

# Dr Rod Hick

Date of Birth: 25th February 1981; Nationality: Irish

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**University:** School of Social Sciences, Cardiff University, Glamorgan Building, King Edward VII Avenue, Cardiff CF10 3WT w: [www.rodhick.com](http://www.rodhick.com) e: [hickr@cardiff.ac.uk](mailto:hickr@cardiff.ac.uk)

## ACADEMIC POSITIONS AND SIGNIFICANT ROLES

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Senior Lecturer in Social Policy, School of Social Sciences, Cardiff University, 2017 – present

Lecturer in Social Policy, School of Social Sciences, Cardiff University, 2013 – 2017

### *Other roles*

- Co-Editor, Journal of Poverty and Social Justice
- Convenor, MSc in Social and Public Policy and Social Science Research Methods (Social Policy), Cardiff University
- Elected Member, Social Policy Association Executive

## EDUCATION

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### **PhD in Social Policy**

London School of Economics and Political Science, 2013

PhD Thesis: 'Poverty as Capability Deprivation: Employing the capability approach as the basis for conceptualising and measuring poverty and deprivation'

- Supervisors: Dr Tania Burchardt and Prof. David Piachaud
- Examiners: Prof. Sir Tony Atkinson and Prof. Björn Halleröd
- Result: Pass without corrections
- +3 studentship from the Economic and Social Research Council
- Additional Advanced Quantitative Methods stipend

### **PGCert in Higher Education**

London School of Economics and Political Science, 2011

### **Master of Social Science (Social Policy)**

University College Dublin, 2004, First Class Hons

### **Bachelor of Social Science**

University College Dublin, 2003, Social Policy: First Class Hons; Sociology: 2:1

## PUBLICATIONS

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### Journal articles

1. Hick, R. and Lanau, A. (forthcoming), 'Moving in and out of in-work poverty in the UK: An analysis of transitions, trajectories and trigger events', *Journal of Social Policy*, First View.
2. Burchardt, T. and Hick, R. (2017), 'Inequality, advantage and the capability approach', *Journal of Human Development and Capabilities*, FirstView.
3. Hick, R. (2017), 'Enter the Troika: The politics of social security during Ireland's bailout', *Journal of Social Policy*. FirstView
4. Hick, R. (2016), 'The coupling of disadvantages: material poverty and multiple deprivation in Europe before and after the Great Recession', *European Journal of Social Security*, 18, 1, pp. 2 – 29.
5. Hick, R. (2016), 'Between income and material deprivation in the UK: In search of conversion factors', *Journal of Human Development and Capabilities*, 17, 1, pp. 35-54.
6. Hick, R. (2016), 'Material poverty and multiple deprivation in Britain: The distinctiveness of multidimensional assessment', *Journal of Public Policy*, 36, 2, pp. 277-308.
7. Hick, R. (2015), 'Three perspectives on the mismatch between measures of material poverty', *British Journal of Sociology*, 66, 1, 163 – 172.
8. Hick, R. (2014), 'Poverty as Capability Deprivation: Conceptualising and measuring poverty in contemporary Europe', *European Journal of Sociology*, 55, 3, pp. 295 – 323.
9. Hick, R. (2014), 'On "consistent" poverty', *Social Indicators Research*, 118, 3, pp. 1087 – 1102.
10. Hick, R. (2014), 'From Celtic Tiger to Crisis: Progress, problems and prospects for social security in Ireland', *Social Policy & Administration*, 48, 4, pp. 394 – 412.
11. Hick, R. (2013), 'Poverty, preference or pensioners? Measuring material deprivation in the UK', *Fiscal Studies*, 34, 1, pp. 31-54.
12. Hick, R. (2012), 'The capability approach: Insights for a new poverty focus', *Journal of Social Policy*, 41: 2, pp. 291-308.
13. Gough, O. and Hick, R. (2009), 'Ethnic minorities, retirement planning and Personal Accounts', *International Journal of Sociology and Social Policy*, 29: 9/10.

14. Gough, O. and Hick, R. (2008), 'Employee evaluations of occupational pensions', *Employee Relations*, 31, 2, pp. 158-167.

#### Book chapters

1. Hick, R. and Burchardt, T. (2016) 'Capability Deprivation', in Brady, D. and L.M. Burton. (eds.) *The Oxford Handbook of the Social Science of Poverty*, Oxford, Oxford University Press, pp 75-92.
2. Burchardt, T. and Hick, R. (2016), 'The capability approach to advantage and disadvantage', in Dean, H. and Platt, L. (eds), *Understanding Advantage and Disadvantage*, Oxford, Oxford University Press.
3. Hick, R. (2014), 'Poverty and Inequality' in Mitchie, J. and Cooper, C. (eds), *Understanding All Our Futures: Why Social Sciences Matter*, Academy of Social Sciences/Palgrave.
4. Gough, O. and Hick, R. (2008), 'Retirement Planning in the United Kingdom', in Cogburn, J and Reddick, C. *Handbook of Employee Benefits and Administration*, Taylor and Francis, pp. 161-178.

#### Other publications

1. Hick, R. and Lanau, A. (2017), 'In-work poverty in the UK: Problem, policy analysis and platform for action', Cardiff, Cardiff University/Nuffield Foundation.
2. Burchardt, T. and Hick, R. (2017), 'Inequality and the Capability Approach', CASEpaper No. 201, London School of Economics, London.
3. Hick, R. and Doheny, S. (2014), *Independent Review on the Commissioning and Provision of Social Services to Older People in the City & County of Swansea*, Swansea.
4. Hick, R. (2012) 'On "Consistent" Poverty', CASEpaper No. 167. London School of Economics, London.
5. Hick, R. (2009) *The social welfare pensions in Ireland: Pensioner poverty and gender*. Geary Institute Discussion Paper WP/2/09.
6. Gough, O. and Hick, R. (2009) 'Retirement planning amongst ethnic minorities', Department of Finance and Business Law Working Paper, University of Westminster.
7. Arthur, L., Brennan, J., Hick, R., and Kimura, M. (2008) *The context of higher education and employment: comparisons between different European countries*. Bristol: HEFCE
8. Cochrane, A., Hudson, T. and Hick, R. (2006) 'Local employment opportunities provided by higher education institutions', in Brennan, J., Little, B. and Locke, W., (eds.) *Higher Education's*

*effect on disadvantaged groups and communities: Report of an ESRC Network on cross-regional perspectives on the transformational impact of higher education on disadvantaged groups or communities*, ESRC, CHERI/Pascal International / Continuum / University of Salford.

9. Healy, J. with Hick, R. (2005) *Ending Child Poverty*, Dublin: Combat Poverty Agency.

#### More popular forms of writing

- 1 Hick, R. (2017), 'The Troika gave Ireland more autonomy over social security cuts than is commonly recognised', *LSE European Politics and Policy blog*, 22<sup>nd</sup> March 2017.
- 2 Hick, R. (2016), 'Does measuring poverty multidimensionally make a difference?', *LSE British Politics and Policy Blogpost*, 15 Aug 2016.
- 3 Hick, R. (2016), 'How poverty has radically shifted across Europe in the last decade', *The Conversation*, July 2016. [attracted 4,500 readers from around the world within 48hrs. Republished by the World Economic Forum and others]
- 4 Hick, R. (2004) 'Pension reform means raising the value of current pensions', *Action on Poverty Today*. Issue no. 7, pp.13-14, Dublin: Combat Poverty Agency.

### **CONTRIBUTIONS TO CONFERENCES AND SEMINARS**

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#### Invited presentations

Hick, R. (2017), 'Poverty in Europe in the shadow of the Great Recession: Specifying a social minimum – and working out how to achieve it', Invited paper presented at the 'Specifying and securing a social minimum' workshop at the International Institute for the Sociology of Law at the University of Oñati (Spain), 29-30 June 2017.

Hick, R. (2017), 'Material poverty and multiple deprivation in Europe before and after the Great Recession: Analysis, reflections and implications for the capability approach', Invited paper at the Oxford Poverty and Human Development Initiative (OPHI), University of Oxford, 6<sup>th</sup> March 2017.

Hick, R. (2017), 'The coupling of disadvantages: Material poverty and multiple deprivation in Europe before and after the Great Recession', University of the Philippines School of Economics seminar series, Manila, The Philippines, 14<sup>th</sup> December 2016.

Hick, R (2016), Presentation on In-work poverty in the UK, event organised by the European Foundation for Work and Living Conditions, The Hague, Netherlands, 28<sup>th</sup> November 2016.

Hick, R. (2016), 'Poverty statistics and the Understanding Society survey', Royal Statistical Society, Cardiff, 28<sup>th</sup> September 2016.

Hick, R. and Lanau, R. (2016), 'Working and poor, but for how long? An analysis of in-work poverty transitions in the UK', Paper presented at 'In conversation with Profs. Hout, Grusky and Snipp, Cardiff University, 11 July 2016.

Hick, R. and Lanau, A. (2016), 'The rise of in-work poverty in the UK', Invited paper presented at the Child Poverty and Social Mobility Seminar Series, University of Essex, 23<sup>rd</sup> June 2016.

Hick, R. (2014), 'Austerity, social security and material poverty in Ireland', Invited paper presented at Questioning austerity: reality and alternatives, University of York, 11<sup>th</sup> July 2014.

Hick, R. (2012), 'The capability approach: Insights for a new poverty focus', Paper presented at 'Conceptualising and Measuring Poverty: Methods for the 21<sup>st</sup> Century' Summer School, University College Cork, Ireland, 19<sup>th</sup> June 2012.

Contributed papers [last five years only]

Hick, R. (2017), 'Poverty as capability deprivation: Making poverty comparisons in an unequal world', CODESRIA Social Policy in Africa conference, Pretoria, South Africa, 20<sup>th</sup> November 2017.

Hick, R. and Lanau, A. (2016), 'The rise of in-work poverty in the UK', Paper presented at Social Policy Association conference, Belfast, 4<sup>th</sup> July 2016.

Burchardt, T. and Hick, R. (2016), 'Inequality and the Capability Approach', Paper presented at the Cambridge Capabilities Conference, Cambridge, UK, 13<sup>th</sup> June 2016.

Hick, R. (2015), 'Retrenching social security in Ireland: The role of the troika as a policy actor, 2010 – 2013', Paper presented at Social Policy Association conference, Odense, Denmark 5 September 2015.

Hick, R. (2015), 'Retrenching social security in Ireland: The role of the troika as a policy actor, 2010 – 2013', Paper presented at Social Policy Association conference, Belfast, UK, 8 July 2015.

Hick, R. (2015), 'The coupling of disadvantages: Poverty and multiple deprivation in Europe before and after the crisis', paper presented at Foundation for International Studies on Social Security (FISS) conference, Hong Kong, China, 8 June 2015.

Hick, R. (2014), 'From Celtic Tiger to Crisis: Progress, Problems and Prospects for Social Security in Ireland', paper presented at Policy & Politics conference, Bristol, UK, 17<sup>th</sup> September 2014.

Hick, R. (2014), 'Between income and material deprivation: In search of conversion factors', paper presented at Human Development and Capability Association conference, Athens, Greece, 5<sup>th</sup> September 2014.

Hick, R. (2014), 'Material poverty and multiple deprivation in Europe: A capability assessment', paper presented at Social Policy Association conference, Sheffield, 15 July 2014.

## **RESEARCH FUNDING**

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Co-Applicant, 'Transnational transformations in social protection - concepts, instruments and contexts', GW4 Alliance, £71,708 (2017-2018: Dr Rana Jawad, University of Bath)

Principal Investigator, 'The best route out of poverty? A study on in-work poverty and policy in the UK', Nuffield Foundation, £47,459 (2016-2017)

Principal Investigator, 'Getting the measure of poverty in the Philippines and Vietnam', ESRC Impact Acceleration Account – Global Challenges Fund, £5,905 (2016)

Co-Applicant, 'New paradigms of social protection: Policies, impacts and outcomes', GW4 Alliance, £7,525 (2016, PI: Dr Rana Jawad, University of Bath)

Principal Investigator, 'Retrenching Social Security in Ireland: The role of the IMF as a policy actor, 2010-2013', British Academy Small Grants Scheme, £2,373 (2014-2015)

Team Leader and Principal Investigator, Independent Review of the Commissioning and Provision of Social Services to Older People in the City & County of Swansea, City & County of Swansea, £25,629 (2014)

'The politics of UK Government welfare reform', Cardiff Undergraduate Research Opportunities Programme (CUROP) [internal Cardiff University competition for funding for research assistance], £1,360 (2014)

Economic and Social Research Council +3 quota PhD Studentship with additional Advanced Quantitative Methods stipend, £65k, ESRC (2008-2013)

## **WRITTEN AND ORAL EVIDENCE TO GOVERNMENT COMMITTEES**

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Hick, R. (2017), Written submission on in-work poverty in the UK, and oral evidence to an Equality, Local Government and Communities Committee inquiry into making the economy work for people on low incomes, National Assembly of Wales, Cardiff, July 5<sup>th</sup> 2017.

## **IMPACT AND ACHIEVEMENTS**

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**Winner** - Foundation for International Studies on Social Security (FISS) / Intersentia Best Paper Prize 2015. Paper Title: *The Coupling of Disadvantages: Material Poverty and Multiple Deprivation in Europe before and after the Crisis*. [Prize was awarded for the best paper presented at the 2015 FISS conference].

Papers contributing to journal five-year h-indices (data from Google Metrics):

-*The Capability Approach: Insights for a new poverty focus* is the 9<sup>th</sup> most-cited paper (out of 160) published between 2012 and 2016 by the *Journal of Social Policy*.

- *Poverty as Capability Deprivation: Conceptualising and measuring poverty in contemporary Europe* is the 8<sup>th</sup> most cited paper (out of 60) published between 2012 and 2016 by the *European Journal of Sociology*.

Nomination, Enriching Student Life Award, Cardiff University – 2015/16. Nomination in the category ‘Most Effective Teacher Award’.

My research has been mentioned in *The Guardian*, *The Independent*, *Huffington Post*, *i-Independent*, *Metro*, *The Morning Star*, *Boston Globe* and *Iran Daily* as well as numerous local and regional media outlets and I have given interviews about my research to Heart FM/LBC.

## TEACHING PROFILE

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### Cardiff University

#### Undergraduate

Introduction to Social and Public Policy	(Y1 – 2013/14*; 14/15-15/16, 17-18*)
Poverty & Social Security in the UK	(Y2 – 2012/13* - 17/18*)
Social Policy Analysis	(Y2 – 2013/14 - 14/15)
Power, Politics and Policy	(Y3 – 2012/13; 13/14*)
Int'l and Comparative Social and Public Policy	(Y3 – 2014/15*-15/16*; 16/17-17/18)

#### Postgraduate

Social Policy and Citizenship	(M-level, 2013/14 - 15/16)
Int'l and Comparative Social and Public Policy	(M-level, 2015/16*; 16/17-17/18)
Research and Evidence-Based Policy and Practice	(D-level, 2012/13*; 14/15*)

\*course convener

#### Course Creation

International and Comparative Social and Public Policy, Cardiff University, 2014	(UG Y3)
International and Comparative Social and Public Policy, Cardiff University, 2015	(MSc)

## PhD SUPERVISION

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### Ongoing

- Christina Nascimento [UK, ESRC & Welsh Government-funded], PhD on fuel poverty. 2015 – present
- Gulsun Isisal [Cyprus, ESRC-funded], PhD analysing the role of civil society organisations in social welfare provision in North Cyprus. 2014 – present

## OTHER ACADEMIC ACTIVITIES

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Editorial Board member – Journal of Social Policy (Jan 2015 – present); Journal of International and Comparative Social Policy (Oct 2012 – present). Associate Editorial Board member – Sociological Research Online (March 2013 – Feb 2016).

Social Policy Subject Co-ordinator, Cardiff University (2014 – 2016).

Founder and co-organiser – Policy, Poverty and Living Standards research group, Cardiff University (2015 – present)

Co-organiser, STICERD Work in Progress Seminar Series, LSE 2010/11

Organiser and Chair, Symposium on the capability approach, Social Policy Association Conference 2009, Edinburgh.

Invited participant, Roundtable to advise Combat Poverty Agency on Submission to Green Paper on Pensions, February 2008, Dublin, Ireland.

## CONTINUING PROFESSIONAL DEVELOPMENT

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2017	Safe Users of Research data Environments (SURE) accreditation, Administrative Data Research Centre Wales, Cardiff University (1/2 day)
2017	Examining PhD theses and charring vivas, Cardiff University (1/2 day)
2016	Using EUROMOD for model family simulations, University of Antwerp (3 days)
2016	Media Training, Cardiff University & BBC Wales (2 days)
2015	Leadership & Management Development Programme for Research Team Leaders, Cardiff University (4 days)
2013	Supervising Research Students, Cardiff University (1/2 day)
2013	Embedding Quantitative Methods within Substantive Sociology and Political Science Modules, Aston University (2 days)
2010	Psychometric Test Construction, University of Cambridge (5 days)
2010	Multiple Correspondence Analysis, University of Manchester (3 days)
2009	Capability and Multidimensional Poverty Measurement, OPHI/Catholic University, Peru (12 days)
2009	Longitudinal Data Analysis, Institute of Education (3 days)
2009	Structural Equation Modeling, University of Lancaster (2 days)



2008            Methods for Missing Data: Multiple Imputation and Inverse Probability Weighting, University of Southampton (3 days)

## REFEREEING

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### *Academic Journals*

Ageing and Mental Health; American Political Science Review; Applied Research in Quality of Life; Assessment and Evaluation in Higher Education; Cahiers de la Recherche sur l'Éducation et les Savoirs; Cambridge Journal of Economics; European Political Science Review; International Journal of Environmental Research and Public Health; International Journal of Sociology and Social Policy; Journal of Institutional Economics; Journal of International and Comparative Social Policy; Journal of Poverty and Social Justice; Journal of Public Policy; Journal of Social Policy; Review of Social Economy; Social Indicators Research; Social Policy and Society; Sociological Research Online; World Development.

### *Other*

Department of Social Protection (Ireland); Economic and Social Research Council; Medical Research Council; Routledge; United Nations Development Programme.

## BOOK REVIEWS

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- 2017            Petmesidou, M. and Guillén, A.M. (eds) (2015), *Economic Crisis and Austerity in Southern Europe: Threat or Opportunity for a Sustainable Welfare State*, London, Routledge. *Social Policy & Administration*.
- 2015            Midgley, J. and Piachaud, D. (eds) (2013), *Social Protection, Economic Growth and Social Change: Goals, issues and trajectories in China, India, Brazil and South Africa*, Cheltenham, Edward Elgar. *Social Policy & Administration*.
- 2014            Sandel, M.J. (2012), *What Money Can't Buy: The moral limits of markets*, London, Penguin. *Social Policy & Administration*.
- 2014            Spicker, P. (2013), *Reclaiming Individualism: Perspectives on public policy*, Bristol, Policy Press. *Journal of Social Policy*.
- 2010            Kaushik, B. and Kanbur, R. (eds) (2009) *Arguments for a Better World: Essays in honour of Amartya Sen*, Oxford, Oxford University Press. *Journal of Social Policy*.

## SOFTWARE PACKAGES

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Stata, SPSS, Nvivo, Microsoft Office

## ACADEMIC AFFILIATIONS

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Fellow, Higher Education Academy  
Associate, Wales Institute of Social and Economic Research, Data and Methods (WISERD)  
Member, Human Development and Capability Association  
Member, Social Policy Association