

CURRICULUM VITAE

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EXECUTIVE SUMMARY

I am a dedicated and experienced Director at the Centre for Teaching and Learning at North-West University, where I have contributed to the academic growth and excellence of the institution since 2010. Over the span of more than 11 years, I have demonstrated a strong commitment to enhancing the educational experience for both students and lecturers.

I have extensive expertise in curriculum matters, with a focus on program development and evaluation. My contributions extend beyond the institution, as I have actively participated in national evaluation panels, contributing to the advancement of education at a broader level.

Currently, my portfolio is primarily concentrated on Continuous Professional Learning for academic staff. This encompasses a comprehensive Induction Program for New Academics, designed to equip them with the skills and knowledge needed to excel in their roles. I also oversee training programs for continuous professional development, fostering a culture of ongoing growth and improvement among the faculty.

Moreover, I am deeply involved in international teaching mobility programs, facilitating cross-cultural experiences and knowledge exchange. Additionally, I am passionate about driving Scholarship for Teaching and Learning (SoTL) initiatives at North-West University, promoting a culture of research and innovation in pedagogy.

This engagement with enhancing academics is also extended to participation on national forums. I am the NWU institutional representative on the **National Committee for University Teachers (NFFAUT)**, actively contributing to the development and enhancement of educational policies and practices at the national level. I am also the project leader for the **National collaborative project on Continuous Professional Learning**. Additionally, I have a history of involvement in key educational organisations, having served as an executive member of HELTASA (Higher Education Learning and Teaching Association of Southern Africa) and as a member of the CHE (Council on Higher Education) National Awards Committee from 2017 to 2021. These roles demonstrate my commitment to advancing higher education and recognizing excellence in teaching and learning.

In summary, my extensive experience as a Director in the Centre for Teaching and Learning, coupled with my diverse portfolio and national leadership roles, underscores my commitment to enhancing education, both within the institution and on a national scale. I am dedicated to fostering a dynamic learning environment, supporting faculty development, and advancing the scholarship of teaching and learning to ensure the continued excellence of North-West University and contribute to the broader enhancement of academics as university teachers in the nation.

I would be honored to be nominated as a COP member for the implementation of the QAF in 2024 in the Academic Staff Development Standard.

1 BACKGROUND

I started my career as a lecturer in the Faculty of Education at the NWU in 1990 until 2011. My academic career included lecturing, research, and community engagement. I was the programme manager of the PGCE programme for more than 10 years. Currently I am holding the position of **Director Special Project and Research in the Centre for Teaching and Learning** at North-West University since 2011. I am experienced in the field of academic development and support; curriculum development; learning design and development of teaching in higher education; student support for academic success and ICT integration in teaching and learning.

I have served on various national quality review panels, teaching and learning forums and task teams. My research interests range from blended learning design and development, quality assurance and quality enhancement, continuous professional development for lecturers and innovative teaching and learning practices and assessment in Higher Education.

2 CURRENT KEY PERFORMANCE AREAS (KPA)

Strategic planning and development of teaching and learning in alignment with NWU Annual Performance plan (APP) as required by DHET: Active leadership and participation in institutional policy and strategy development of teaching and learning. Projects participation include digital assessment, digital transformation of teaching and learning, development of strategies for hyflex teaching and learning.

Coordinating University Capacity Development Grant (UCDG): Responsible for managing the strategic planning of the Institutional Sub-programme of the UCDP, oversees the budgeting process of 20 projects with a budget allocation of more than 45m per year, oversees the implementation, monitoring and evaluation and reporting of the NWU UCDG. I have been the NWU- UCDG grant coordinator since 2017.

Development of Academics as University teachers: Responsible for strategic planning of continuous development training opportunities for NWU academic staff which includes, induction programmes, continuous development training opportunities, NWU teaching awards programme, international teaching mobility programme, mentorship programmes, annual NWU Teaching and Learning conference. Implementation of the National Framework for Enhancing Academics as University Teachers.

Quality assurance: Responsible for quality assurance processes related to programmes and activities within the Centre for Teaching and Learning with the goal of enhancing opportunities for student success through quality assurance. Active participation in internal and external quality reviews of NWU. Leading Teaching Learning Policy review committees.

Research in higher education teaching and learning: Oversees the implementation and funding of scholarship of teaching and learning (SoTL) projects in all Faculties. Developed, implement and analyse the institutional online survey for student-lecturer evaluation that is administered every semester with an average of 35000 responses.

3 OTHER RELEVANT SKILLS

Programme design and development: This is not part of my current KPA but I have many years of experience in programme development, design and implementation throughout my 33 years' experience in higher education.

Leadership: I have completed various courses in leadership, higher education management and policy development. I am a certified ETDP accredited assessor, a cognitive instrumental enrichment facilitator and a supplemental instruction supervisor.

Mentoring: I am actively involved in various mentorship programmes as both a mentor and a mentee.

Supervision Masters and Doctoral students

I have supervised and co-supervised more than 10 post graduate studies. My current position does not afford opportunities for post-graduate supervision.

Initiator: Over the span of thirty years I have initiated various interventions to improve the quality of teaching and learning which leads to improved student success e.g. One Button Video studio, mentor programmes, mobility programmes, re-thinking assessment in higher education, exploring of data analytic for improved teaching and learning.

4 COMMITTEES MEMBERSHIP

Member of the CHE National Coordinating Committee (NCC) for the implementation of the National Framework for Enhancing Academics as University Teachers.

Served as an executive member of HELTASA (Higher Education Learning Teaching Association South Africa)

Served as an executive member of EASA (Education Association of South Africa) 2006-2011.

Member of the CHE National Awards Committee

ICCTE – Member and reviewer

SAAIR (South Africa Association for Institutional Research)

Serves and chairs various institutional and faculty committees.

5 ACADEMIC CONTRIBUTIONS

2022 International Assessment in Higher Education (AHA), Manchester, United Kingdom. [Rethinking assessment and feedback in a post-pandemic era: Actionable insights to promote and support learning in HE](#)

2022 ICED Aarhus, Denmark. A Conceptual Framework Towards Enabling Continuous Professional Development in a Higher Education Institution.

2018 ICBTS International Multidiscipline Research Conference. July 2018. Sweden. A faculty development model: Moving from “Doing for” to “Doing with”. (Co authored)

2018 ICED Atlanta, USA. Facilitating the academic developer’s voice in a faculty led model toward institutional change

2018 HELTASA, Port Elizabeth, RSA. Collaborative online international learning: Bridging the geographical space of teaching.

2018 HELTASA Port Elizabeth, RSA. Who we are counts: Inserting our personal and professional selves in organisational spaces

2018 HELTASA, Port Elizabeth, RSA Dance or drown: using a faculty-based development model to transform teaching and learning for improved quality

2017 World Congress on Education. July 2017 Dublin, Ireland The Journey from Information to a Praxis-based Academic Induction Programme (Co-presenter with Dr M Fernandes-Martins)

2017 CSSHE Conference May . Toronto, Canada Faculty Development Initiatives for Blended and Online Learning. International panel discussion.

2016 Online Learning Consortium (OLC) Conference 19-22 November.Orlando, USA. Blended learning from design to evaluation. International panel discussion.

2013 eLEARN Conference. 22-25 October, Las Vegas, USA. Organizational Strategies for Enabling Learning Environments at a Traditional University.

2013 eLEARN Conference. 22-25 October. Las Vegas, USA. eActive – The developmetn of a platform and application software for an equide project at an higher education institution.

2012 HELTASA Conference. Stellenbosch, RSA. Towards the Scholarship of Teaching and Learning from an Induction Programme for Newly Appointed Lecturers.

2011 EASA. 12-15 Jan. Sun City, RSA. Using technology to build a community of inquiry.

2009 EASA. 14-16 Jan. Potchefstroom, RSA. Cooperative learning as a tool to accommodate learner diversity in an e-learning environment.

2008 International Conference on cooperative learning. 18-21 Jan 2008. Turin, Italy. Cooperative learning as a tool to accommodate learner diversity in an ICT course.

2006 EASA Conference Bloemfontein, RSA. Accommodation learner diversity in an ICT course: Finding the right mix for the best match.

2006 Conference for Technology Teacher Educators. 26 – 27 Sept 2006. Durban, RSA. *Continuous Professional Development as an alternative to in-service training for Technology educators in South Africa, Sedibeng D8 District.*

2005 Study visit to UK. University of London, Institute of Education.

2004 International Conference on Cybernetics and Information Technologies, Systems and Applications (EISTA) Jul. Orlando. USA.

2002 International Conference on Information and Communication Technologies in Education (ICTE) 20-23 Nov. Badagoz, Spain. *The integration of technology into action learning as an instructional strategy for Information Sytem Learners.*

2002 International Conference on Information and Communication Technologies in Education (ICTE) 20-23 Nov. Badagoz, Spain. *Diverse strategies ofr diverse learners: a case study reflecting on an ICT skills course.*

2002 National summit for teacher educators 14-17 Oct. USA, Birmingham. *Transformation in Accounting Teaching to improve accountability, productivity and customer service quality.*

2002 International Conference on Technology and Education (ICTE) 2002: 1-5 April. Potchefstroom. *Fostering competency based education in the digital world through action learning.*

2002 The South African Association for Institutional Research (SAAIR): 8-10 July. Bellville. *The Integration of Technology and an Action Learning Strategy for Computer Competency Courses*

2002 Southern African Accounting Association (SAAA): 26-28 June. *Reengineering learning strategies of financial accounting for the South African learner.*

2001 Seameo Education Conference. March 2001. Bangkok, Thailand. *Information technology for alternative education in the new millennium*

2001 Econmic and Management Science conference. October 2001. Vanderbijlpark, RSA. *Towards learner centered teaching: a Case study.*

2001 Suider Afrikaanse Rekenkundige Vereeniging Streekskongres. September 2001. RSA. *Die uitdaging tot relevante onderrig in Finansiële Rekeningkunde*

1999 Technology in education for life-long training. Jan. 27-29. Potchefstroom. *A framework for the implementation of technology in education for life-long learning.*

1994 The Eleventh International Conference on Technology and education. March 27-30. London, UK. *Use of interactive video as a model of teacher training*