

## CURRICULUM VITAE

### Personal Details

Name and Surname: Valeria Pulignano

Address: KU Katholieke Universiteit  
Faculty of Social Sciences  
Centre for Sociological Research (CESO)  
E. Van Evenstraat 2B  
B-3000 Leuven (Belgium)

Telephone: Tel. +32(0)16323162 Fax +32(0)16323365  
Mobile +32 (0)0477412233

E-mail: [Valeria.Pulignano@soc.kuleuven.ac.be](mailto:Valeria.Pulignano@soc.kuleuven.ac.be)  
[Valeria.Pulignano@wbs.ac.uk](mailto:Valeria.Pulignano@wbs.ac.uk)

Date of Birth: 13 05 68

Nationality: Italian

### Education

Since October 2005 **Professorship in Sociology of Labour and Industrial Relations**  
KU University of Leuven (Belgium) (current job)

Since October 2005 **Associate Fellow** IROB (Industrial Relations and Organisational  
Behaviour Group) – IRRU (Industrial Relations Research Unit) –  
Warwick University (UK)

Since November 2005 **Associate Fellow** University of West of England (UWE) –  
Bristol (UK)

2005 **Coordinator on the Project** “Trade unions anticipating  
change in Europe” funded by the European Commission (Article  
6) at the European Trade Union College (ETUCO) – Brussels  
(Belgium)

2000-2005 **Lectureship in Industrial Relations** – Warwick Business School  
– University of Warwick (UK)

- 2001                    **Ricercatore** in Sociology of Labour (passed national competition for Researcher/Lecturer) at the Department of Sociology and Political Science - University of Calabria (Italy).
- 1998/2000            **Post-Doctorate of Research in Sociology** at the Department of Sociology and Political Science - University of Calabria (Italy).
- 1997/1998            **Master in European Industrial Relations** - University of Warwick's Business School. Level of honour: Distinction.
- 1992/1995            **PhD in Sociology** at the University of Calabria – Department of Sociology and Political Science - Faculty of Economics - Italy.
- 1987/1992            **Bachelor of Economic and Social Science** - Faculty of Economics - University of Calabria - Italy.  
Level of honour: 110/110 and Lode equivalent First

### **Research activities**

- 2007-2009            **Scientific Research Partner** in the CEPS/INSTEAD (Luxemburg) Project on “La Question de l’Existence d’un Modèle” Luxembourgeois de Relations Professionnelles et de Dialogue Social”
- 2007-2009            **Industrial Relations Expert** in the Joint Project of the European Social Partner Organisations (ETUC and UNICE) on “Economic and social change in the EU15 member states”. The project is funded by the European Commission (Budget line 04/03/03/01)
- 2006                    **Scientific (Research) Partner** in the project MANIC (Managing and anticipating workplace restructuring) – it is a ETUI-REHS (Brussel) SALTSA (Swedish Institute for the Living and Working Conditions) project – Coordinator of the project: Dr. Norbert Kluge
- 2005                    **Research Grant** awarded from the British Academy to organise a Conference on “Europeanisation and Organised Labour: An unsolved Dilemma?”
- 2005-2006            **Coordinator on the Research Project** “Trade unions anticipating change in Europe” funded by the European Commission (Article 6) at the European Trade Union College (ETUCO) – Brussels (Belgium)
- 2003-2007            **Partner in the project** “European Socio-Economic Models of a Knowledge-based society” , ESEMK – European Commission
- 2003                    **Collaboration** as external expert on the ETUI project “SEEUROPE Workers’ Participation at Board level in the European Company (SE)”

project coordinator: Dr. Norbert Kluge

- 2003 **Research grant** awarded by the **British Academy** (May 2003) on the research project “Multinational Companies and Union Representation: Comparing and Connecting Local Union Responses”
- 2002 **Research grant** awarded by the **Research and Teaching Development Fund** - Warwick University on the project “American Multinationals in Europe and Patterns of Employment Relations”
- 1999-2001 **Research Fellow** in the project “Outsourcing, Modular Organisation and Employment Relations in the Automobile Industry: An International Perspective” funded by the Ministry of Research (MUIR) – Italy  
Partners in the project: Prof. Giuseppe Bonazzi (University of Turin), Prof. G. Sivini (University of Calabria)
- 1998-1999 **Research Fellow** in the project ‘Industrial Relations and Human Resource Management in the Automotive Component Sector in Italy’ funded by the Ministry of Research (MUIR) - Italy  
The industrial relations aspects examined in the project included: sector and company-level agreements, social partnership, participatory mechanisms at the workplace.  
Responsibility for the project: Centro Studi Relazioni Sociali e Sindacali (CESOS) - Rome.  
Co-ordinator of the project: Prof. Serafino Negrelli - University of Brescia (Italy)
- 1994-1995 **Research Assistant** in the project ‘The European Car Industry Between Crisis and Modernisation. Lean Production and Union Activities in Germany, Italy and Spain’.  
Responsibility for the project: University of Göttingen and the Hans-Bockler Foundation (Germany).
- 1994-1995 Report for Fiat Auto - Purchase Direction.  
Subject: ‘The evolution of supply relations in the car industry. The Fiat experience’.

### **Research position awarded outside Europe and others professional activities**

- Currently **External Reviewer** for the scientific international Journal “**Economic and Industrial Democracy**” and “**New Technology, Work and Employment**” – **Reviewer** for the **Labour Process International Conference**
- 2004 **Organiser** (together with Jo McBride & Miguel Martinez Lucio - Bradford University - John Stirling and Phil Taylor - Northumbria University - Ian Greenwood and Mark Stuart - Leeds University - Steve Jefferys -London Metropolitan University - Paul Stewart - University of

the West of England) of the **Critical Labour Studies Workshop**, University of Leeds 12-13 November

- 2002 **Visiting Research Fellow** at the School of Industrial and Labour Relations – Cornell University (USA) on the project “American Multinationals in Europe and Patterns of Employment Relations” – Period: three months (June-August). Tutor: Prof. Harry Katz
- 2002 **Conducting a specialist Workshop** on “Sociology of Labour and Organisation Studies. The State of Debate in Italy and United Kingdom” (with Bonazzi G. and La Rosa M.) – Department of Sociology – University of Bologna (Italy). Conference papers from British and Italian scholars were published in a special issue of the leader Journal for Industrial Sociology in Italy called *Sociologia del Lavoro* (see list of publications)
- Since 2002 Member of the Editorial Board of the Journal “**Diritto delle Relazioni Industriali**” (*Industrial Relations Law Journal*) – Director: Prof. Tiziano Treu
- Since 2001 Member of the Editorial Board of the Journal “**Capital and Class**”
- Since 2000 Member of the **Industrial Relations Research Unit (IRRU)** at Warwick University – **Organiser** of the IRRU Seminar Series (since January 2003)
- 2000 **Conducting an International Conference** on “Lean Production and Work organisation in the International Automobile Industry” (with Sivini G., Fiocco L. and Cavazzani A.) – Department of Sociology and Political Science – University of Calabria (Italy). Conference papers from British, Australian, Korean, Brazilian, American and Italian scholars were published as chapters in collected books (see list of publications)
- 2000 **Visiting Research Fellow** at the Department of Political and Social Science – UNICAMP (University of Campinas) – Brazil on the project “Outsourcing, Modular Organisation and Employment Relations in the Automobile Industry: An International Perspective” – Period: two months (July-August)
- 1997/1998 **Grant** for one year of specialisation abroad awarded by the Department of Sociology and Political Science - Faculty of Economics - University of Calabria - Italy

### **Teaching duties**

- 2000-2005 **Lectureship** in Industrial Relations and Organisational Behaviour – Warwick Business School – University of Warwick (UK). Teaching

mostly covers European Industrial Relations at both undergraduate and postgraduate (MA) levels. Courses taught since 2000 at Warwick:

**Comparative European Industrial Relations** (MA level): this course focuses on comparative industrial relations (i.e. trade unions, collective bargaining, the state, Economic Performance) in four European countries (Germany, France, Sweden and Italy), and the impact of developments at EU level across sectors) – the correspondent course at undergraduate level is called **Industrial Relations in Europe** where the comparative as well as the national dimension is covered.

**European Institutions and Regulation** (MA level): this course explores the institutional framework and the evolution and impact of social and industrial relations policies developed at the European level (i.e. relationship between economic and political integration, social policy, EU social dialogue, EU employment policies, EU enlargement, structure of employee representation at European level, regulation of working time, equality between men and women and the implications of EMU for industrial relations)

**Sociology of Work and Employment**, (MA level): this course consists of two parts: the first part (which is the one covered by myself) covers aspects of Industrial Sociology (such as social classes, social inequality, globalisation, labour process theory, control and consent, gender and labour, Japanisation). The second part covers concepts of organisational sociology (such as corporate culture, power, identity, forms of organisation, race and ethnicity, alternative forms of organisation) covered by another lecturer.

**Industrial Relations in Britain** (MA level): I have covered only seminars while lectures were done by Mike Terry at Warwick. Topics covered in both lectures and seminars are (legal framework, trade unions, collective bargaining, no-union workplaces, partnership, public sector)

**International Environment of Business** (Undergraduate level): I have contributed on teaching regarding “Multinational enterprises and internationalisation” for both lectures and seminars

1995/2000 **Member of Board of Examiners** for the following academic courses:  
Sociology; Industrial Sociology and Industrial Relations - Department of Sociology and Political Science - University of Calabria - Italy

**Since October 2005**

- Teaching duties: Sociologie van de arbeidsmarkt (Sociology of the Labour Market); Sociologie van sociaal overleg (Sociology of the Social Dialogue); Seminarie sociologie van arbeid en bedrijf I, II; Arbeidsbestel en sociaal beleid

### **Research Interests**

Research interests include comparative European industrial relations, European economic and political integration, social dialogue, systems of employee participation and workers' representation at both national and European level, trade union organisation, labour relations and flexibility, work organisation, social and economic change. Specifically, research experience covers macro-developments in labour systems, such as the industrial relations consequences of economic integration within the EU, as well as the micro-developments in labour systems such as the analysis of the implications on employment and employee relations of the process of change at work (i.e. teamwork, high performance workplaces). The former covers comparative research on the process of European economic and political integration, the European social model and its social policy implications (i.e. the Lisbon strategy, corporate social responsibility, sustainable development, European employment policy) for the European trade union movement and its system of representation within multinational companies (MNCs). Trade liberalisation, the openness of markets, the rise of MNCs have externalised key influences on national economies. Therefore, research focused on two main issues. Firstly, the study of the dynamics of industrial and organisational change in MNCs and its social implications. In particular, the transfer of employment practices in multinational companies' subsidiaries in Europe and its impact on union representation at both European and local levels. Secondly, the assessment of the extent to which the pressure on national economies, deriving from European economic and political integration has been to eliminate labour market rigidities by reducing or removing employment protection legislation and encouraging company-specific regulatory structure within national economies. Research has been undertaken at both country-based and comparative level in Europe. She is actively involved in various international and European projects on social dialogue and economic and social change in Europe, such as the ESEMK project "The European Socio-Economic Models of a Knowledge Based Society" (funded within the FP6 Framework of the European Commission); the joint Project of the European Social Partner Organisations (ETUC and UNICE) on "Economic and social change in the EU15 member states" (funded by the European Commission - Budget line 04/03/03/01); the TRACE (ETUI-REHS) project on "Trade Unions Managing and Anticipating Change in Europe" (Art.6 Social Fund); the CEPS/INSTEAD (Luxemburg) project on "*La Question de l'Existence d'un Modèle Luxembourgeois de Relations Professionnelles et de Dialogue Social*"; the Kerosine project on "Economic restructuring and organisational innovation in the Flanders region in Belgium".

## LIST OF PUBLICATIONS

- 1997 *Oltre la fabbrica. I rapporti di fornitura nel post-fordismo* (translation: *Behind the Factory. Inter-firms Relations under Post-Fordism*), L'Harmattan Italia, Turin.
- 1997 'L'innovazione del flusso teso a Melfi. Effetti sulle relazioni di fornitura', *Pitagora*, 6.
- 1999 "Gli effetti del teamwork sull'organizzazione sindacale alla Rover e alla Fiat" in G.Sivini (ed.) *Oltre Melfi. La Fabbrica Integrata, bilancio e comparazioni*, Rubettino, Soveria Mannelli
- 2000 "Organizzazione snella e sindacato. Due stabilimenti europei a confronto", *Studi Organizzativi*, 1:157-183.
- 2000 "Il Mercato in fabbrica. Terziarizzazione e relazioni industriali tra retorica e realta", *Studi Organizzativi*, 3:105-129
- 2001 "Sotto il 'just in time'. Controllo sociale e relazioni di lavoro nella filiera dell'auto alla Fiat di Melfi", in Cavazzani A. Fiocco L. Sivini G. (eds.) *Melfi in time. Lean production e disciplinamento della forza lavoro alla Fiat*, Rubettino, Soveria Mannelli
- 2001 "Just in time and Social Relations in the Auto-component Industry" in Volpato G. (ed) *Relation Verticales et modularisation de la production automobile*, 'Actes du Gerpisa'
- 2002 The 'Multi-Enterprise' Factory. Evidence from the Automobile Industry in Italy and Brazil, *La Lettre du Gerpisa*, n.156 December
- 2002 "Restructuring of Work and Union Representation. A Developing Framework for Workplace Industrial Relations in Britain and Italy", *Capital&Class*, 76:29-36
- 2002 "Dynamic Forms of Control at Work – A Research Note on Integrated Supply Chain in the Motor Industry in Southern Italy", *Work, Employment and Society*, 16:185-196
- 2002 'Le relazioni industriali e la gestione delle risorse umane in Basilicata' in Botticelli I. e Paparella D. (eds) *Sistemi Territoriali della Produzione Automobilistica: Il Piemonte e la Basilicata*, Franco Angeli, Milano
- 2002 "Attualità e questioni nella sociologia britannica del lavoro. Riflessioni da una prospettiva italiana" (translation: *Current Trends in the British Sociology of Labour. Reflections from an Italian Perspective*) in La Rosa M., Bonazzi G., and Pulignano V. (eds) *Sociologia del Lavoro e Studi*

- Organizzativi. Lo Stato del Dibattito in Italia e Gran Bretagna, *Sociologia del Lavoro*, n.85-86
- 2002 “Sociologia del Lavoro e Studi Organizzativi. Lo Stato del Dibattito in Italia e Gran Bretagna” La Rosa M. Bonazzi G. and Pulignano V. (eds.), *Sociologia del Lavoro*, Angeli, Milan
- 2003 “Union Struggle and the Crisis of Industrial Relations in Italy”, *Capital&Class*, January.
- 2003 “Relazioni sindacali e Contesti ‘Multi-impresa’: L’esperienza del settore dell’auto in Italia” (translation: Outsourcing and Employee Relations. The Experience of the Italian Motor Industry) in G.Bonazzi and S. Negrelli *La corteccia e il Midollo. Percorsi, strategie e regolazione nel post-Fordismo maturo*, Franco Angeli, Milan
- 2003 “The Role of Trade Unions and Workplace Change in Motor Manufacturing in Italy” in Stewart P. and Charron E. (eds) *Work and Employment Relations in the Automobile Industry*, Palgrave, London.
- 2004 “Cross-borders Unionism. Programmatic Goal or factual Reality? Proposition for a Conceptual Framework”, in Haiven J. et al *Industrial Relations – Where Traditions Meets the Future*, Université Laval, Laval
- 2004 “CAE e Coordinamento Sindacale: Potenzialità e Limiti del Sindacato Europeo”, *Quaderni di Rassegna Sindacale*, n.3, 167-195
- 2005 “Union responses to 'multi-enterprise' factories in the Italian motor industry”, *Industrial Relations Journal*, 36(2) : 157-173
- 2005 “EWCs and Cross-National Employee Representative Coordination. A Case of Trade Union Cooperation?”, *Economic and Industrial Democracy*, 26(3): 383-412
- 2005 “Rappresentanza del sindacato e spazio europeo: uno studio comparato sull’esperienza dei Cae in due settori”, *Giornale di Diritto del Lavoro e Relazioni Industriali (Journal of Labour Law and Industrial Relations)*, 105, 1

- 2005 “EWCs and Organisational Change: The case of General Electrics”, with G.Meardi and A.Toth”, *European Works Council Bulletin*, 58, July/August
- 2005 “High Performance Work Regimes and the Quality of Working Life in the Automobile Industry (Brazil, Britain, and Italy)”, (with P. Stewart, Ramalho J., Danford A., and M. Santana) *Revista Estudos do Trabalho/Estudios del Trabajo*, n.3
- 2006 “Bureaucracy Transcended? New Patterns of Employment Regulation and Labour Control in the International Motor Manufacturing Industry”, (with Stewart P.) *New Technology, Work and Employment*, 21(2): p.90-106
- 2006 “Patterns of Integration in American Multinationals” Subsidiaries in Europe” in Ferner A., Quintanilla J. and Sanchez-Runde C. ‘*Multinationals and the Construction of Transnational Practices: Convergence and Diversity in the Global Economy*’, Palgrave-MacMillan, London
- 2006 “L’impatto delle pratiche manageriali ad *high-performance* sulla qualità del lavoro. Uno studio comparato tra luoghi di lavoro Britannici ed Italiani (‘*The impact of high performance management practices on the quality of working life. A comparative analysis of British and Italian workplaces*’), (with Stewart P. and Danford A.), *Sociologia del Lavoro*, 1: p.125-140
- 2006 “Just-in-Time and Social Relations in the Auto-Component Industry” in Beynon H. and Nichols T. (eds) *The Fordism of Ford and Modern Management*, Edward Elgar Publishing: Cheltenham
- 2006 “The Diffusion of Employment Practices of US-based Multinationals in Europe. A Case Study Comparison of British and Italian-based Subsidiaries Between two Sectors”, *British Journal of Industrial Relations*, 44(3): p.497-518
- 2006 “Partecipazione e ruolo del sindacato. Alcune riflessioni” in Telljohann V. and F.Garibaldo *Nuove forme di organizzazione del lavoro e relazioni industriali. Dov'è l'Italia? (New forms of work organisation and industrial relations)*, Il Mulino, Bologna

- 2006 “Clustering Productive Activities: A Terrain for Employment Relations” (with Miriam Quintana) in Pitelis C., Sugden R., Wilson J. (eds) *Clusters and Globalisation: The Development of Urban and Regional Economies*, Edward Elgar Publishing: Cheltenham
- 2006 “Still “Regime Competition”? Trade Unions and Multinational Restructuring in Europe”, *Relationes Industrielles/Industrial Relations*, 61 (4), 615-638
- 2007 ‘Transforming the Organisations: An Analysis of Outsourcing and its Effects on Unions’, in Barrar P. and Gervais R.L. *Global Outsourcing Strategies: An International Reference on Effective Outsourcing Relationships*, Gower Publishing Limited.
- 2007 “Communicating Across Borders: The Role of European Trade Union Federations within EWCs”, in Knudsen H., Whittall M. and Huijgen F. (eds) *Towards a European Labour Identity: the Case of European Works Councils*, Routledge, London

#### **Forthcoming publications**

- 2007 “Understanding the Changing Influence of Trade Unions in Contemporary Italy” in C. Phelan (ed) *Trade Union Revitalisation: Trends and Prospects in 38 Nations*, Peter-Lang: Brussels (April)
- 2007 “Going National or European? Local Trade Unions Politics in Multinational business context” in K.Bronfenbrenner (ed) “*Global Unions: Challenging global capital through cross-border campaigns*”, ILR Press/Cornell University Press, Ithaca NY (April)
- 2007 Editorship - *Accommodating the challenges of and managing change: trade union strategies in Europe* (with J. Waddington and N. Kluge) , Transfer special issue, 2/2007
- 2007 “Employee Involvement in restructuring: Are we capable to define the price?” (with Norbert Kluge) in *Accommodating the challenges of and managing change: trade union strategies in Europe* , Transfer 2/2007
- 2008 *Flexibility at work. Developments in the International Automobile Industry*, (with Stewart P., Danford A., M. Richardson), Palgrave-MacMillan

#### **Under Review**

- Pulignano V. (with Serafino Negrelli) “Shadows in the politics of concertation in Italian Industrial Relations”, *Industrial Relations Journal*

## Books Review

Hyman R. (2001) *Understanding European Trade Unionism* for the Journal "Work, Employment and Society", 2003, September issue.

Bordogna L. and Guarriello F. (2003) *Aver Voce in Capitolo. Società Europea e Partecipazione dei Lavoratori nell'Impresa*, "Transfer", 3/2004

Deborah Foster and Peter Scott (eds.) (2003) *Trade Unions in Europe. Meeting the Challenge*, "Relations Industrielles" (Canadian Journal of Industrial Relations), Brussels, P.I.E. Peter Lang – 59(4): 2004

## Working Papers

1997 *La struttura della fornitura nella "Fabbrica Integrata": il caso della Fiat a Melfi*, Working Paper of the Department of Sociology and Political Sciences - University of Calabria and University of Messina, 72.

1997 *The structure of the supply chain in the 'Integrated Factory' model. The case of the Fiat car plant at Melfi*, GERPISA Working Paper.

1999 *The Implications of Teamwork for Trade Union: Evidence from the car Industry in the UK and in Italy*, Warwick Papers in Industrial Relations, 63, October.

2002 *The Market in the Factory. Co-ordinating Employment and Organisational Relations in the Italian Automobile Industry* (with G. Bonazzi) Warwick Papers in Industrial Relations, December.

## Conference Papers

1999 *Teamwork and Trade Unions at the Workplace in the Auto Industries in Italy and UK*, Paper presented for the 7th International GERPISA Colloquium (Permanent Group for the Study of the Automobile Industry and its Employees), Paris 18-19-20 June.

2000 *Out From the Eye of the Factory: Just-in-Time and Labour Control in the Automotive Supply Chain in Italy*, Paper for the 8th International GERPISA Colloquium (Permanent Group for the Study of the Automobile Industry and its Employees), Paris 8-9-10 June.

2001 *Thinking Outsourcing and Modular Organisation*, paper presented at the Labour Process Conference, Royal Holloway, The University of London, 26-28 March.

- 2001 *The Implications of Outsourcing for Workplace Industrial Relations*, Paper presented at BUIRA Conference, University of Manchester, 5-7 July.
- 2001 *The 'Multi-Enterprise' Factory and its Effects on Workplace Industrial Relations*, paper presented at ESA Conference, 28 August - 1 September, Helsinki.
- 2002 *Bureaucracy Insights in Multi-Enterprise Settings: Evidence from the International Motor Manufacturing Industry*, paper presented at the International Labour Process Conference, Glasgow, 2-4 April
- 2003 *Patterns of labour Control and the Erosion of labour Standards in Regimes of Hegemonic Despotism. Towards an International Study of the Quality of Working life in the Automobile Industry (Brazil, Canada, Italy, Japan and the UK)* (with Paul Stewart et al.) Paper presented at the International Labour Process Conference, Bristol University, 14-16 April
- 2003 *Grasping from the Grassroots: A Conceptual Prospect for Cross-Borders Unionism*, paper presented at the RGS-IBG "Globalisation's to Labour (Economic Geography Research Group) Conference, London 5 September.
- 2003 *Cross-borders Unionism. Programmatic Goal or factual Reality? Proposition for a Conceptual Framework*, paper published in the CIRA (Canadian Industrial Relations Association) conference proceedings - Halifax (Canada) 30 May- 2 June
- 2004 *"Discovering 'Localness' while searching for 'Americanness'. An analysis of the Factors Influencing the International Employment Strategies of an American Multinational in two European Countries"*, Paper presented at the IESE Conference – Barcelona (Spain), 14-17 July 2004
- 2004 *"Connecting employee representatives response across-borders: A comparative study of American-based multinational subsidiaries in Europe in two sectors"*, Paper presented at the IREC Conference, Utrecht 26-28 August 2004 and at the IIRA Conference – Lisbon 7-11 September 2004
- 2005 *"Past and Future About Social Concertation: Reflections on the Italian Experience in Europe"* – European Sociological Association (ESA) Conference – Torun, 9-12 September 2005
- 2006 *"Going National or European. Local Trade unions politics within multinational business context in Europe"* – International Conference

*“Global Companies – Global Unions – Global Research – Global Campaigns” – New York, 9-11 February 2006*

- 2006 *International cooperation, trans-national restructuring and virtual networking in Europe*, paper presented at the IREC conference, 30 August-2 September, Ljubljana
- 2006 *EWCs and trade unions’ networking. A new space for regulation and workers’ solidarity in Europe?*, Paper presented at the CRIMT International Seminar ”Mapping the Social in Regional Integration: Rethinking Labour Regulation”, Montréal 29-30 September 2006

### **Languages**

- Italian Native
- English Fluent
- French Good (listening, reading) – Basic (writing, speaking)
- Dutch Good - Following special courses at ILT in KU Leuven) – 4 (out of 6) Level

### **Other information**

- 1997 Full-time student at the Centre for English Language Teacher Education - University of Warwick.
- Full understanding of descriptive statistics concepts and ability to apply the basics of the statistical application SPSS for Windows.
- 2004 Awarded Post-graduate Certificate in Post-Compulsory Education – University of Warwick