and James, P. (2003) *Promoting Family Friendly Policies: is the Basis of the Government's Ethical Standpoint Viable?* Personnel Review, Vol 32, No 2
- I. Roper and Wood, G. (2003) *The Business of Politics in Mozambique. The 1999 Elections and Beyond*, Archiv Orientalni, Vol 71, No 1
- P. Higgins and Roper, I. (2002) *No Room for Manoeuvre: Does 'Best Value' Provide a Better Deal for Workers in UK Local Government?* Society in Transition Special Edition, Vol 30, No 2
- I. Roper (2000) *Quality Management and Trade Unions in Local Government: Demonstrating Social Partnership?* Employee Relations, Vol 22, No 5
- I. Roper, Prabhu V. and Van Zwanenberg N. (1997) *(Only) just-in-time: Japanisation and the 'non learning' firm*: Work, Employment & Society Vol 11, No 1, pp27-46
-

Edited books

- Dibben, P., Wood, G., Roper, I., & James, P. (2007) *'Modernising' Work in Public Services: Redefining Roles and Relationships in Britain's Changing Workplace*. Palgrave (forthcoming)
- Dibben, P., Wood, G. and Roper, I. (eds) (2004) *Contesting Public Sector Reforms, Critical Perspectives, International Debates*. Basingstoke, Palgrave MacMillan

Chapters in books

- Grimshaw, D. and Roper, I. (2007) *'Partnership': Blurring Organisational Boundaries and the Employment Relationship in Public Service Delivery* (in) Dibben et al (2007, *ibid*) (forthcoming)
- Wood, G. and Roper, I. (2007) *'Conclusion'* (in) Dibben et al (2007, *ibid*) (forthcoming)
- Lewis, S. and Roper, I (2007) *'The Flexible Organisation and Work-Life balance'* (in) Muller-Camen, M., Croucher, R. and Leigh, S. (eds) *Human Resource Management: A Case Study Approach*. CIPD (forthcoming)
- Roper, I. & Wood, G. (2006) *Trade, Aid and Conflict Resolution: The Changing Relations Between Britain and East Africa* (in) Adar, K. LeRoux, E. (eds) *Globalization and Emerging Trends in African States' Foreign Policy-Making Process: Volume II A Comparative Perspective of Eastern Africa*. University Press of America
- Harcourt, M & Roper, I. and Wood, G. (2006) *The Limits of Numerical Flexibility: Continuity and Change*. (in) Wood, G, and James, P. (eds) *Institutions, Production and Working Life* (Oxford: Oxford University Press)
- Roper, I. (2004) *Managing Quality in Public Services: Some Distinct Implications for the Re-organisation of Work* (in) Dibben, P, Wood, G. and Roper, I. (eds) *Contesting Public Sector Reforms*, Basingstoke, Palgrave MacMillan
- Dibben, P., Roper, I. and Wood, G. (2004) *Public sector management and the neo-liberal hegemony: a critical and international perspective* (in) Dibben, P, Wood, G. and Roper, I. (eds) *Contesting Public Sector Reforms*, Basingstoke, Palgrave MacMillan
- Wood, G. and Roper, I. (2004) *Towards the revitalisation of the public?* (in) Dibben, P, Wood, G. and Roper, I. (eds) *Contesting Public Sector Reforms*, Basingstoke, Palgrave MacMillan
- I. Roper (2004) *Trade Unions and the Crisis of Democracy* (in) Wood, G and Harcourt, M. (eds) *Trade Unions and the Crisis of Democracy: Strategies and Perspectives*, Manchester University Press

Conference papers

- I. Roper, P. Higgins and P. James (2005) *Shaping the Bargaining Agenda? The Audit Commission and Local Government Industrial Relations* Paper presented to 20th Anniversary ERU Conference 'Perspectives on the Management of Public Sector Organisations' Cardiff University 6th-7th Sept (abstract in *Management Research News* Vol 28, No 9, pp50-55)
- G. Wood, I. Roper and G. Fynas (2005) *Theoretical Implications* (of developments in African Industrial Relations) Paper presented to Society for the Advancement of Socio-Economics Annual Conference, Budapest, June 30 – July 2
- H. Viney, P. Dibben, P. James, I. Roper, R. Lynch and P. Baines (2005) *The Impact of UK Market Based Public Services: Key Stakeholder Perspectives* Paper presented to IRSPM IX Conference, Milan, 6-8 April
- I. Roper, P. Higgins and P. James (2004) *From Adversarialism to Partnership? Two Council Unions' Responses to Thatcherist and Blairite Reform*. Paper presented to The Miners Strike 20 Years On: Challenges and Changes, Northumbria University, July 2004
- P. Higgins and I. Roper (2003) *An Investigation into the compatibility of consultation and performance comparison in Best Value*. Paper presented to the International Symposium on Service Charters and Customer Satisfaction in Public Services, City University of Hong Kong, 8-9 December
- P. Higgins and I. Roper *The role of competition in Best Value*. Paper presented to International Research

- (2003) Symposium on Public Management, Hong Kong, 2-4 October
- I. Roper, P. Higgins and P. James (2003) *Partnership and public service provision: win-win, win-lose or lose-lose? The case of the Best Value performance regime in UK local government.* Paper presented to Society for the Advancement of Socio-Economics Annual Conference, LEST, Aix-en-Provence, June 26 – June 28
- I. Roper, P. James and P. Higgins (2003) *Best Value and Partnership in Local Government; Findings from a survey of Lead Officers.* Invited paper, presented to *Local Government Pay Commission Academic Workshop* University of Warwick 27th March
- P. Dibben, P. James, I. Roper and I. Cunningham (2002) *New Public Management in the UK: Never Mind About Private Sector Involvement, What About the New Role for the Public?* Paper presented to British Academy of Management conference, London, 9th - 11th Sept
- I. Roper & Higgins, P. (2002) *Can Workers Engage in 'Partnership' with the Deregulation of Public Service Provision? The Case of Shifting from Compulsory Competitive Tendering to Best Value in the UK* Paper presented to South African Sociological Association Annual Conference, East London, 30 June – 3 July
- I. Roper, James, P. & Cunningham, I. (2002) *Assessing the UK Government's Approach to Family Friendly Policies* Paper presented to Society for the Advancement of Socio-Economics Annual Conference, University of Minnesota, Minneapolis, June 27 – June 30
- I. Roper (2001) *Working Beyond Contract: Employer Views on Family Friendly Employment Regulations* Paper presented to 4th Annual Conference on Ethics and Human Resource Management, Middlesex University, 19th – 20th April 2001
- I. Roper (1999) *Quality is Something that Unions and Management can Come Together on... Or is it? Trade Union Strategy and 'Partnership' in Local Government* Paper presented to British Universities Industrial Relations Association Annual Conference: DeMontfort University July 1st-3rd 1999
- I. Roper (1997) *Quality and Public Service: Motivating Local Government Staff in an Era of Job Insecurity* Paper presented to Employment Research Unit Annual Conference: Cardiff Business School 11th-12th Sept 1997. Abstract in E. Heery and Salmon, J. (Eds): *The Insecure Workforce* Management Research News Vol 21 No 2/3 1998
-

Official reports

- P. James, P. Higgins & I. Roper (2003) *Is Best Value Delivering in Local Government? The View from Lead Officers:* Middlesex University (http://mubs.mdx.ac.uk/Research/Research_Centres/CHRMS/initial_findings.pdf)
- I. Roper, P. James & I. Cunningham (1999) *Employer Views on the Employment Relations Act 1999: Initial Findings from a Survey:* Middlesex University 2000
- P. James & I. Roper (1999) *The Advantages and Disadvantages of TUC Affiliation:* Report for the Royal College of Midwives
- A. Gibson, E. Kane and I. Roper (1994) *Changes in the Community and Voluntary Services: the Restructuring of Local Services.* Discussion paper for Newcastle Unison (Social Welfare Research Unit, University of Northumbria)
-

Other published work

- I. Roper (2007) *Chapter Case Study (ABC's Just in Time Supply Chain)* in Bratton, J. et al (2007) *Work and Organizational Behaviour.* (Palgrave)
- I. Roper (2000) *Fairness at Work: Research on Employer Views on the Employment Relations Act 1999* Croners Coach and Bus Briefing, Sept
-

Discussion papers

- I. Roper, I. Cunningham & P. James (2002) *New Labour and the promotion of Work-Life Balance: Business Case Arguments vs. Social Justice Arguments* MUBS HRM Discussion Paper No 9, April
- P. Higgins & I. Roper (2002) *Does Best Value Offer a Better Deal for Local Government Workers than Compulsory Competitive Tendering?* MUBS HRM Discussion Paper No 8, April
- I. Roper (1999) *Distinguishing Between the Effects of Quality Management on the Labour Process in Public Services* MUBS HRM Discussion Paper No 4, March
- I. Roper (1999) *The Effects of Introducing Quality Management Initiatives on Local Government Workers' Perceptions of their Trade Union* MUBS HRM Discussion Paper No 3, March
-

Book reviews

- I. Roper (2004) Cooper, C. & Burke, R. (eds) *The New World of Work: Challenges and Opportunities* Human Resource Management Journal, 14, 2
- I. Roper (2002) Royle, T. & Towers, B. *Labour Relations in the Global Fast Food Industry* Employee Relations 24, 5
- I. Roper (2001) Winchester, D et al *Public Service Employment Relations in Europe; Transformation, Modernization or Inertia?* Employee Relations 23, 5: 514-516
-

RESEARCH SUPERVISION

Completed

Second Supervisor to Paul Higgins, PhD *The Implementation of Best Value: An Empirical Investigation*, 2006

Second Supervisor to Pauline Dibben, PhD *Transport and Decision-Making in Local Government: What Happens When the Socially Excluded Request Changes to Bus Services*, 2004

Ongoing

Second Supervisor to Michael Oyelere, MPhil/PhD (provisional title) *Trade Unions in Nigeria*

TEACHING

Teaching interests are in employee relations, prominently around the themes identified in CIPD professional standards. Areas of particular expertise are in topics that coincide with current and previous research interests. This includes government intervention in employee relations and trade union responses to public sector reform. Modules taught on in previous year include:

Module Leader: Employee Relations HRM 3353

Module Leader: Employee Relations and Employment Law HRM 4303

Plus contributions to other employee relations and research methods aspects of HRM 3333, HRM 4444, HRM 4996, STX 4705

PEDAGOGIC INTERESTS

A wide variety of teaching, learning and assessment methods are used within taught modules.

Teaching methods used

Didactic lecture, seminar, use of case studies, role play, student-directed research activities, group presentation and discussion of video presentations.

Assessment methods used

Unseen essay-based exam, essay-based assignment, industry-specific report-based assignment, part peer-assessed group presentation.

MEMBERSHIP OF UNIVERSITY COMMITTEES AND TASK GROUPS

- Member of *School Management Committee*
 - Member of *School Academic Planning Committee*
 - Member of *School Academic Standards Quality Committee*
 - Member of *School Student Retention Strategy Task Group*
-

ADMINISTRATIVE ROLES

- Curriculum Leader for HRM undergraduate programmes
 - Link Tutor for BABA programme at University of Pecs
 - Module Box Coordinator for QAA subject review 2001
-

CONSULTANCY

Consultant, with Phil James, of commissioned research for *Royal College of Midwives*, to investigate the advantages and disadvantages of affiliation to the *Trades Union Congress*, 1999. (see report ref above)

INDUSTRIAL LINKS

- External Panel Member, Greenwich University CIPD Quality Review, 2003
 - External Panel Member, Greenwich University Programme Review 2003
-

EXTERNAL EXAMINING EXPERIENCE

External Examiner, HRM undergraduate programmes *Greenwich University* 2002 – 2006

OTHER RELEVANT INFORMATION

- Referee for the following peer reviewed academic journals: *Employee Relations*, *Personnel Review*, *International Journal of Public Sector Management* and *Policy and Politics* (2001-5)
- Reviewer and Raportuer for *ESRC* research grant (2003-2005)
- Membership of: *British Universities Industrial Relations Association* (BUIRA) and the *Society for the Advancement of Socio-Economics* (SASE).