

**Curriculum Vitae**  
**Liesel Lues**

<b>DEMOGRAPHIC INFORMATION</b>	<p><b>Name and surname:</b> Liesel Lues (<i>nee Muller</i>)  <b>Date of birth:</b> 26 August 1969  <b>Identity number:</b> 6908260143084  <b>Gender:</b> Female  <b>Nationality:</b> South African  <b>Postal address home:</b> 17A Stratford Street BLOEMFONTEIN, 9301  <b>Contact number:</b> 076 8466 828</p> <p><b>Present occupation:</b>   Professor  Department of Public Administration and Management</p> <p><b>Work address:</b>   University of the Free State P.O. Box 339 Flippie Groenewoud building  Room 236 205 Nelson Mandela Drive Bloemfontein 9301 South Africa</p> <p><b>E-mail address:</b>   Luesl@ufs.ac.za</p> <p><b>ORCID:</b> 0000-0003-3841-4949  <b>LinkedIn:</b> <a href="https://za.linkedin.com/in/liesel-lues-3750522b">https://za.linkedin.com/in/liesel-lues-3750522b</a>  <b>Scopus Author ID:</b> 36087793400  <b>Research standing:</b> National Research Foundation of South Africa Rating C3</p>
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<b>LANGUAGE PROFICIENCY</b>		<b>Speak</b>	<b>Read</b>	<b>Write</b>
	<b>Afrikaans</b>	Excellent	Excellent	Excellent
	<b>English</b>	Excellent	Excellent	Excellent

<b>FORMAL QUALIFICATIONS</b>	<p><b>2019: Certificate in Executive leadership programme.</b>  March – November 2019 (UFS Business School).</p> <p><b>2004: Post-doctoral fellowship</b> (Central University of Technology) (CUT)  <u>Project:</u> Research development at Universities of Technology.</p> <p><b>2003: Doctorate degree: Public Management</b> (CUT) <u>Title:</u> African women as managers in the Free State Provincial Administration: Addressing performance factors</p> <p><b>1998: Masters degree: Language Practice</b> (CUT) <u>Title:</u> An evaluation of the effectiveness of the use of colour and black and white illustrations in the development of the recall ability of the semi-skilled first-level supervisors in the Free State Provincial Administration</p> <p><b>1992: B.A. Communication Hons. (cum laude)</b> (University of the Free State) (UFS)  <b>1991: B.A. Communication</b> (UFS)  <b>1987: Senior Certificate</b> (Adamantia High, Kimberley)</p>
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**WORK  
EXPERIENCE**
**2024: Part-time secondment to the women's academic advancement programme**

Develop and implement a strategic plan for the female mentoring programme  
 Plan and coordinate training and orientation activities  
 Monitor and evaluate the progress and effectiveness of the mentoring relationships  
 Collaborate with the Transformation of the Professoriate Mentoring Programme and the Working Group for Gender Parity  
 Reporting on the progress of the programme

**2021 – current: Professor: Department of Public Administration and Management (UFS)**

International collaboration within the discipline and serving on international boards of management  
 Leading the research culture in their department  
 Providing students with advice on their research projects or thesis topics  
 Teaching postgraduate modules in public sector human resource management and research methodology

**2012 – 2014: Head of Department: Public Administration and Management (UFS)**

Strategic management  
 Responsible for the efficient management of funds and implementation savings in SLEs  
 Coordinate and implement a new undergraduate and postgraduate curriculum  
 Increase undergraduate and postgraduate enrolment numbers by 30%

**2009 – 2014: Programme Director: Public Administration and Management (UFS)**

Managed a successful external audit of the programme in 2011  
 Facilitated and managed the curriculum of a new undergraduate curriculum in 2013, the postgraduate curriculum in 2014, and the postgraduate diploma for 2015  
 Establish networks with national and international leading authoritative figures

**1998 – 2004: Assistant Director: Human Resources Development (Department of Water Affairs and Forestry)**

Established and managed the human resource development component for the Free State region and reported quarterly to the Director: H.R.D. in the Office of the Minister  
 Implement a new performance management system  
 Establish an employee wellness programme in the Free State Province  
 Coordinated the establishment of a mentorship programme

**2008 – 2020: Associate Professor: Department of Public Administration and Management (UFS)**

Responsible for lecturing (undergraduate and postgraduate students) (Human Resource Management and Research Methodology)  
 Provide supervision for postgraduate students  
 Represent the department at the Faculty Ethics Committee

**2006: Senior Lecturer: Department of Public Administration and Management (UFS)**

Responsible for lecturing (undergraduate and postgraduate students)  
 Develop own research niche in the form of peer-reviewed publications and conference presentations

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	<p><b>2004 – 2006: Post-doctoral fellow: February 2004 – February 2006 (CUT)</b>  Applying focus on the overarching status and state of affairs of research at the CUT  Contribute to research development.  Develop a niche programme for the institution dealing with the impact of technology on the institution's research activities.  Generate own research in the form of a book RE:SEARCH ABC</p> <p><b>1992 – 1998: Training facilitator: Office of the Premier, Free State Provincial Administration</b>  Develop training courses for the training of public officials  Present and evaluate training interventions  Establish skills development and comply with new legislative directives</p>
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<p><b>VISIBILITY &amp; CONNECTEDNESS</b></p> <p><b>Representation on professional boards and related activities</b></p>	<p><b>INTERNATIONAL ASSOCIATIONS</b>  2022 - 2025: Steering Committee of the International Commission on the Accreditation of Public Administration and Training Programs (ICAPA-SC)  2022 - 2025: Member of the board of Management of the International Association of Schools and Institutes of Administration (IASIA)  2015 – present: Co-chairperson of the working group VI – Public Sector Governance, Leadership and Management of the International Associations of Schools and Institutes of Administration</p> <p><b>EDITORIAL BOARD MEMBER / COMMITTEE</b>  2021 – present: Editorial Board Member. <b>International Journal of Public Leadership</b>. Issued by Emerald Publishing. ISSN 2056-4929  2018 – 2023: International Board Member. <b>African Journal of Public Sector Development and Governance</b>. Issued by the National School of Government. ISSN 2617-7714  2014 - present: Editorial Board Member. <b>Journal for New Generation Sciences</b>. Issued by the CUT. ISSN 1684-4998  2006 - present: Editorial Committee. <b>Administratio Publica</b>. Issued by the Association of Southern African Schools and Departments of Public Administration and Management. ISSN 1015-4833</p> <p><b>ASSOCIATION OF SOUTHERN AFRICAN DEPARTMENTS OF PUBLIC ADMINISTRATION AND MANAGEMENT</b>  2021 – 2023: Deputy-Chairperson  2016 – 2018: Chairperson  2015 - 2016: Deputy-Chairperson  2014 – 2015: Member of the Executive Committee</p> <p><b>INSTITUTIONAL (UFS)</b>  2024 – 2027: Senate representative UFS council  2022: Selection Committee for the appointment of vice-rector: Research and Internationalisation  2022 – 2025: Senate representative in the Research Committee of the Senate  2021 – 2024: Rhodes Ambassador for the Rhodes Scholarships for Southern Africa, Free State  2021 - present: Mountain-to- Mountain Mentoring Programme</p>
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2019 – 2022: Member of the Senate Research Ethics Committee  
 2018 – 2021: Mentor Qwa Qwa Upcoming Women in Research  
 2018 – present: Member of the Senate  
 2018: Selection Committee for the appointment of vice-rector: Institutional Change and Student Affairs  
 2014 - 2015: Selection Committee for the awarding of the A.B.E. Bailey Trust  
 2013 - 2014: Member Central Elections Oversight Committee, Student Representative Council Elections

2011 / 2012: Member Independent Elections Agency for the Student Representative Council Elections  
 2010 – 2014: Member Graduate Committee Department of Governance and Political Transformation

#### **FACULTY AND DEPARTMENT**

2022 – 2023: Faculty Research Committee  
 2016 – 2022: Faculty Ethics Committee  
 2009 – present: Faculty Council  
 2009 – 2014: Faculty Research Committee  
 2009 – 2014: Faculty Teaching and Learning Committee  
 2009 – 2014: Faculty Board Committee  
 2009 – 2014: Faculty Member of the Business School Board

2015 – present: Departmental Research Committee  
 2015 – present: Departmental Postgraduate Selection Committee  
 2021 – present: Departmental Ethics Committee  
 2020 – present: Departmental Scientific Review Committee

#### **OTHER CHARITABLE POSITIONS**

2020 - present: **UFS mentorship programme** (Qwa Qwa campus)  
 2021 – 2024: **Rhodes Scholarships**, ambassador at the University of the Free State  
 2015 – 2017: **Universitas Primary School**, School governing body

#### **ACADEMIC STATURE & RESEARCH OUTPUT**

#### **BOOK CHAPTERS**

**Lues, L.** 2024. **Career Management**, In: Mello, D. ed. *Managing Human Capital in the Public Sector*. Pretoria: Van Schaik.

**Lues, L.** 2021. **The role of political Leadership in a dynamic and changing human resource environment**, In: van der Westhuizen, E.J. ed. *Human Resource Management in Government: A South African perspective on theories, politics and processes*. Cape Town: Juta and Company. pp. 381-408. ISBN: 9781485131144

**Lues, L.** 2020. **South Africa's surviving VUCA environments**, In: Van Zyl, E., Campbell, A. and **Lues, L.** ed. **Chaos is a Gift. Leading Oneself in Uncertain and Complex Environments**. Randburg: KR Publishing. pp.129-141. ISBN: 978-1-86922-860-6

Biljohn, M.I.M. and **Lues, L.** 2020. **Social Innovation to enhance Service Delivery by Local Government: The Case of the Mangaung Metropolitan Municipality**, In: Wessels, J.S., Potgieter, T. and Naidoo, T. ed. *Public Administration Challenges cases from Africa*. Cape Town: Juta and Company. pp. 183-200. ISBN: 9781485138617

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**Lues, L.** 2019. **Peace leadership in the public and private sectors**, In: van Zyl, E. and Campbell, A. ed. Peace Leadership. Self-Transformation to Peace. Randburg: KR Publishing. ISBN 978-1-86922-761-6

Van Zyl, E. and **Lues, L.** 2019. **Concluding thoughts**, In: van Zyl, E. and Campbell, A. ed. Peace Leadership. Self-Transformation to Peace. Randburg: KR Publishing. ISBN 978-1-86922-761-6

**Lues, L.** 2016. **Public sector human resource management**. In: Draai, E. ed. A Practical Introduction to Public Management. South Africa: Oxford University Press. ISBN 9780199076901

**Lues, L.** and van Zyl, E. 2016. **Leadership in South Africa**, In: Lituchy, T.R. ed. LEAD: Leadership Effectiveness in Africa and the African Diaspora. Hampshire: Palgrave Macmillan. ISBN 978-1-137-591197 DOI: 10.1057/978-1-137-59121-0

**Lues, L.** 2016. **Leadership and Motivation**, In: van Zyl, E. ed. Leadership in the African Context. Cape Town: Juta and Co. ISBN 978-1-4852-1178-8

**Lues, L.** 2016. **The dynamic and changing work environment**, In: van der Westhuizen, E.J. ed. Human Resource Management in Government: A South African perspective on theories, politics and processes. Cape Town: Juta and Company. ISBN 9781485105565

**Lues, L.** 2014. **Career Management**, In: Mello, D. ed. Managing Human Capital in the Public Sector. Pretoria: Van Schaik. ISBN-10(13): 9780627030680

**Lues, L.** 2009. Team Leadership and Motivation, In: van Zyl, E. ed. **Leadership in the African Context**. Cape Town: Juta and Co. ISBN 9780702177705

Kroukamp, H. and **Lues, L.** 2007. **Improving Local Management**, In: de Vries, M.S.; Reddy, P.S. and Haque, M.S. eds. Improving Local Government. Hampshire: Palgrave Macmillan. ISBN 9780230517523

**Lues, L.** 2005. **Writing an Academic Report**, In: Lategan, L.O.K. and Lues, L., eds. Doing Research. Bloemfontein: Tekskor. ISBN 978-1-920383-13-8

Lategan, L.O.K.; **Lues, L.** and Friedrich-Nel, H. 2011. Doing Research Revised. Bloemfontein: Tekskor BK. ISBN 920383-13-8

#### EDITORSHIP

Van Zyl, E., Campbell, A. and **Lues, L.** 2020. **Chaos is a Gift**. Leading Oneself in Uncertain and Complex Environments. Randburg: KR Publishing. ISBN: 978-1-86922-860-6

**Lues, L.** and Lategan, L.O.K. 2006. **RE:Search ABC**. Stellenbosch: Sun Media. ISBN 978-1-919980-86-7

Lategan, L.O.K. and **Lues, L.** 2005. Doing Research. Bloemfontein: Tekskor BK. ISBN 0-620-33980-2

Lategan, L.O.K. and **Lues, L.** 2004. Research Made Easy Part 3: Writing for Publication. Bloemfontein: Tekskor BK. ISBN 0-620-32846-0

#### PEER-REVIEWED INTERNATIONAL JOURNAL CONTRIBUTIONS

**Lues, L.** 2023. Can public service leaders save the public service amidst a VUCA environment? International Journal for Public Leadership (*under review*).

Du Plessis, A.R. and **Lues, L.** 2023. Uncovering the nexus between coalition theory and the political-administrative dichotomy: In search of a South African multiple approach framework. Politikon (*under review*).

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Du Plessis, A.R. and **Lues, L.** 2023. Exchanging International lessons on contemporary coalition-led governments: Implications for the “Political-Administrative Dichotomy” *International Journal of Public Administration* (*under review*).

Du Toit, M. and **Lues, L.** 2021. Transitioning to sustainable administrative gatekeeping in access to social grants for South African adult persons with disabilities. *Sustainability*, 13(7): 1-14. DOI.org/10.3390/su13073597

**Lues, L.** 2021. Has public Leadership as we know it reached the end of its shelf life? Exploring leadership styles in the 21<sup>st</sup> century. *Teaching Public Administration*, 39(2): 175-191. DOI: 10.1177/0144739420974737

Biljohn, M.I.M. and **Lues, L.** 2020. Citizen participation, social innovation, and the governance of local government service delivery: Findings from South Africa. *International Journal of Public Administration*, 43(3): 229-241. ISSN: 0190-0692 DOI: 10.1080/01900692.2019.1628052

Biljohn, M.I.M. and **Lues, L.** 2019. Social innovation and service delivery in Belgium and South Africa. *Transforming Government: People, Process and Policy*, 13(2): 143-158. ISSN: 1750-6166 DOI: 10.1108/TG-11-2018-0070.

**Lues, L.** 2017. Leadership qualities to foster a sustainable South African democracy. *Developments in Administration: The e-Journal of the IIAS, the IASIA, and the Regional Groups of the IIAS*, 2(1): 23-37. ISSN: 2466-8877

**Lues, L.** 2014. Citizen participation as a contributor to sustainable democracy in South Africa. *International Review of Administrative Sciences*, 80(4): 789-807. Also in French, Spanish, Arabic and Chinese. DOI: 10.1177/0020852314533450

Agenbag, M.H.A., Lues, J.F.R. and **Lues, L.** 2012. Exploring policy compliance of the South African informal milk-producing segment. *Journal of Public Health Policy*, 1-14.

Agenbag, M.H.A., Lues, L. and Lues, J.F.R. 2009. Compliance of local government towards controlling the informal milk-producing sector in South Africa. *International Journal of Environmental Health Research*, 19(5): 379-388.

#### **PEER-REVIEWED SOUTH AFRICAN JOURNAL CONTRIBUTIONS**

Du Toit, M. and **Lues, L.** 2022. Accountable administrative gatekeeping: effects on social grants for South African adult persons with disabilities. *Administratio Publica*, 30(3): 106-125. ISSN: 1015-4833

Sibanda, M.M. and **Lues, L.** 2021. Public participation power dynamics in municipal strategic development planning in a metropolitan municipality, Eastern Cape Province. *Journal of Local Government Research and Innovation*, 2(0)a44: 1-18. DOI: 10.4102/jolgr.v2i0.44

Ts'osane, M.A. and **Lues, L.** 2021. Leadership Accountability and the Development of Administrative Staff at Prominent Hospitals in the Mangaung Metropolitan Health Area. *Administratio Publica*, 29(1): 122-141. ISSN: 1015-4833

Biljohn, M.I.M. and **Lues, L.** 2020. Doing it Together: How Co-production Underpins the Use of Social Innovation During Service Delivery. *Africa's Public Service Delivery and Performance Review*, 8(1): 2-9. ISSN: 2310-2195 DOI: 10.4102/apsdpr.v8i1.411

Sibanda, M.M. and **Lues, L.** 2019. Public participation in integrated development planning: a case study of Buffalo City Metropolitan Municipality. *Administratio Publica*, 27(1): 78-93. ISSN: 1015-4833

Ramataboe, L. and **Lues, L.** 2018. Performance management implementation challenges in the Lesotho Ministry of Social Development. *Journal for New Generation Sciences*, 16(2): 76-91. ISBN: 1684-4998

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- Biljohn, M.I.M. and Lues, L. 2018. Using Social Innovation in Open and Closed Governance Systems. Considerations for the South African Local Government. **Administratio Publica**, 26(3): 153-169. ISSN: 1015-4833
- Twala, C.M. and Lues, L. 2017. Historicising the Role of Public Administration and Management in the Strengthening of South Africa's Democracy. **Administratio Publica**, 25(3): 112-134. ISSN: 1015-4833
- Twala, C.M. and Lues, L. 2017. Public Administration and Management Variables Influencing the Strengthening of Democracy in South Africa. **Administratio Publica**, 25(1): 190-211. ISSN: 1015-4833
- Biljohn, M.I.M. and Lues, L. 2016. The role of local government in using social innovation for improved service delivery: A 21<sup>st</sup>-century strategy. **African Journal of Public Affairs**, 9(3): 70-81. ISSN: 1997-7441
- Lues, L. 2016. South African Public Service Human Resource Management: Reforms, Current Status and the 2030 Vision. **Administratio Publica**, 24(1): 11-31. ISSN: 1015-4833
- Du Toit, M. and Lues, L. 2014. Reasons that deter qualifying primary caregivers from applying for child support grants. **The Social Work Practitioner-Researcher**, 26(1): 42-54. ISSN: 1011-2324
- Lues, L. 2014. Strategy-based approach towards optimising research output. **Africa Education Review**, 10(4): 615-633. ISSN: 1753-5921
- Lues, L. 2013. Advancing democracy via responsive tertiary public administration offerings. **African Journal of Public Affairs**, 6(1): 96-107. ISSN: 1997-7441
- Bloom, T. and Lues, L. 2013. Assessing the implementation of employment equity in a category C District Municipality. **Journal for New Generation Sciences**, 11(1): 1-15. ISBN: 1684-4998
- Sebotsa, M.L.D. and Lues, L. 2011. An evaluation of the implementation and management of the strategies adopted by the government to improve food security in Lesotho. **Journal for New Generation Sciences**, 9(2): 43-55. ISBN: 1684-4998.
- Du Plessis, L.M. and Lues, L. 2011. A conceptual framework for preparing effective municipal councillors ensuring the future of local government through skills identification. **Administratio Publica**, 19(1): 104-120. ISSN: 1015-4833.
- Phamotse, I.M. and Lues, L. 2010. Assessing practices during the vehicle registration process in Lesotho. **Journal for New Generation Sciences**, 8(1): 190-203. ISBN: 1684-4998.
- Lues, L. 2010. The assessment of doctoral theses: A Public Administration and Management perspective. **Administratio Publica**, 18(3): 149-171. ISSN: 1015-4833
- Lues, L. 2009. Team leadership and motivation: The case of Transnet. **Journal of Public Administration**, 44(3.2): 95-106.
- Lues, L. 2009. A strategy-based approach towards optimising research output in the master's dissertation in public administration. **Administratio Publica**, 17(2): 20-35. ISSN: 1015-4833
- Lues, L. 2008. The contribution of research at higher education institutions towards human resource capacity development in the public service. **Journal of Public Administration**, 43(3.1): 169-180. ISSN: 0036-0767.
- Lues, L. and Bester, C. 2007. The Impact of Legislative Directives and Human Behaviour on the Ethical Conduct of Public Service Managers. **Journal of Public Administration**, 42(5): 93-108. ISSN: 0036-0767.
- Lues, L. 2007. Service Delivery and Ethical Conduct in the Public Service: The Missing Links. **Koers**, 72(2): 219-238.

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	<p><b>Lues, L.</b> and Lategan, L. 2006. Research Development at a South African University of Technology: A Case Study. <b>SAJHE</b>, 20(3): 108-121.</p> <p><b>Lues, L.</b>, Geldenhuys, A. and Joubert, G. 2005. The Occupational Milieu of African Women Managers in the Free State Provincial Administration. <b>Administratio Publica</b>, 13(1): 78-109. ISSN: 1015-4833</p> <p><b>Lues, L.</b>, Geldenhuys, A. and Joubert, G. 2004. Domestic and Socio-Economic Influences on the Performance of African Women Managers in the Free State Provincial Administration. <b>Journal of Public Administration</b>, 39(2): 302-321. ISSN: 0036-0767.</p> <p><b>Lues, L.</b>, Barnard, L. and Breytenbach, M. 1992. Continuing Existence of the Afrikaner Culture Symbols with Specific Reference to the National Flag, Anthem and Afrikaans Language. <b>Journal for Contemporary History</b>, 18(1): 35-54.</p>
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<p><b>KNOWLEDGE SHARING</b></p> <p><b>Contributions to conferences and papers</b></p>	<p><b>INTERNATIONAL CONFERENCES: ORAL PRESENTATIONS</b></p> <p><b>INTERNATIONAL ASSOCIATION OF SCHOOLS AND INSTITUTES OF ADMINISTRATION</b></p> <p><b>Lues, L.</b> Can public service leaders save the public service amidst a VUCA environment? Manila, August 2023.</p> <p><b>Lues, L.</b> Exploring Public management accountability toward human resources current issues and new developments. Rabat, July 2022.</p> <p>Tsosane, M. and <b>Lues, L.</b> Leadership Accountability and the Development of Administrative Staff at Prominent Hospitals in the Mangaung Metropolitan Health Area. Bela Bela, July 2021.</p> <p>Du Toit, M. and <b>Lues, L.</b> Management accountability impact on Social Grants for South African Adult Persons with Disabilities amidst the Fourth Industrial Revolution. Bela Bela, July 2021.</p> <p>Biljohn, M.I.M. and <b>Lues, L.</b> Social innovation to enhance service delivery by local government: The case of the Mangaung Metropolitan Municipality. Bela Bela, July 2021.</p> <p><b>Lues, L.</b> How can public sector Leadership advance peace, justice and strong institutions in a VUCA environment. Portugal, July 2019.</p> <p><b>Lues, L.</b> Leadership in the 21<sup>st</sup> century. Lima, July 2018.</p> <p>Biljohn, M.I.M. and <b>Lues, L.</b> Citizen participation, social innovation, and the governance of local government service delivery – findings from Mangaung Metropolitan Municipality, South Africa. Lima, July 2018.</p> <p><b>Lues, L.</b> Leadership excellence that will foster a sustainable democracy. Chengu, September 2016.</p> <p><b>Lues, L.</b> S.A. Public Service H.R.M.: reforms, current status and the 2030 vision. Paris, July 2015.</p> <p><b>Lues, L.</b> Managing three generations of public servants. Port Elizabeth, June 2014.</p> <p><b>Lues, L.</b> Addressing student perceptions of the South African democracy via responsive tertiary public administration offerings. Roma, June 2011</p> <p><b>Lues, L.</b> A strategy-based approach towards optimising research output in the master's dissertation in public administration. Rio de Janeiro, August 2009.</p> <p><b>Lues, L.</b> The Effectiveness of Managers in the Public Service: Challenges for African Universities. Warsaw, July 2006.</p> <p><b>INTERNATIONAL WINELANDS CONFERENCE</b></p> <p><b>Lues, L.</b> Innovation as a contributor to sustainable democracy in South Africa. School of Public Management and Planning. Stellenbosch, March 2014.</p> <p><b>Lues, L.</b> Leadership behaviour that affects trust amongst employees within the public service – a view from the bottom. School of Public Management and Planning. Stellenbosch, March 2010.</p> <p><b>Lues, L.</b> The performance of African women public managers. School of Public Management and Planning. Stellenbosch, April 2006.</p>
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**OTHER**

Biljohn, M.I.M. and **Lues, L.** 2021. Poverty in Latin America: the state of the question ESPOL. **Polytechnic University. Ecuador**, November 2021.

**Lues, L.** S.A. Public Service reforms. **The University of Ghent**. Ghent, January 2016.

**Lues, L.** Managing a corporate strategy to increase research output at a South African University. **Global Business and Technology Association Annual International Conference**. Madrid, July 2008.

**NATIONAL CONFERENCES: ORAL PRESENTATIONS****ASSOCIATION OF SOUTHERN AFRICAN DEPARTMENTS OF PUBLIC ADMINISTRATION AND MANAGEMENT**

Du Toit, M. and **Lues, L.** Administration of social grants for adult persons with disabilities in the Northern Cape. Durban 2022.

Du Plessis, A.R. and **Lues, L.** Uncovering the “nexus” between Coalition Theory and the Political-Administrative Dichotomy: A multiple approach framework. Durban 2022.

Ramataboe, L. and **Lues, L.** Performance management system implementation challenges in the Lesotho Ministry of Social Development. Bloemfontein, September 2018.

Biljohn, M.I.M. and **Lues, L.** A framework for enhancing the use of Social Innovation for improved service delivery by the Mangaung Metropolitan Municipality. Bloemfontein, September 2018.

Sibanda, M. and **Lues, L.** Public participation in Integrated Development Planning: A case study of the Buffalo City Metropolitan Municipality. Bloemfontein, September 2018.

Biljohn, M.I.M. and **Lues, L.** Using social innovation as a remedy for Local Government service delivery challenges, might just be the answer! East London, September 2017.

Biljohn, M.I.M. and **Lues, L.** The role of local government in using social innovation for improved service delivery: A 21st-century strategy. Cape Town, October 2016.

**Lues, L.** Citizen participation as a contributor to sustainable democracy. Durban, November 2012.

**Lues, L.** Advancing democracy via responsive tertiary public administration offerings. Cape Town, September 2011.

**Lues, L.** A conceptual framework for preparing effective municipal councillors – ensuring the future of local government through skills identification. Johannesburg, September 2010.

**Lues, L.** Perspectives on assessment of postgraduate theses: A Public Administration and Management perspective. Stellenbosch, September 2009.

**Lues, L.** Transforming quality in research outputs: a knowledge-management approach. Windhoek, June 2007.

**SOUTH AFRICAN ASSOCIATION OF PUBLIC ADMINISTRATION AND MANAGEMENT**

**Lues, L.** and Twala, C.M. Sustaining and strengthening democratic practices of public administration and management. Epangeni, May 2017.

Bloom, T.M. and **Lues, L.** Assessing the implementation of employment equity in a typical District Municipality. Bloemfontein, March 2012.

**Lues, L.** The women touch in Leadership and motivation: The case of Maria Ramos. Port Elizabeth, October 2009.

**Lues, L.** The contribution of research at higher education institutions towards human resource capacity development in the public service. Bloemfontein, November 2008.

**Lues, L.** The Impact of Legislative Directives and Human Behaviour on the Ethical Conduct of Public Service Managers. Cape Town, November 2007.

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	<p><b>OTHER</b></p> <p><b>Lues, L.</b> Public Service Leaders' contribution towards Establishing a capable public service: a post-democratic Reflection on Five South African Presidents. <b>PAM@100 Conference</b>, University of South Africa, November 2023.</p> <p><b>Lues, L.</b> Women in leadership. <b>The Transformation of the Professoriate Programme, University of the Free State</b>. Bloemfontein, June 2023.</p> <p>Nolan, P. and <b>Lues, L.</b> Accountability and high turnover of registered nurses at Matlosana sub-district - primary health. <b>Dr Kenneth Kaunda District Research Day</b>, North West University Potchefstroom, November 2022.</p> <p><b>Lues, L.</b> International Leadership Experiences and Perspectives Responding to COVID-19. <b>Public and Political Leadership Network</b>. On-line, March 2022.</p> <p><b>Lues, L.</b> Accountable GREEN leadership and strengthening of democracy in South Africa. <b>Science Advisory Group for Emergencies (SAGE)</b>. On-line, August 2021.</p> <p><b>Lues, L.</b> Has public sector leadership and accountability, as we know it, reached its expiring date? <b>Free State Provincial Research Colloquium</b>. Bloemfontein, September 2019.</p> <p><b>Lues, L.</b> The assessment of doctoral theses: A Public Administration and Management perspective. <b>UFS Directorate for Institutional Research and Academic Planning Prestige Forum for Teaching and Learning</b>. Bloemfontein, October 2010.</p> <p><b>Lues, L.</b> Managerial effectiveness: challenges for African universities. <b>South African Association for Research and Development in Higher Education Conference</b>. Durban, June 2005.</p> <p><b>Lues, L.</b> Managerial effectiveness of women managers in the Public Service – a developmental perspective. <b>National Public Service Trainers' Conference</b>. Kimberley, November 2004.</p>
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<p><b>RESEARCH COLLABORATION</b></p> <p><b>Professional activities in higher education</b></p>	<p><b>POSTGRADUATE SUPERVISION</b></p> <p>M. Phate <a href="#">submission 2024</a>. The role of social innovation in strengthening a sustainable democracy in Lesotho. <b>Doctor of Philosophy in Public Administration and Management</b>.</p> <p>N. Khotseng <a href="#">submission 2023</a>. A conceptual framework for training and development in the Free State Public Service. <b>Doctor of Philosophy in Development Support</b>.</p> <p>A.R. du Plessis <a href="#">submission 2023</a>. The Political-Administrative Dichotomy in coalition-led Metropolitan Municipalities: A South African perspective. <b>Doctor of Philosophy in Public Administration and Management</b>.</p> <p>D. <a href="#">Litsoane submission 2023</a>. Evaluation of Internship Programmes of the Free State Provincial Government. <b>MAdmin</b></p> <p>PS Nolan 2022. Accountability and high turnover of registered nurses at Matlosana sub-district - primary health. <b>MPA</b></p> <p>M. Ts'osane 2020. The Influence of human resource development challenges on public health service delivery in Mangaung. <b>MAdmin</b></p> <p>M.M. du Toit 2021. The administration of social grants for Adult persons with disabilities in the Northern Cape. <b>Doctor of Philosophy in Public Administration and Management</b></p> <p>M.I.M. Biljohn 2018. Social innovation and service delivery by Local Government: a comparative perspective. <b>Doctor of Philosophy in Public Administration and Management</b></p> <p>M.M. Sibanda 2018. Public participation in integrated development planning: a case study of Buffalo City Metropolitan Municipality. <b>Doctor of Philosophy in Public Administration and Management</b>.</p> <p>C.M. Twala 2017. The role of Public Administration and Management in strengthening democracy in South Africa: a historical perspective. <b>MAdmin</b>.</p> <p>R.T. Ramataboe 2016. Challenges in the implementation of the performance management system in the ministry of social development in Lesotho.</p>
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- W. Makapela 2013. Empowerment of municipal ward committees towards community participation in policy-making at Senqu local municipality. **MPA**
- M.M. du Toit 2013. Reasons that deter qualifying primary caregivers from applying for child support grant in the Frances Baard District. **MPA**
- M.T. Lenka 2013. Public participation in capital projects - the case of the Lesotho Highlands Water Project. **MPA**
- C.F. Smuts 2013. Accelerating land redistribution through professional conduct of public servants. **MPA**
- T.M. Bloom 2012. Assessing the implementation of the 2005 employment equity in the Dr Ruth Segomotsi Mompati District Municipality. **MPA**
- F.M. Phakoe 2010. Effectiveness of Lesotho clothing and allied workers union in improving the working conditions of the Maseru textile factory workers. **MPA**
- V.E. Sithole 2009. An analysis of selected training topics on the performance of Free State Provincial Traffic Managers. **MPA**
- I.M. Phamotse 2009. Investigating practices of non-compliance with laws, rules and regulations during the vehicle registration process at the department of traffic and transport in Lesotho. **MPA**
- M.L. Sebotsa 2009. **(Cum Laude)**. The implementation and management of the food security strategies adopted by the Lesotho government to improve food security in Lesotho. **MPA**
- L.W. Dzansi 2008. **(Cum Laude)**. Rating of the importance of in-service training by School managers in the greater Taung and Taledi areas. **MPA**

**EXTERNAL EXAMINER FOR POSTGRADUATE STUDIES (ONLY DOCTORAL THESES MENTIONED)**

- G. Mohlala: Doctor of Philosophy in Public Administration, UNISA, 2024. Implementation of the Water Services Act 108 of 1997 in South Africa: a case study of the Sekhukhune District Municipality
- M.P. Letshokgohla: Doctor of Philosophy in Public Administration, UNISA, 2023. Turnover of millennials with scarce skills: a case of the Limpopo economic cluster departments.
- R.A. Obeng: PhD Human Resource Management, UKZN, 2021. Compensation management practices and retention of academic staff in private university colleges in Ghana.
- S. Mutangabende: Doctor of Public Administration, UFH 2021. A model for cultivating a culture of innovation in Local government: A case of Human Resources Management at Buffalo City Metropolitan Municipality.
- P. Smit: PhD in Business Administration, UFS, 2021. The enhancement of employee performance through leadership and individual level variables in three metropolitan municipalities in South Africa.
- N. Mdletshe: Doctor of Philosophy in Management, UKZN, 2020. The Influence of Transformational Leadership on Employee Engagement in South African Revenue Services, KwaZulu-Natal Region.
- F.T. Mthetwa: Doctor of Philosophy in Public Administration, UNISA, 2018. Primary health care services delivery analysis in the Gauteng province of South Africa.
- S.T. Makwarela: DLitt et Phil Public Administration, UNISA, 2017. Governance and the provision of housing in the Johannesburg metropolitan municipality.
- M.P.L. Mabelane: Doctor of Philosophy in Public Management and Governance, NWU, 2016. Developing a strategy for creating a sustainable pool of women leaders in the Mpumalanga Provincial Government.
- H.C.A. Cloete: Doctor of literature and Philosophy, US, 2016. Human resource development in local government: a management perspective.

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	<p>J.M. Konde: Doctor of literature and Philosophy in Public Administration, UNISA, 2016. Stress and management of work-related stress among police officers in the South African police service in the Mtatha regional police area in the Eastern Cape province.</p> <p>L.A. Scheepers: Doctor of Philosophy in Public and Development Management, US, 2015. An institutional capacity model of municipalities in South Africa.</p> <p>G.M.A. Lourens: Doctor of Technology in Public Management, CPUT, 2014. Implementation framework of the hospital revitalisation programme in a regional secondary level hospital.</p> <p>T.P. Thebe: Doctor of Philosophy in Public Management and Governance, NWU, 2013. A comprehensive human resource recruitment and selection model: The case of the Department of Justice and Constitutional Development.</p> <p>R.K. Tengeh: Doctor of Technology in Public Management, CPUT, 2011. A business framework for the effective start-up and operation of African immigrant-owned businesses in the Cape Town metropolitan area, South Africa.</p> <p>S.M. Madue: <b>Doctor of Philosophy in Public Administration</b>, UNISA, 2011. The effect of the research component of the South African Higher education subsidy formula on knowledge production.</p> <p>J.A. Minnie: <b>Doctor of Philosophy in Public Management</b>, US, 2011. Critical success factors for public-private partnerships in South Africa.</p> <p>K.G. Phago: <b>DAdmin in Public Administration</b>, UNISA, 2010. Effects of the development and implementation of the national public housing policy in SA with specific reference to the Gauteng province.</p>
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<b>THIRD STREAM INCOME</b>	<p><b>NATIONAL SCHOOL OF GOVERNMENT</b></p> <p>2020 – 2023: Obtain the tender to facilitate the Executive Development Programme (EDP) for all nine provinces</p> <p>2020 – 2023: Obtain the tender to facilitate the Emerging Management Development Programme (EMDP) and the Advanced Management Development Programme (AMDP) for the Free State and Kwazulu-Natal provinces</p> <p>2018 – 2019: Part of the European funding project to develop research approaches and Case Studies for evidence-based learning</p> <p>2018: Obtain funding from the Free State Provincial Government to host the annual ASSADPAM conference</p>
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<b>NETWORK &amp; PARTNERSHIPS</b>	<p><b>VRIJE UNIVERSITEIT - AMSTERDAM</b></p> <p>Co-supervising PhD candidate in the Disaster Management Training and Education Centre for Africa</p>
<b>Academic involvement outside the university of the Free State</b>	<p><b>UNIVERSITY OF GUELPH - CANADA</b></p> <p>Serve on the editorial board of the International Journal of Public Leadership &amp; Department of Political Science</p>
	<p><b>NATIONAL SCHOOL OF GOVERNMENT</b></p> <p>2020 – 2023: Facilitate the Executive development programme for all nine provinces.</p> <p>2020 – 2023: Facilitate the Emerging and Advanced development programmes for the Free State and Kwazulu-Natal provinces.</p>

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2018 – 2019. Form part of a working group of a European Union-funded project to develop research approaches to provide Case Studies for evidence-based learning

#### **CENTRAL UNIVERSITY OF TECHNOLOGY, FREE STATE**

2020: External examiner nominated by the Faculty of Management Sciences to participate in the Council on Higher Education's review of doctoral degrees.

2021 – present: External moderator Postgraduate Diploma in Strategic Management

#### **UNIVERSITY OF LIMPOPO**

2021 - present: External moderator to the Graduate School of Leadership for the HRM programm.

#### **UNIVERSITY OF STELLENBOSCH**

2019: Facilitate training to the LGSETA on behalf of the School of Public Leadership, Faculty of Economic and Management Sciences.

2016 – present: External moderator for the module Political Governance (12587761).

#### **UNIVERSITY OF FORT HARE**

2016: Peer Review Report for promotion of an Associate Professor in the Department of Public Administration.

2011: An external reviewer on the current status of implementation of the Department of Public Administrations' educational goals and identify areas that might require additional attention.

#### **NATIONAL RESEARCH FOUNDATION**

2023: Research reviewer for rated researchers.

2022: Research reviewer for rated researchers.

2021: Research reviewer for rated researchers.

2020: Research reviewer for Thuthuka applications.

2018: Research reviewer for development grants for Y-rated researchers.

2014: Research reviewer for rated researchers.

2013: Research reviewer for rated researchers.

#### **UNISA**

2008: External assessor for the modules PUB101-8 and PUB102-9, Department of Public Management.

#### **GOVERNMENT INSTITUTIONS**

**Local Government SETA, 2023** – Review LGSETA Strategic Partnership phase one report.

**National School of Government, 2018 – 2019.** Form part of a working group of a European Union-funded project to develop research approaches to provide Case Studies for evidence-based learning.

**Free State Provincial Research Colloquium, 12-14 September 2018.** Facilitator and panelist of Good Governance.

**Free State Department of the Premier, 2017.** Presentation at the women's leadership seminar in celebration of women's month.

**Public Service Commission, 2016.** Roundtable discussion on the Development State Document.

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	<p><b>Free State Department of Science and Technology</b>, 2013. Free State Science and innovation park: feasibility study and business plan. Authored a status report on behalf of the DST-UFS Science Park initiative. The report aimed to summarise all innovation activities implemented throughout the various spheres of government in the Free State Province.</p> <p><b>OTHER</b>  SA Journal of Human Resource Management Review 2020  Journal of Contemporary Management 2020  International Association of Schools and Institutes of Administration, 2018. Participate as one of 3 panelists in the Forum of Public Administration Associations 2018 IASIA-LAGPA conference in Lima, PERU.</p> <p><b>AOSIS</b>, 2018. Book review: ASSADPAM Book Series: Culture, philosophies, and reforms in public administration for the globalizing world: A reflection on local, regional and international perspectives.  <b>JUTA</b>, 2017. Book review: Namibian Governance: A public administration and management perspective.  <b>Mount Grace</b>, 2015-2016. Form part of the committee investigation a summit on the State of the Discipline of public administration and management in South Africa</p>
<p><b>RESEARCH VISITS ABROAD</b></p>	<p>The applicant has visited the following countries abroad: Philippines, Morocco, Portugal, Peru, Sweden, Germany, China, Italy, Brazil, Spain, Poland, Czech Republic, France, Holland, Belgium, England, U.S.A., New Zealand and Australia. The visits were invaluable in broadening the applicant's vision and perception regarding international trends, customs, traditions, markets and research opportunities. Recent visits have included a paper presentation at conferences.</p>
<p><b>TRAINING &amp; DEVELOPMENT</b></p>	<ul style="list-style-type: none"> <li>· Technology and telecommunications outlook. June 2023. (Economist Intelligence Unit)</li> <li>· Mentoring workshop. June 2023. (Dr Brenda Marina Myntrmi)</li> <li>· SPSS. April 2022. (UFS Centre for Postgraduate Support)</li> <li>· REASA POPIA Act training. 26 July 2021 (HSRC)</li> <li>· Postgraduate UFS policies. 19 April 2021 (UFS Postgraduate School)</li> <li>· Research Information Management systems. 3-4 March 2021 (InfoEd Global)</li> <li>· Copyrights, author's rights and plagiarism. 13-14 October 2020 (UFS Postgraduate School)</li> <li>· Summative assessment in a low-tech online/distance environment. August 2020 (UFS Centre for Teaching and Learning)</li> <li>· Introduction to Research Ethics &amp; Research Ethics Evaluation. 3 July 2019 (University of Hong Kong)</li> <li>· Training and Resources in Research Ethics Evaluation. June 2019 (University of Neuchate, Switzerland)</li> <li>· Knowledge Mentoring Workshop. January 2019. Facilitated by KMI INKABA consultants.</li> <li>· Digital story telling guidelines for academics, June 2019. Facilitated by Common Good First.</li> <li>· Transformation, 2018. Presented by the UFS</li> </ul>
<p><b>RECOGNITION</b></p>	<p>2023: Emerald Press Outstanding Reviewer International Journal of Public Leadership  2020: Faculty Economic and Management Sciences Best Senior Research Award</p>

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<b>ACHIEVEMENTS</b>	2019: National Research Foundation C3 Rating
<b>FINANCIAL SUPPORT</b>	2018: Faculty Economic and Management Sciences Research Grant
	2017: Faculty Economic and Management Sciences Best Senior Research Award
	2016: UFS leadership PROGRAMME
	2013: Higher Education Leadership and Management Lead Fellowship
	2008: Faculty Research committee – awarded an extraordinary research grant
	2006: Receive NRF Free-standing postdoctoral fellowships
	2004: Postdoctoral fellowship grant from CUT
	2002: Innovation Fund grant from CUT

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**SUB INDEX OF CERTIFIED COPIES** (Available on request)

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<b>REFERENCES</b>	<p>Prof. Thean Potgieter (Acting Deputy Director-General: Training Policy and Planning) National School of Government Tel: 082 658 5251 Email: <a href="mailto:thean.potgieter@thensg.gov.za">thean.potgieter@thensg.gov.za</a></p> <p>Prof. Liza van Jaarsveldt (Board of Management IASIA) University of South Africa Tel: 083 550 5396 Email: <a href="mailto:Vjaarlc@unisa.ac.za">Vjaarlc@unisa.ac.za</a></p> <p>Dr. Christa de Wet (Deputy Chairperson ASSADPAM) North West University Tel: 079 350 5624 Email: <a href="mailto:christa.dewet@nwu.ac.za">christa.dewet@nwu.ac.za</a></p> <p>Prof. Siphon Mokoena (Director of the Turfloop Graduate School of Leadership) University of Limpopo Tel: 082 430 2112 Email: <a href="mailto:Siphon.mokoena@ul.ac.za">Siphon.mokoena@ul.ac.za</a></p> <p>Dr. Mangalane du Toit (Chief Director Department of Agriculture, Land Reform and Rural Development) Tel: 072 7203533 Email: <a href="mailto:mdutoit@dalrrd.gov.za">mdutoit@dalrrd.gov.za</a></p> <p>Dr Modeni Sibanda (Head of Department Public Administration) University of Fort Hare Tel: 078 423 6696 Email: <a href="mailto:MMudzamba@ufh.ac.za">MMudzamba@ufh.ac.za</a></p>
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