

Curriculum Vitae

J . F r a n c o i s S t r y d o m

J u n e 2 0 1 2

personal details

Date of birth: 19 February 1973
Marital status: Married
Sex: Male
Identity number: 7302195027084
Languages: Afrikaans (First language)
English (Second language)
Southern Sotho (2nd year university level)

Home address: 13 Dickie Clark Street
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qualifications

- 2002** Doctor of Philosophy - Oxford University.
- 1997** Master of Arts - Counselling Psychology - University of the Free State
(with *distinction*).
- 1995** Bachelor of Arts Honours in Psychology Degree - University of the Free State
(with *distinction*).
- 1994** Bachelor of Arts Degree - University of the Free State (with *distinction*).

summary of academic career

Positions held in higher education

- 2012 -** Director: Academic – Centre for Teaching and Learning at the University of the Free State
- 2006 - 2011** Director: Student Development and Success at the University of the Free State
- 2005 -2006** Senior Lecturer in psychology at the University of the Witwatersrand (Moved to part-time contract in April 2007).
- 2002-2004** Lecturer in psychology at the University of the Witwatersrand.
- 2001** Lecturer in psychology in the Oxford Tradition summer school, July.
- 2000-2001** Tutor in social psychology within the Department of Experimental Psychology at Oxford University.
- 1998** Course co-ordinator (lecturer and course developer) for the new, resource-based learning, first year Industrial Psychology course at the University of the Free State.
- 1997** Academic tutor in third-year Psychology (Research methodology and statistics)
- 1994-1998** Presenter and assistant co-ordinator of the *Personal, learning and leadership development programme* under the auspices of the Department of Psychology of the University of the Free State as part of the Career Preparation Programme (an academic bridging course for historically disadvantaged students).
Academic tutor in first-year Psychology.
- 1993-1995** Academic tutor in first-year Industrial Psychology.
Student assistantship - Department of Sociology.
- 1993** Academic tutor in first-year Physiological Psychology.

summary of research activity

Research projects

- 2011** Research project leader within the UFS Open Learning project in partnership with 5 FET colleges sponsored by the Ford Foundation to develop the College Survey of Student Engagement (CSSE).
- 2010-2011** Researcher in the Organisation of Economic Co-operation and Development (OECD) project on Understanding and supporting

the contribution of higher education institutions to regional (provincial) development in the Free State.

- 2010** Project leader for the Council on Higher Education (CHE)-University of the Free State (UFS) Student Engagement and Success Research Project, national pilot across 7 higher education institutions
- 2010** Researcher in the Organisation of Economic Co-operation and Development (OECD) project on Understanding and supporting the contribution of higher education institutions to regional (provincial) development in the Free State.
- 2009** Project leader for the Council on Higher Education (CHE)-University of the Free State (UFS) Student Engagement and Success Research Project, national pilot across 7 higher education institutions
- 2004-2005** Co-researcher in a national research project on capacity development and the processes related to the implementation of performance management funded by the EDTP-SETA.
- 2003** Co-researcher in a National Research Foundation (NRF) project on performance management in higher education.
- Co-researcher on the impact of devolution of support services to academic departments at Wits – University HR group on the recruitment and retention of support staff.
- 2002** Access research project for the Foundation of Tertiary Institutions of the Northern Metropolis (FOTIM) and the Free State Higher and Further Education and Training Trust (FSHFETT). This project addressed policy and implementation issues, around recognition of prior learning (RPL), entrance testing and bridging and foundation programmes.
- 1997** Master's degree research on: *The identification of the counselling needs of students in a resource-based learning programme.*
- 1995** Honours research project on *Access to university: The prediction of academic success and the matriculation exemption requirement* (unpublished).

Higher education projects

- 2010-2011** Researcher in the Organisation of Economic Co-operation and Development (OECD) project on Understanding and supporting the contribution of higher education institutions to regional (provincial) development in the Free State.

- 2007-** Materials development in the Skills for a changing world project funded by the Ford Foundation.
- 2007-2008** Member of the National Benchmarking Testing project review panel

Publications

- 2012** Strydom, J.F; Mentz, M & Arndt, N. *Enhancing the quality of teaching and learning: Using student engagement data to establish a culture of evidence* (in press). Council on Higher Education.
- 2010** Strydom, J.F; Mentz, M & Kuh, G.D. Enhancing success in higher education by measuring student engagement in South Africa. *Acta Academica*, 42 (1), 259-278.
- 2010** Co-authored the Council on Higher Education report entitled: South African Survey of Student Engagement (SASSE) - *Focusing the Student Experience on Success through Student Engagement*. Council on Higher Education.
- 2009** J.F. Strydom & M. Mentz *Weaving the invisible tapestry: Managing diversity through orientation innovation*. In Leibowitz, B., van der Merwe, A., & van Schalkwyk, S. (Eds.). (2009). *Focus on First-Year Success: Perspectives Emerging from South Africa and Beyond* (p.57-68). Stellenbosch: Sun Media.
- J.F. Strydom. Evaluating the implementation and impact of capacity development at institutional level in South African higher education. *Journal for New Generation Sciences*, 7 (2), 251-267.
- 2008** Strydom, J.F & Mentz, M. Should orientation for higher education teaching and learning be better?, *South African Journal of Higher Education : HELTASA 2007 : Special Edition 5, Vol 22*, 1088-1096.
- Co-authored with M. Mentz the paper: Can psychology help South African to grow a new future? in *Psytalk* newsletter of the Psychological Society of South Africa (PsySSA), 2008 (2), July.
- 2004** Case studies on performance management systems in South African universities, book chapter in *The establishment of performance management in higher education*. Bloemfontein: CLF, 2004.
- Strydom, A.H & Strydom, J.F. Higher Education Quality Assurance and Enhancement from an African and South African Perspectives, *Quality in Higher Education*, 10(2) 101-113.

Strydom, J.F.; Zulu, N & Murray, L. Quality, culture and change, *Quality in Higher Education*, 10(3) 208-217.

Co-author with T. Mayekiso, V.Jithoo and L Katz on Creating capacity through selection, *South African Journal of Psychology*, 34(4): 657-671.

- 2000** Strydom, F. Evaluating the status of recognition of prior learning in South African higher education, *Journal of Educational Evaluation*, 9, <http://www.aseesa-edu.co.za/Project%20Web%20--%20Archive.htm>.
- 1999** Strydom, F, Heyns, P.M. & Grobler, A.A. Levelling the playing field in resource-based learning programmes, *South African Journal of Higher Education*, 13(1), 234-245.
- 1996** Co-author with S. Phalatsi on *A student perspective on multiculturalism* published in **Perspectives on Multiculturalism**, UFS.
- 1995** Co-author and editor of *Connections: UFS multicultural courier*.

Conference proceedings & reports

- 2012** Co-authored *Digging Deeper for Success: Using Data to Further Post-schooling Quality and Effectiveness* a research report on student engagement using the College Survey of Student Engagement (CSSE) in 5 FET colleges sponsored by the Ford Foundation.
- Co-authored the Council on Higher Education report entitled: *South African Survey of Student Engagement (SASSE) - Enhancing the quality of teaching and learning: Using student engagement data to establish a culture of evidence (forthcoming)*.
- 2011** Co-authored a chapter on *Capacity building for regional co-operation* in the Organisation of Economic Co-operation and Development (OECD) *Reviews of Higher Education in Regional and City Development*, Peer Review Report for The Free State.
- 2010** Co-authored the Council on Higher Education report entitled: *South African Survey of Student Engagement (SASSE) - Focusing the Student Experience on Success through Student Engagement*.
- 2003** Paper on *Broadening participation in the professional training of psychologists* (Co-authors Prof. T. Mayekiso & Ms V. Jithoo) at the 24th Society for Student Counselling of South Africa (SSCSA) Conference on Diversity in Higher Education, Stellenbosch, 9th to 11th September.
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Occasional papers & conferences

2011 Co-presented with Ms M Mentz. *An approach to institutional reviews: Using student engagement to data identify areas that institutions can do something about.* South African Institutional Research Forum (SAAIR) September 2011. Cape Town, SA.

Presented paper on *Creating engaging teaching and learning spaces that nurture student success.* The Higher Education Learning and Teaching Association of Southern Africa (HELTASA) conference, November 2011, Port Elizabeth, SA

Co-presented paper with Ms M Mentz. *Student engagement in the South African context.* Higher Education Research and Advocacy Network in Africa (HERANA), Student Development & Citizenship Workshop, October 2011, Stellenbosch, SA

Co-presented with Ms M Mentz. *Results from the 2010 CHE/UFS Student Engagement study.* 3rd Council on Higher Education- University of the Free State- Colloquium on Improving Undergraduate Success. September 2011, Johannesburg, SA

Presentation at the Lumina Foundation on Building South African Higher Education, 11 July, Lumina Foundation, Indianapolis.

2010 Co-presented with M. Mentz the paper *Report on 2009 CHE-UFS Pilot study of Student engagement* at the CHE Second Colloquium: Improving Undergraduate Success, 5 March, Birchwood Hotel, Johannesburg.

Presented papers and facilitated sessions in the first SASSE User's Workshop, 25-26 March, University of the Free State

Project presentation on the South African Survey of Student Engagement (SASSE) at the Durban University of Technology, 19-20 May.

Presented a session on *Student Engagement: A third way to improve success: CHE-UFS Student engagement and success Research project*, Southern African Association for Institutional Research (SAAIR)- Institutional Research Institute, 18-20 August, University of the Free State.

Presented a session on *Student Engagement: Enhancing Quality and Effectiveness*, Southern African Association for Institutional

Research (SAAIR)- International Forum, 21-23 September, University of Johannesburg.

- 2009** Presented a workshop on Student Engagement for participating institutions in the CHE-UFS student engagement and success research project, 26-27 March, University of the Free State
- Presented a paper on *Impact of student engagement at the UFS* at the CHE Colloquium: Improving Undergraduate Success, 22 May, NRF auditorium.
- Project presentation on the South African Survey of Student Engagement (SASSE) at University of Fort Hare, Tshwane University of Technology, University of the Witwatersrand, Nelson Mandela Metropolitan University.
- 2008** Co-presented a paper with M. Mentz on *Using SI to improve student success in a rapidly transforming South African university*. Supplemental Instruction (SI) International Conference, 28-30 May, Orlando, Florida.
- Presented a paper on *Challenges of Integrating University Residences*. First Anti-Racism Colloquium, 20 June 2008, University of the Witwatersrand.
- Co-presented a paper with M. Mentz on *Weaving the Invisible Tapestry Managing Diversity Through Orientation Innovation*. First Southern African Conference on the First Year Experience: Opening conversations on first year success, 8-9 September, University of Stellenbosch.
- 2007** Presented a paper on *Quality Service in relation to Student Success*. South African Association for Senior Student Affairs Professionals (SAASSAP) Regional Conference, Mafikeng, 13-14 September 2007, North West University.
- Co-presented a paper on *Should orientation for higher education teaching and learning be better?*. HELTASA, 19-21 November 2007, Central University of Technology.
- Attended the Council on Higher Education (CHE) consultative conference on *The Impact of Institutional Culture on Student Access and Success*, March 2007, Birchwood Hotel, Johannesburg.
- 2006** Presented a paper on *Developing human resource management and development systems for 21st century FET institutions* at the Transforming FET in South Africa Conference, 2 & 3 March, Indaba Hotel, Fourways, Johannesburg
- 2005** Presented a joint paper on *Performance management of academic staff in South African higher education: A developmental research project* (Co-author Dr M Monnapula-

Mapesela) at the Institutional Management in Higher Education (IMHE) programme, of the Organisation for Economic Co-operation and Development (OECD) conference on Trends in the management of human resources in higher education, 25-26 August 2005 at the OECD Headquarters in Paris, France.

Co-authored a joint paper on *Performance management trends* (Co-author Prof. H.R. Hay) at the 14th Biennial Conference of the South African Association for Research and Development in Higher Education (SAARDHE), University of Kwazulu-Natal, 27-29 June.

2004 Presented a paper on *Perspectives of performance management systems in two South African universities* at the NRF Research Project Seminar: Performance Management in HE, 17-18 June, Bloemfontein.

Presented a paper on *Developing performance management systems in a rapidly changing higher education environment: Lessons learnt by South African universities* at the Association of Commonwealth Universities (ACU) Human Resource Management Programme Inaugural: Making and impact: Human resource management in the successful university, 2-4 April, Stellenbosch.

2003 Presented a paper on *Regional approaches to broadening participation through access to higher education* at the Universities and Communities Engaged in Development (UCED) conference, Windhoek, 20 - 22 May.

Presented a joint paper on *Rethinking access: quality, equity and justice through inter-institutional collaboration* (Co-author Dr. M.M.A. Maharasoa) at the 13th Biennial Conference of the South African Association for Research and Development in Higher Education (SAARDHE), University of Stellenbosch, 25-27 June.

Presented a joint paper on *Quality, improvement and culture change* (Co-authors Ms. L. Murray & Ms N. Zulu) at the 15th International Conference on Assessing Quality in Higher Education University of the Western Cape, 14th - 16th July.

2003 Presented a joint paper on *Broadening participation in the professional training of psychologists* (Co-authors Prof. T. Mayekiso & Ms V. Jithoo) at the 24th Society for Student Counselling of South Africa (SSCSA) Conference on Diversity in Higher Education, Stellenbosch, 9th to 11th September.

2002 Presented a paper on *RPL: Meeting student needs through inter-institutional collaboration* at the South African Association of Academic Development (SAAAD) Conference, Johannesburg, 2-3 December.

Presentation of Report for FOTIM and FSHFETT on *Access to Higher Education*, Access Workshop, Technikon SA, Johannesburg, 12 November.

Presentation of Report for FOTIM and FSHFETT on *Access to Higher Education*, Access Workshop, University of the Free State, Bloemfontein, 6 November.

Presented a paper on *Recognition of Prior Learning (RPL)* at the Education Training and Development Practices Sectoral Education Training Authority (EDTP-SETA) Higher Education Get Together, Durban, 24 – 26 February.

2001 Presented a joint paper on *The experience of RPL in the higher education sector* (Co-author Prof. A.H. Strydom) at the National RPL conference by the Construction Education and Training Authority (CETA), Midrand, 9-10 October.

2000 Presentation on *A social psychological analysis of civil society in South Africa*, Psychology research seminars, Oxford Brookes University, Oxford, February.

Attended the conference on *Opportunities in Africa*, Centre for the Study of African Economies, Oxford, 9-10 April.

Presented conference paper on *Participation: The key to civil society in South Africa?* International Conference on Fostering Youth's Civic Engagement and Participation in Free and Democratic Societies, Salomon Centre for Teaching, Brown University, 15-17 June.

Attended American Academy of Achievement Summit, London, 26-29 October.

1999 Attended workshop seminar on *Social capital and Political Citizenship*, Royal School of Pathologists, London, 24 June.

Attended the 12th *Conference of the European Association for Experimental Social Psychology* in Oxford, July.

1999 Presentation on *Resource-based learning* during the lecturer orientation course at the Academic Development Bureau of the University of the Free State, March.

Presentation on *Reasons, implementation and results of resource-based learning*, Faculty of Natural Sciences educational committee, University of the Free State, August.

1997 *Research presentation* on the monitoring and evaluation of resource-based learning- South African Institute for Distance Education (SAIDE) workshop (February).

Presentation on *Forensic Psychology* - University of Vista, Bloemfontein by request of the Psychological Student Society.

Presentation on *Coming out of the closet* (Homosexuality and marriage) Unit for Professional Training and Services in the Behavioural Sciences (UNIBS), March.

Attended the *International Network for Quality Assurance Agencies in Higher Education (INQAAHE)* in the Kruger National Park from 25-28 May.

1996 Attended the South African Association for Academic Development's (SAAAD) national conference (*Towards a meaningful access to tertiary education*) at the Free State Technikon from 27-29 November.

1994 Presentation on *Friends Multicultural Social Club* during the lecturer orientation course at the Academic Development Bureau of the UFS, January.

Attended workshop on *Assessing prior learning and working experience for the purposes of inter-institutional articulation and accreditation* at the Academic Development Bureau of the UFS, August.

1993 Presentation on *Supplemental Instruction (SI)* at the University of the North (Qwa-Qwa branch), August.

research supervision

Doctoral level

Supervising research of students on the following topics:

2010 - Ms. M. Mentz - Measuring and using pre-university levels of student engagement at a South African University

2008- 2009 Ms. N. Basson – Commuter student engagement in higher education institutions (provisional title)

Ms. M. Mentz - Measuring and using pre-university levels of student engagement at a South African University

Masters level

Supervised research reports of students on the following topics:

2010- Ms. L. Damons – The influence of peer facilitated learning on students' academic performance, M.A. higher education

2005 Ms. B. A. Patel (0317450X) - Organisational change: The assimilation of software technology in the higher education environment

- 2004** Ms. N. Varma (99906703K) - Cognitive predictors of academic success at the University of the Witwatersrand.
Mr. J. Setshedi (9710279Y) - Investigating the use of psychological assessments in schools.
Ms. J-C Kleovoulou (0301924V) - Analysis of mentors' psychological needs.
- 2003** Ms. K. Mulder (9110670W)- Access and the prediction of academic success (completed).
Mr. T. Monyatsi (9109038Y) - Identifying the needs of participants in the Khulisa Diversion Programme (completed).

Honours level

Supervised research projects of students on the following topics:

- 2005** Ms. C. van der Rayne (0216906k) - A Case Study of a Financial Institution's Performance Management System.
- 2004** Ms. J.Gouveia (0010684Y) - Motivation as a predictor of academic success in first year humanities' students.
Ms. A. McWalter (9210907F) Profiling the attitudes of South African Entrepreneurs
- 2002** Mr. D.C. Webster - The effect of significant other's decision to emigrate and locus of control on the individual's decision to emigrate.
Ms. K. Thackway - Gender differences in relationship expectations.

research scholarships, grants and awards

- 2010-** Project grant from the Ford Foundation in collaboration with the Free State Education and Training Trust (FSETT) for the Open Learning Project in partnership with FET colleges in the Free State region
- 2010** Recipient of the Prestige Award for Outstanding scholarly contribution to the field of teaching from the University of the Free State
- 2009-2010** Research grant from the Council on Higher Education to research student engagement and success
- 2003** Recipient of research grant from the National Research Foundation (NRF).
- 1999** Recipient of research grant from the Ernest Oppenheimer Memorial Trust.
- 1998** Recipient of the Rhodes Scholarship (*Southern Africa at large*).

Recipient of the Professional Providence Society of South Africa award for the best applied masters degree student, Department of Psychology, UFS.

- 1997** Recipient of research grant sponsored by the Ford Foundation for research on the monitoring and evaluation of resource-based learning at the UFS in co-operation with the South African Institute for Distance Education (SAIDE).
- 1996** Honorary Academic Award from the Student Representative Council - BA Hons. Cum Laude.
Honorary Academic Colours from Student Representative Council.
Nominated as DUX student of the University of the Free State.
- 1995-1997** Recipient of graduate scholarships for advanced research in the Social Sciences from the Centre for Science Development of the Human Sciences Research Council.
- 1995** Honorary Academic Award from the Student Representative Council - B.A. Cum. Laude.

summary of university teaching

International level

- 2004-** Lecturer in the **Executive Ed.D programme** at the Seton Hall University, New Jersey, USA, July.
- 2001** Lecturer in **introductory psychology** in the Oxford Tradition summer school, July.
- 2000-2001** Tutor in **social psychology** within the Department of Experimental Psychology at Oxford University.

National level

- 2011** Presenter in the World of Work pilot project as part of the Skills for a changing world open source initiative.
- 2008-2010** Presenter on Developing a Gameplan for Success in the [Get.success@ufs](http://www.ufs.ac.za/get-success) orientation programme for first year students.
- 2008 -** Present a workshop on Qualitative research in practice for staff at the Centre for Higher Education Studies and Development, University of the Free state.
- 2004-2006** Lecturer in **introductory psychology** (first year level), **human resource management** (second year level) and **assessment and research** (masters level) at the University of the Witwatersrand.

- 2003** Lecturer in **introductory psychology** (first year level) and **assessment** and **research** (masters level) at the University of the Witwatersrand.
- 2002** Lecturer in **introductory psychology** (first year level) and **assessment** and **research** (masters level) at the University of the Witwatersrand.
- 1998** Course co-ordinator (lecturer and course developer) for the new, resource-based learning, first year **industrial and organisational psychology** course at the UFS.
- 1997** Academic tutor **research methodology and statistics** for third-year Psychology
- 1994-1998** Presenter in *Personal, learning and leadership development programme* teaching study **basic academic skills, life skills and coping skills** in the Career Preparation Programme (an academic bridging course for historically disadvantaged students)
Academic tutor in **introductory psychology**.
- 1993-1995** Academic tutor in **introductory industrial psychology**.
- 1993** Academic tutor in **introductory physiological psychology**.

summary of service to higher education

- 2008** Member of the Higher Education Quality Committee (HEQC) audit of Nelson Mandela Metropolitan University, 15-19 September.
- 2007** Member of the Quality audit of the Military Academy in Saldanha Bay of the University of Stellenbosh, 22-23 October

Regional level

- 2011** Presentation for Principals of FET colleges on the planning and implementation of student engagement research as part of the Open Learning Project, March 2011
- 2010** Presentation on improving student success through student engagement for Free State Further Education and Training Directorate
- 2009-** Co-author of the OECD Regional Review on the Role of Higher Education in Regional Development.

2004- Coordinator for the regional Recognition of Prior Learning (RPL) project of the Foundation of Tertiary Institutions of the Northern Metropolis (FOTIM).

Member of the FOTIM Access group

2003 Access research project for the Foundation of Tertiary Institutions of the Northern Metropolis (FOTIM) and the Free State Higher and Further Education and Training Trust (FSHFETT).

Member of the FOTIM Access group.

Institutional level

2011 DIRAP management committee

2010 Teaching and Learning committee
Directorate for Institutional Research and Academic Planning (DIRAP) management committee

2006-2009 Teaching and Learning Committee
Head of Division Committee in Student Affairs
Chair of the Orientation Forum
Chair of the Academic Advising Forum
Member of the residence re-integration team

2004 Member of institutional working groups on the following documents:

- CHE discussion document "Towards a Framework for the Monitoring and Evaluation of South African Higher Education".
- Quality assurance group on Access and Admissions.

2003 Member of the Validation group working on access and admissions.

Member of institutional working groups to prepare responses on the following documents:

- Recognition of prior learning
- HEQC institutional accreditation framework
- National Higher Education Information and Application Service
- National Curriculum Statement (Grade 10-12)
- Interdependent NQF Consultative Document
- Proposed criteria for the HEQC'S programme accreditation cycle: 2004-2009
- Representative at the HEQC Improving teaching and learning workshop.

Faculty level

- 2003** Participated in the alternative admissions process.
- Faculty representative on the institutional working group for the Proposed criteria for the HEQC'S programme accreditation cycle: 2004-2009.

School level

- 2005** School quality assurance coordinator
Organised a School Quality Assurance workshop on re-conceptualising the functions of school committee.
- Organised a strategic planning workshop on the Emthonjeni Committee Centre.
- 2004-** School quality assurance coordinator.
- Member of the:
School Executive Committee
Community Engagement Committee (Chairperson)
Academic Planning Committee
Phd Forum.
- Manager of the redevelopment and upgrading of the Psychology Test Library.
- 2003** School quality assurance coordinator
Organised a School Quality Assurance workshop for the school and faculty involving national experts on quality assurance.
- Member of the:
School Executive Committee
Emthonjeni Committee (Chairperson)
Academic Planning Committee
Phd Forum.
- Manager of the redevelopment and upgrading of the Psychology Test Library.
- 2002** Member of the:
Emthonjeni Committee
Academic Planning Committee
Selection Committee
Research Committee.
- Manager of the redevelopment and upgrading of the Psychology Test Library.

summary of service to the community

- 2005** Collaborated with the Wits Foundation to secure R 5 million rand donor funding for the establishment of the Emthonjeni Community Centre at the University of the Witwatersrand.
- 2004** Project manager of the development of the Professional Provident Society (PPS) Service level as part of the creation of the Emthonjeni Community Centre.
- 2003-** Chair of the committee working on the establishment of the Emthonjeni Community Centre at the University of the Witwatersrand.
- 2002** Participated in the UNESCO-ICT community development project at the Alexan Kopano Multipurpose Community Centre, Alexandra.
- 2000** Speaker in Eunice High School Lifeskills month on *Living in the global village - coping with diversity*.
Presentation on *Diversity and Leadership* at Southern Cape College, Outshoorn.
- 1998** Presented a series of seminars on self-concept development as part of personnel development initiatives for nursing staff at the National Hospital in Bloemfontein.
- 1997** Prepared a proposal on the contribution that the Unit for Professional Training and Services in the Behavioural Sciences (UNIBS) at the UFS could make to the efforts of the Free State Youth Commission.
- 1996** Developed and presented a stress management programme for the Free State top structure of the South African Police Service.
- 1995:** Participant in the *Mangaung University Community Participation Project's* (MUCPP) Secondary School counselling project.
- 1994-1998** Presenter and assistant co-ordinator of the *Personal, learning, leadership and entrepreneurship development programme* under the auspices of the Department of Psychology of the UFS as part of the Career Preparation Programme (an academic bridging course for historically disadvantaged students).

membership of professional organisation

- 2004-** Registered Counselling Psychologist with Health Professions Council of South Africa.
- Member of the South African Association for Research and Development in Higher Education (SAARDHE) now the Higher

Education Learning and Teaching Association of Southern African (HELTASA).

- 2003** Registered Counselling Psychologist with Health Professions Council of South Africa.
Member of the South African Association for Research and Development in Higher Education (SAARDHE).

membership of boards & panels

- 2007-** Board member of the Emthojeni Centre, University of the Witwatersrand

Member of Rhodes Scholarship, Southern African at large selection panel

continuing professional development

- 2007** Higher Education Quality Committee (HEQC) quality audit training, 10-12 October.

Certified as a Supplemental Instruction (SI) supervisor
- 2003** Registered for a second Phd in Higher Education.
Attended the facilitation skills workshop offered by the Centre for Learning and Teaching Development, University of the Witwatersrand.
- 2002** Attended the teaching role workshop offered by the Centre for Learning and Teaching Development, University of the Witwatersrand.

consultancies

- 2005** Research consultancy for Neil Butcher and Associates.
- Prepared a proposal on capacity development for young people wishing to enter the South African financial sector.
 - Researched strategic approaches to the revitalisation of Technical Vocational Education and Training in South Africa by creating sustainable livelihoods.
 - Researched international best practices in the development of curriculum in Technical Vocational

Education and Training as part of the recapitalisation of Further Education and Training (FET) in the North West Province.

- Developed Memoranda of understanding between various stakeholders in the development of Youth in South Africa.

- 2004** Research on the *Education landscape in South Africa* compiled for Strive Software International
- 2003** Developing practical implementation strategy for access in the Free State region relating to recognition of prior learning (RPL), entrance testing and bridging and foundation programmes
- 2002** Access research project for the Foundation of Tertiary Institutions of the Northern Metropolis (FOTIM) and the Free State Higher and Further Education and Training Trust (FSHFETT). This project addressed policy and implementation issues, around recognition of prior learning (RPL), entrance testing and bridging and foundation programmes

other areas of achievement

Culture

- 2001** Co-founder of the South African Society in Oxford (SASIO).
- 1994-1996** Representative of Friends Social Club on the *Rector's multicultural committee* at the UFS.
- 1993-1995** Chair and co-founder of *Friends Social Club* – first multicultural student organisation at University of the Free State.

Sport

- 2000-2001** President of the Oxford University Squash Rackets Club.
- 1999-2000** Captain of Oxford Blues Men's squash during tour of the American Ivy League.
- 1998-2001** Oxford Blue in squash.

referees

1. Prof Driekie (HR) Hay

Vice-Rector: Academic
University of the Free State
Tel: 051-401-3971
Fax: 051-401-9600
Email: HayD@ufs.ac.za

2. Prof Jonathan Jansen

Rector
University of the Free State
Tel: 051-401-3002
Fax: 051-401-2283
Email: JansenJD@ufs.ac.za

3. Prof Norman Duncan

Head of the Discipline of Psychology
School of Human and Community Development
University of the Witwatersrand
Tel: 011-717-4545
Fax: 011-717-4559
Email: Norman.Duncan@wits.ac.za