

Dr Liz Oliver

Personal Details

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Education

2003-2007	PhD, School of Sociology and Social Policy and School of Law, University of Leeds, 'Gender Equality and Career Progression in Science: Managing Work and Family Life on Fixed-term Contracts', <i>ESRC CASE Award</i> , collaborative partner Women and Equality Unit (Government Equalities Office).
1998-2001	LLB Honours Degree 2:1, School of Law, University of Leeds

Employment

01-08/2010	Lecturer in Employment Law, Leeds University Business School
2007-2010	Research Fellow, European Law and Policy Research Group, University of Liverpool
2006-2007	Early Career Research Fellow, Centre for the Study of Law and Policy in Europe University of Leeds
2003-2006	Research Assistant, Centre for the Study of Law and Policy in Europe, University of Leeds
2001-2002	Centre Administrator, Centre for the Study of Law and Policy in Europe, School of Law, University of Leeds

Research Projects

2009-2010	Principal Investigator, 'Exploring the Fixed Term Employees Regulations in Practice', funded by Vitae.
2009-2010	Co-ordinator, 'Building Capacity in Empirical Socio Legal Research (ESLR)', a series of workshops funded by the ESRC Researcher Development Initiative.
2007-2009	Postdoctoral Researcher, 'Researching Inequality through Science and Technology (ResIST)', Work Package 2, Project, funded under Priority 7, (Citizens and Governance in a Knowledge-Based Society), European Commission Sixth Framework Programme.
2007-2008	Project Researcher 'Pensions and Financial Planning in Global Careers', funded by the Association of Chartered Certified Accountants (ACCA)
10-12/2005	Co-applicant, 'Assessing the Impact of the Roberts Review on Salaries and Stipends (AIRR)', funded by Research Councils UK (RCUK)
09/2004 – 01/2005	Co-applicant, 'Scoping Study of Early Career Researchers', funded by the Higher Education Funding Council for England (HEFCE)
2003-2004	Research Assistant and Linked PhD student, 'Mobility and Career Progression in Science Careers', Funded by European Commission 5th Action Programme's Community Framework Strategy on Gender Equality (2001-2005)

Consultancy

2010 Research Consultant, Positive People, University of Bristol,
<http://www.bris.ac.uk/pwe/positivepeople/>

Teaching

Programme Director: MA Human Resource Management
MA Diversity Management

Module Leader: Employment Law (undergraduate 3rd year module / MA HRM optional module)
Business and the Legal Environment (undergraduate 2nd year module)
Human Resource Management (MA HRM core module)
MA HRM / Diversity management Dissertation

Administration

Programme Director: MA Human Resource Management
MA Diversity Management

Diversity officer: for Leeds University Business School

Publications

Oliver, E.A. (2012) 'Living Flexibly? How Europe's Science Researchers Manage Mobility, Fixed-Term Employment and Life Outside of Work' International Journal of Human Resource Management 23 (18) 3856-3871

Oliver, E.A (2009) 'Promoting women? Lessons Learned from a Study of Mobility and Fixed-term Work in Early Career Researchers', in Stalford, Velluti and Currie (Eds) 'Gender and Migration in 21st Century Europe', Aldershot: Ashgate

Oliver, E.A. (2009) 'From Portability to Acquisition and Preservation: The Challenge of Legislating in the area of Supplementary Pensions' Journal of Social Welfare and Family Law, 31 (2): 173–183

Ackers, H.L. and Oliver, E.A. (2007) 'From Flexicurity to Flexsecurity? The Impact of the Fixed-term Contract Provisions on Employment in Science Research' International Studies of Management and Organization, 37(1) Spring 2007: 53-79

Conference Papers and Presentations

with Tomlinson, J. "Equality bargaining in the UK public sector: representation, mobilisation and litigation" Fairness at Work in Challenging Times, September 2012, University of Manchester

"Gender, equality law and the regulation of atypical work – is intersectionality the key to addressing some fundamental problems?" Gender Work and Organisation, June 2012, Keele University

"Rising to the red tape challenge" Socio-legal Studies Association Annual Conference, April 2012, Leicester De Montford University

“I get grants, I employ people for three years, I look after them as well I can.” Researchers, Universities and the Legislation on Fixed-term Employees: Examining the role of the Principal Investigator in shaping employment rights’ Socio-legal Studies Association Annual Conference, 12-14 April 2011, University of Sussex, UK

‘Knowledge Remittances? Understanding the Contributions of Mobile Scientists to Developing Countries’ Society for Social Studies of Science Annual Meeting, 28-31 October 2009, Washington DC, USA

‘Fixed-term Employment and Highly Skilled Migration’ Centre for Employment Relations Innovation and Change, 10th December 2008, Leeds University Business School (Invited speaker)

‘Cross National Collaborative Research under EU Funding: Conducting Qualitative Interviews in Diverse Teams’ ESRC Researcher Development Initiative workshop programme, Building Capacity in Empirical Socio Legal Research (ESLR), Workshop 2, 8-9 December 2008, Foresight Centre, University of Liverpool (Invited speaker)

‘Scientific Citizenship? EU Researchers in the UK.’ UACES Workshop, EU Nationals in the UK Labour Force: Economic Migrants or Free-Moving Citizens of the EU?, 28 November 2008, University of Loughborough

“Europe Needs More Scientists”: Migration, the Global War for Talent and the Individual Scientist’. 4S/EASST Annual Meeting, 20-23 August 2008, Rotterdam, The Netherlands

With Ackers H.L. ‘Scientific Mobility and Pensions’. Penalized for Being Mobile? National Pension Schemes as an Obstacle to Mobility for Researchers in the EHEA, Official Bologna Seminar hosted by the German Rectors’ Conference (HRK), 12-13 June 2008, Ludwig Erhard Haus, Berlin (Invited speakers and rapporteurs)

‘Navigating the “Gap of Insecurity” - Fixed-term Work and Geographic Mobility in Science Careers’. ESRC Seminar Series Patterns of flexibility, associated management practice, careers and family life Seminar Five: Flexible Working and Careers, 1st May 2008, Birmingham University Business School

‘Individual Migration for Career Opportunity Growth and Development’ ESRC Seminar Series Interdisciplinary Perspectives on Career and Migration, Reconceptualising career to accommodate multiple forms of migration: diversity, context and movement, 29th February 2008, The Business School, Loughborough University

‘Mobility and Fixed-term Employment: Findings from a Study of Academic Science Migration within the EU’ Human Geography Research Seminar Series, 14 November 2007, School of Geography, University of Liverpool

‘Living Flexibly? How Europe’s Science Researchers Manage Mobility, Fixed-Term Employment and Life Outside of Work’ Conference Paper, ‘Law and Society in the 21st Century’, 25-28 July 2007, Humboldt University, Berlin, Germany

‘Families and Fixed Term Contracts: Understanding the ‘Expectation of Mobility’ in Science’, ESFR 3rd International Congress on Family Relations , 28 September 2006, Darmstadt, Germany

‘Living with Insecurity: Employment Security as a Factor Shaping Retention and Progression’, ESRC Seminar Series 6: Mobility and Progression in Science Careers, 28th May 2005, Lisbon, Portugal

With Ackers, H.L. ‘Gender Mobility and Progression in Science Careers’ paper presented at ESRC DTI DFES Workshop on Diversity in Science Education and Training, 1-2 February 2005, Oxford

‘Reconciling Work and Family Life in Science Careers; Contracts and Career Progression, Work Life Balance Across the Lifecourse hosted by the Centre for Research on Families and Relationships, 30 June 2004, University of Edinburgh

With Ackers, H.L. ‘Capturing the Subject in Comparative Socio-Legal Research: a case study of family migration’, European Cross-National Research and Policy: Researching Family and Childhood from a European Welfare Perspective, 12 June 2004, Tallinn, Estonia

'Mobility and Progression in Science Careers: Science Careers In the UK' Workshop for Early Career Researchers, the Faculty of Science, 28 February 2004, University of Lisbon, Portugal

Publications designed to support knowledge exchange

Oliver, E.A. (2009) 'Fixed-term Staff Policies Under the Microscope' University and College Union Membership Magazine, November 2009, 6

Ackers, H.L. and Oliver, E.A. (2009) 'Internationalisation, mobility and pensions: the experiences of early career researchers' Internationalisation of European Higher Education Handbook, 2nd supplement, Berlin: Raabe Fachverlag für Wissenschaftsinformation available at: <http://tiny.cc/Handbook>

With Ackers, H.L. and Oliver, E.A. (2009) 'Permanently Packed Bags' and 'A Stable Foundation for Young Researchers' Mobility without Security?, Bonn: Hochschulrektorenkonferenz, 18-21 and 50-53, available at: <http://tiny.cc/HRKenglish>

With Ackers, H.L. (2009) 'Der Gepackte Koffer Als Dauerzustand' and 'Eine Stabile Basis Für Junge Forscher' Mobilität ohne Netz und doppelten Boden, Bonn: Hochschulrektorenkonferenz, 18-21 and 50-53, available at: <http://tiny.cc/HRK>

Ackers, H.L., Gill, B., Groves, K. and Oliver, E.A. (2006) 'Assessing the Impact of the Roberts' Review Enhanced Stipends and Salaries on Postgraduate and Postdoctoral Positions', Swindon: RCUK, available at <http://www.rcuk.ac.uk/rescareer/rcdu/enhanced.htm>

Adams, J., Mount, D., Smith, D., Ackers, H. L., Gill, B., Oliver, E.A and Hazlehurst, S. (2005) 'Researchers in Higher Education Institutions: A Scoping Study of Career Development and Human Resource Management', Bristol: HEFCE, available at http://www.hefce.ac.uk/Pubs/rdreports/2005/rd16_05/

Presentations designed to support knowledge exchange

'National Perspectives and Local Experiences' UCU Annual Meeting of Staff on Casual Contracts, 26th Feb 2010, University and College Union, London (Invited Speaker)

'Researchers, Fixed-term Contracts and Universities', Good Practice in Employing Staff on Hourly Paid or Fixed-term Contracts, 7th December 2009, Universities and Colleges Employers Association, London (Invited Speaker)

Conference Chair, 1st Research Staff Conference, 24 March 2009, Foresight Centre, University of Liverpool

'The Impact of the Fixed-term Directive on Supporting the Careers of Research Staff' Vitae Researcher Development Conference, 8-9 September 2008, London (Invited speaker)

Participation in Expert Group Meeting Charter and Code Working Group – How to Make the European Researcher's Market More Attractive and Competitive: Legal, Administrative and Financial Barriers, DG Research European Commission, Brussels, 5th May 2006

'Searching for Synergy: Policies on Research Careers', Presentation to Universities UK European Code and Charter for Researchers Working Group, Medical Research Council, London, 26th April 2006

With Ackers, H.L. 'From Flexicurity to Flexsecurity? The Impact of the Fixed-term Contract Provisions on Employment in Science Research' Charter and Code Working Group: Legal Administrative and Financial Barriers, DG Research, European Commission, Brussels, 22nd March 2006

'Contracts and Career Progression in Science', Research Workshop on the Athena Surveys of Science, Engineering and Technology (ASSET), The Royal Society, London, 5th May 2005.

With Ackers, H.L 'Excellence or Exploitation? The role of Fixed term Contracts in Junior Research Careers'
European Universities Association Conference on Doctoral Programmes In the European Knowledge Society,
Salzburg, 3rd February 2005

Peer Review

Reviewer for the Science, Technology and Society Program of the National Science Foundation, USA

Training

2010-2011	University of Leeds 'University of Leeds Teaching Award (professional standard 2)',
13/10/2009	University of Liverpool 'Theory & Practice of Learning & Teaching in Higher Education',
9/10/2008	University of Liverpool 'Supervising Research Students Workshop',
17/01/2007	University of Leeds 'Effective Research Student Supervision in Arts, Business, Law, Education and Social Sciences',
4/4/2006	ESRC National Centre for Research Methods 'Key Messages for health and social researchers from recent research on mixed methods', University of Manchester,
10-14/1/2006	Cambridge MIT Institute, 'Enterprisers IX', Van Mildert College, University of Durham,
1-6/2004	University of Leeds, School of Sociology and Social Policy, 'Quantitative Research Methods'.