

CESR says farewell – but not goodbye - to Andy Danford, Professor of Employment Relations

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Andy Danford retired from the University of the West of England at the end of 2014, after 17 years as a teacher, researcher and research leader in the Bristol Business School and Faculty of Business & Law. His large contribution to Employment Studies research, its development at UWE and to FBL's momentum of research success is difficult to summarise adequately in a short space. Aside from a prolific output of books, chapters and journal articles, he encouraged and supported colleagues – doctoral students, early career researchers, established researchers within CESR and across the Faculty – pursuing their research ambitions.



Andy joined UWE in 1997 after recently completing (within 3 years) a PhD at the University of Bristol. His thesis on *Japanese Management Techniques and British Workers: A Study of Labour Control and Conflict on the Shop-floor with Special Reference to South Wales* was published by Routledge in 1999 and the first of the six books Andy authored, edited or co-edited (to date). He had graduated from Bristol in 1993 with a First Class BSc in Sociology. The prior learning that informed his research interests and acute grasp of the dynamics of work and employment relations was as a Quality Engineer at British Aerospace and from 1983, full-time union representative.

At UWE Andy taught Employment Relations and developed the research training provision for MA HRM and BBS doctoral research students. He was a founder member of the Employment Studies Research Unit (Esru) which preceded CESR and in 2000 gained UWE Research Centre status in recognition of the rising volume of external research funding and flow of quality publications. Andy's contribution was pivotal. He led or co-led a series of externally funded projects, including *New Unionism in the AEEU and MSF* (Leverhulme funded) and *Patterns and Prospects for Partnership at Work in the UK* (ESRC Future of Work) – projects which generated three of his six co-authored books.



Under the CESR 'badge' from 2005, he was principal investigator or co-investigator for studies including *Labour Relations and High Performance Work Systems in Aerospace and Cars* (ESEMK, European Union), *Skill Development and Employee Participation in the High Performance Workplace* (British Academy funded), *Vulnerable Employment Survey of Employment Rights Advisers from Citizens Advice Bureaux and Law Centres* (TUC), *Western Management Methods and Worker Attitudes in Chinese SOE Enterprises* (Beijing Normal University), and *HRMC Management Methods* (PCS). He collaborated with colleagues in CESR, other UK universities (Bristol, Strathclyde, Leicester, Manchester, Salford, Bradford) and universities abroad (Beijing Normal, Wroclaw in Poland, Ku Leuven in Belgium) and lead-authored or co-authored 33 refereed journal articles and 17 chapters in edited books.

He was Head of the HRM School in BBS from 2001-05 and over his 17 years at UWE held a succession of research leadership roles: Faculty Director for Research Degrees (1998-2001), Faculty Research Governance Lead (2005-11), Faculty RAE Leader (2005-08), Faculty Research Director (2005-11) and most recently REF Lead for Business & Management.

Amid all these roles (leadership, research, publications, research supervision, teaching) he managed to fit in extra-mural activity: he is a guitarist, songwriter, choir member, photographer, coastal-path walker, campaigner and much else besides.

Andy is retiring from UWE employment but not resting. He continues in academia as an Co-Editor-in-Chief of the *Work, Employment & Society* journal. Fortunately for CESR he will continue to be involved in the Centre's research as Emeritus Professor.