

CURRICULUM VITAE

PROF. S.M. (Rita) NIEMANN

Personal particulars

Full names: Susanna Magrietha Niemann

Date of birth: 27 January 1956

I.D. number: 5601270088081

Date of appointment at the UFS: 1 January 1988

Academic Qualifications: BA (Languages), HED, BEdHons, MEd , PhD (Education Management), MBA

Current academic position: Associate Professor in Higher Education Studies (Management and Leadership)

Current management position: Director for Postgraduate Studies and Research in the Dean's office in the Faculty of Education, University of the Free State.

Physical Address: Winkie Direko Education Building Room 13, UFS, Nelson Mandela Drive, Bloemfontein

Postal Address: Faculty of Education, UFS, PO BOX 339, Bloemfontein, 9330

Email address: niemannr@ufs.ac.za

Tel no (W): +2751 4013777

Cell no: 083 308 4234

Fax no: +2751 4012010

1. Educational background

- 2006 – MBA (UFS)
- 1994 – Ph.D. – Education Management (UFS)
- 1985 - M.Ed.- Comparative Education (UFS)
- 1983 - B.Ed. – General (UFS)
- 1977 - H.E.D. (Post-graduate) (UFS)
- 1976 - BA. (Languages) (UFS)
- 1973 – Matric (Transkei High School, Umtata)

Other:

- Accredited programme reviewer for HEQC

-
- Accredited assessor (SPALHE)
 - SPSS (statistical programme)
 - STATA (statistical programme)

2. Present position

- Associate Professor in the School of Higher Education Studies (specialising in Management and Leadership and Research Development) and
- Director: Postgraduate Studies and Research in the Office of the Dean, Faculty of Education, UFS.

3. Current teaching and supervisory involvement (2013)

Master's level:

- Research training (Interdisciplinary) for Faculty of Education, Faculty of Theology, UFS Business School, Department of Psychology, Department of Architecture, UFS School of Postgraduate Studies and Programme for Disaster Management.
- 5 mini-dissertations (M.A in Higher Education Studies & MBA)
- 3 dissertation (MA in Higher Education Studies)

Doctorate level: Ph.D.

- Research training for Faculty of Education, UFS Business School and UFS School of Postgraduate Studies.
- Promoter: 9
- Co-promoter: 3

4. Supervision of theses/dissertations: record

4.1 Supervised & completed (up to 2nd sem 2013)

- Master's dissertations (completed): 8
Mini-dissertations (completed): 46
- MBA mini-dissertation (completed): 8
- Ph.D theses (completed): Promoter: 22

4.2 Other supervisory achievements

- Appears on the UFS Hall of Fame for exceptional supervisors
- A Ph.D.-student of mine (2009) was one of the three finalists for the Best Dissertations Award of the American Association of Politics in Education in Denver, Colorado in 2010.
- Three M.Ed. Students I supervised (2003, 2004 & 2006) have been awarded the Dean's Medals for best Masters' students
- One M.Ed. Student I supervised, received the Senate's Medal for the best Magister student of the University in 2005

5. Conference papers

5.1 Papers at national conferences

- *Power and gender: an analysis according to the theory of Connell* . EASA Conference - Hosted by UFS at Golden Gate: 12 – 15 January 2014
- Researching resilience as possible predictor of students' academic performance at a South African University. SAERA Conference hosted by UNISA at Klein Kariba. 27-30 Jan 2013
- *Revisiting expansive learning for knowledge production and capability development at postgraduate level in Higher Education Studies*. HELTASA conference. US: 28-30 November 2012
- *Development of postgraduate students to produce new knowledge for sustainable learning in rural environments*. Sustainable rural learning ecologies colloquium. UFS Qwaqwa

Campus 24 - 26 November 2011.

- *Revisiting the tide of postgraduate studies: quality knowledge production and the globalised knowledge economy.* EASA Conference. Sun City (UNISA): 11-13 January 2011.
- *Re-imagining research teaching: our living journey with our students towards improved practices.* Kenton Conference. Golden Gate (UFS): 28-31 October 2010.
- *Contextual transformation in a newly constituted faculty: an appreciative inquiry into the establishment of a conducive academic culture.* EASA Conference: Vanderbijl Park (NWU: Vaal Triangle): 12-14 January 2010.
- *The paradox between the "Real World" and safe places of learning: A legal-psychological reflection on the problems surrounding over-aged learners in schools.* EASA Conference: Vanderbijl Park (NWU: Vaal Triangle): 12-14 January 2010.
- *We don't want to fail our leaders: so let's do teamwork training the experiential way!.* EMASA conference: Pretoria (UP): 7-10 August 2009.
- *The role of the principal in the implementation of the National Reading Strategy at the Foundation Phase in the Motheo District (Free State Province)* EMASA conference: Pretoria (UP): 7-10 August 2009 (co-presenter)
- *Training school leaders: making the voice of every team member count.* EASA conference: Karridene Beach (hosted by UKZN): 13-16 January 2009.
- *Accountability and liability in South African context: raising the voices of school principals.* EASA conference: Karridene (hosted by UKZN): 13-16 January 2009 (co-presenter).
- *Transformation towards invitational leadership in Schools.* EASA conference: Langebaan (presented by US): 8-11 January 2008 (co-presenter).
- *Development towards quality: leadership for addressing assessment competence in school.* EASA conference: Langebaan (hosted by US): 8-11 January 2008 (co-presenter).
- *Developing leaders for organizational culture formation: an experiential learning model.* EMASA Conference: Cape Town, 16-18 March 2007
- *The voice of the leader in establishing a positive organizational culture* EASA conference: UFS Bloemfontein: 18-20 January 2006.
- *Addressing women's under-representation in senior management positions in South African Higher Education* EASA conference: UFS Bloemfontein: 18-20 January 2006 (co-presenter).
- *Diversity Management as prerequisite for effective South African Schools.* EASA conference: Northwest Univ., Potchefstroom: 12-14 January 2005.
- *Contemporary Issues: Challenges for management in S.A. Education.* OVSA-kongres; US:

Stellenbosch 14 – 16 Januarie 2003

- Gender Equity: Redress and Empowerment for school improvement in South Africa. EMASA (Education Management Association of South Africa) Conference. Wellington:15-17 May 2002.
- Geslagsgelykheid in S.A. onderwys: Mite of uitdaging? OVSA-kongres: UPE: Port Elizabeth 16-18 Januarie 2001.
- Die opleiding van vroue-onderwysbestuurders vir die nuwe millenium ten opsigte van die bestuur van verandering. OVSA-kongres: Wellington, 13 – 15 Januarie 1999.
- The leadership style of female education manager, EMASA Conference: Vista PE: March 1998
- Kwalitatiewe Navorsing: “In of uit vir opvoedkundige navorsing?”. OVSA-kongres, PU vir CHO – Januarie 1997.
- Managing for Change. Ed Futurm Confrence: UOFS, Bloemfontein, July 1996
- Determinante van gehalte-onderwys. OVSA-kongres, UOVS: Bloemfontein, Januarie 1992
- Onderwysersopleiding in kultuurperspektief. OVSA-kongres, UNISA: Pretoria, Januarie 1989.

5.2 Papers at international conferences

- *Power and gender: analysing the experiences of women for transformed practices in higher education in South Africa.* Conference of the Society of Research in Higher Education (SRHE): Norfolk (Wales), UK: 11 – 13 December 2013.
- *Researching resilience as psychological resource capacity as possible predictor of students' academic experience at a South African university.* European Conference on Research Methodology (ECRM) Bolton (UK): 27-29 June 2012. **Published in conference proceedings.**
- *(Co-presenter) Appreciating the University of the Free State's transformation: a juxtaposed journey with Alice to a Wonderland of institutional identity.* European Conference on Research Methodology (ECRM) Bolton (UK): 27-29 June 2012. **Published in conference proceedings.**
- *Gender and Power: Employment equity in the South African Higher Education landscape.* International Conference in Education Reform (ICER)- Equity in Education. Luang Prabang, Laos: 23-26 March 2011
- *Leadership for establishing a conducive institutional culture in Higher Education: An appreciative inquiry.* To be presented at Paris International Conference on Education, Economy and Society. Paris (France): 21-24 July 2010.

- *Accountability and liability of school leaders. (Co-author).* To be presented at Paris International Conference on Education, Economy and Society. Paris (France): 21-24 July 2010.
- *Invitational Theory as a source for transformed leadership practices in South African Schools.* BAM Conference, Harrogate, UK, 9-12 September 2008.
- *Developing leaders for organizational culture formation: a dual mode investigation.* ICEL Conference, Lancaster, UK, 10-14 July 2006.
- *Contemporary Issues in SA Education: Diversity Management* AERA Conference, San Diego, USA, April 2004
- *The influence of gender stereotypes and roles on the management behaviour of female education managers.* EMASA International Conference: Vista University: Port Elizabeth, March 1999.
- *The establishment of a gender sensitive culture in Education for the empowerment of women in South Africa.* Comparative and International Studies Conference. Buffalo, USA, March 1998.
- *Training women for the management of Change.* International Federation of Training and Development Organisations Conference. Hamburg, Germany, August 1993.

5.3 Key note speaker at subject-related conferences/occasions

- *Teamwork for optimising staff performance in schools.* School Management and Leadership Conference (Pro-dimensions: Sandton 27 & 28 February 2014)
- *Human Resource management in Schools.* SA Teacher Association: Northern Cape Seminar. Douglas. 3 March 2011-03-19.
- *Single-sex schools: implications for school leaders.* National Principals' Conference for Single-Sex Schools. Bloemfontein: 30 July 2010.
- *Change management* SA Teacher Association: Annual National Conference. Port Elizabeth. 31 August 2010.
- *Stress management and team building.* SAOU seminar (Northern Cape): To take place on 10 and 11 September 2009. (Key note speaker)
- *Succession Planning.* FS DoE Human Resource planning seminar. 12 June 2009. (Key note speaker)
- *M.Ed review as lever for academic transformation.* HESA workshop. Cape Town. 27 & 28 November 2007. (Key note speaker)
- *Objectivity in Qualitative Research.* Annual Research Forum of Medical Faculty of the UFS. 24 August 2006 (Key note speaker)

- *The place of single-sex schools in SA education.* National Conference of South African Principals. Bloemfontein, 31 August 2006 (Key note speaker)
- *Effective Management for Schools: Challenges for the new millenium.* Principals' Conference FS 2001. Bloemfontein 10-12 April 2001 (Key note speaker)
- *Gender in Education with particular reference to Girls Schools.* National Convension for Girls Schools. Bloemfontein, 8 September 1999 (Key note speaker).

6. Research and Publications

6.1 Popular Scientific

- Die bestuur van verandering. *Die Vrystaatse Onderwyser* (2000) 90(3).

6.2 Non-accredited publications

6.2.1 Articles

- The management of change: a necessity for effective schools in the year 2000. *Ed Futurm Conference Journal* 1996.
- Determinante van gehalte-onderwys. *OVSA-kongresbundel* 1992

6.2.2 Reports (National/international projects)

- *Contributions of SA Higher Education to the regional labour market and skills* (co-author and researcher) International OECD-Report. 2011.
- Training report for Section 21 schools. Free State Provincial Government: Department of Education (2002)
- Teachers' Audit into In-service Training by the Department of Education in the Free State. (National Audit) (1995).
- Teachers' Audit into In-service Training by the Department of Education in the North West Province. (National Audit) (1995)
- Teachers' Audit into In-service Training by the Department of Education in the Kwa Zulu-Natal. (National Audit) (1995)
- National Report on Teachers' Audit into In-service Training by the Departments of Education in South Africa (Co-author) (1995).

6.2.3 Training manuals (Provincial and national projects)

- Lead and Manage People. Study material for ACE (School Leadership): DoE in collaboration with SAIDE. (2008)
- Management and Leadership in South African Schools. Training manual for school principals. QUIDS-UP project of FS Dept of Education (2008).
- Training of school Governing Bodies for self-managing Section 21 schools. Free State Provincial Government: Department of Education (Author of module 2)(2002)
- Organising for Change. Training manual for governing bodies in the Free State (Co-author) (1998)

6.3 Academic Text Books

- Mouton J et al. 2014. *Research Methods in the Social Sciences*. Cape Town: Oxford University Press.
- Niemann R, Marais N & Swanepoel Z. 2011 *Teaching-learning dynamics*. Johannesburg: Heinemann
- Niemann R 2008 Contemporary South African people leadership issues and development. In: Heystek J., Niemann R., Van Rooyen J., Masoge J. & Bipath K. *People Leadership*. Johannesburg: Heinemann.
- Current: Research Methods with Johan Mouton and Oxford Univ Press.

6.4 Articles in peer-reviewed accredited journals

- Kotze T & Niemann R, 2013. Psychological resource capacities (ope, optimism and resilience) as predictors of academic performance of first-year students in Higher Education. **Acta Academica**. 45(2):85-121.
- Niemann R, 2013. Revisiting expansive learning for knowledge production and capability development at postgraduate level in Higher Education **Perspectives in Education**. 31(1): 30-38.
- Oosthuysen B & Niemann R, 2013. Emotional intelligence as leadership predictor: a correlation analysis among school leaders (accepted for publication in **Education as Change**).
- Niemann R & Marais N, 2011. Re-imagining research teaching: our living journey with our students towards improved practices. **Journal of Education**. 52.131-158.
- Niemann R, 2010. *Transforming an institutional culture: an Appreciative Inquiry*. **SA Journal of Higher Education**: 24(5):1001-1020.
- Niemann Rita, Swanepoel Z & Marais N 2010 Challenging the Four Corner Press as framework for invitational leadership in South African schools. **SA Journal of Industrial**

Psychology. 36(1):1-8.

- Verster H., Viljoen M. & Niemann R. 2009 *Coral techniques for children's choirs: a qualitative account.* **Musicus.** 37(2):53-64.
- Marais N, Niemann R & Kotze G 2008 *Leadership for redressing assessment competence in schools.* **Education as Change** 12(1): 151-167
- Niemann Rita 2006 *Managing workforce diversity in SA schools* **S.A. Journal of Education** 26(1):97-112.
- Niemann Rita & Kotze Tina, 2006 *The relationship between leadership practices and organisational culture: an education management perspective.* **S.A. Journal of Education** 26(4):609-624.
- Masitsa G, Van Staden J, De Wet C, Niemann R, Heyns M, Brazelle R, Niemann S 2004 *Management problems at under-achieving township secondary schools in the Free State.* **Acta Academica** 36(2):221-250.
- Niemann GS, Brazelle R, De Wet NC, Heyns MG, Niemann SM, Van Staden JG, van der Westhuizen PC. 2002 *Management Development in Education: fact or fiction – some preliminary findings.* **S.A. Journal of Education** 22(2): 132-135.
- Pretorius E, Niemann R, De Villiers Human S, Klinck E. 2002 *Fighting from within: gender equity at the University of the Free State.* **Acta Academica: Supplementum** 1: 1-38.
- Niemann R 2002 *Redress and empowerment for gender equity in South African education.* **Acta Academica: Supplementum** 1: 167-195.
- De Wet NC, Brazelle R, Heyns M, Masitsa MG, Niemann GS, Niemann SM, Van Staden JG 2001. *Racism in Education as portrayed by the media.* **S.A. Journal of Education** 21(1).
- Niemann R, Niemann S, Brazelle R., Van Staden J., Heyns M, De Wet C. 2000. *Objectivity, reliability and validity in qualitative research.* **S.A. Journal of Education** 20(4): 283-286.
- Heyns MG, Niemann R, Niemann S, Brazelle R, Van Staden J, , De Wet C. 1998 *The influence of follow-up assessment on the managerial behaviour of educational leaders - an experiment.* **South African Journal of Education** 18 (3).
- Niemann R. 1994. *The managerial performance of women in educational change.* **Acta Academica.** 26 (2&3): 113-133.
- Klopper S.M. (nou Niemann). 1989. *Onderwysersopleiding in kultuurperspektief.* **S.A. Tydskrif vir Opvoedkunde.** 9(3): 499-502.
-

7. Other current academic and curricular related activities

7.1 Editorial

- Editorial Board of **SA Journal of Education** (2012 -)
- Editor of Special Edition of **Journal of Education** on Re-imagining Research in South Africa (2011)
- Editorial board of **Perspectives in Education** (2010 -)
- Editorial body of the international journal **Elsevier** for period 2008-2010.

7.2 Research development

- Co-author for the revised edition of the book of Johan Mouton's on Research Methods (Oxford University Press) (current)
- Presenter of research seminars at Master's and Doctoral level for various Faculties (cf. 3 above)
- Co-worker in Leadership Academy of UFS's Research and Learning Community's research project on organisational leadership.

7.3 Academic Committee work (Current)

- Chair of Research Committee of the Faculty of Education.
- Chair of Committee for Title registration of M's & D's of the Faculty of Education.
- Chair of the Postgraduate Programmes Committee of the Faculty of Education
- Chair of the Higher Degrees Committee of the Faculty of Education
- Member of the Ethics Committee of the Faculty of Education
- Board member of the UFS Postgraduate School
- Member of the Postgraduate Strategy Committee of the UFS
- Member of the UFS Higher Degrees Committee

7.4 **Curricular experience**

- **Curriculator of B.Ed Hons Programme of the UFS 1999**
 - This was the only programme at this level that had been approved and accredited by DoE and SAQA unconditionally
 - I was used by Mr M Loots from the National DoE to advise other institutions in their Education curricula processes.
- **Curriculator of ACE (School Leadership) Programme of the UFS 2007**
 - Served on the National Ministerial Committee for the development of this programme
 - Author of the module on *Manage and Lead People* for this programme, which is used by all universities in SA.
- **Curriculator of PGDip, BEd Hons and Master's Programme of the UFS 2013**
 - The re-curriculated PGDip programme has been submitted to the DHET for approval
 - On approval by the DHET, the programmes will be submitted to the HEQC (CHE)
- **Programme reviewer for Council for Higher Education (CHE)**
 - Accredited reviewer for programmes submitted for approval
 - Member of the CHE Review panel for postgraduate programmes before registered with SAQA
- **Involvement in National institutional and programme Reviews by Higher Education Quality Committee (HEQC)**
 - Author of report to HEQC on the MEd in Education Management (2005)
 - Author of report to HEQC on the Postgraduate Certificate in Education (2007)
 - Member of HEQC panels for institutional reviews (Univ of North-West and Venda) (2010)

7.5 **Who's Who in the World**

Taken up in the 2014 **Who's Who in the World** for contribution to the Education academic community

7.6 **Merit awards and merit notches (last five years)**

Received merit awards and/or merit notches in 2009, 2011 and 2012
