

UNIVERSITY OF PRETORIA

CURRICULUM VITAE

Prof Deon Meiring

PERSONAL DETAILS



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1. BIOGRAPHICAL SKETCH

1.1 GENERAL INFORMATION

Surname	Meiring									
First names	Deon		ID Number							
Citizenship	South African		Title	Prof	Female		Male	X		
Place of birth	Carletonville		Date of birth		1967-06-21					
Population group	African		Coloured		Indian		White	X	Other (Please specify)	
Department	Department Human Recourse Management									
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1.2 ACADEMIC QUALIFICATIONS OBTAINED

Degree / Diploma	Field of study	Higher education Institution	Year	Distinctions
BA	Industrial Psychology	North-West University	1988	
BA Hons	Industrial Psychology	North-West University	1989	
MA	Industrial Psychology	University of South Africa	1995	
PhD	Industrial Psychology / Cross-Cultural Psychology	Tilburg University – The Netherlands	2007	

1.3 WORK EXPERIENCE TO DATE		
Name of employer	Capacity and/or type of work	Period From: mm//yy to mm//yy
University of Pretoria	Associate Professor Department of Human Resource Management	June 2010- Up to date
South African Police Service, Psychological Services	Senior Industrial Psychologist at Psychological Service of the South African Police Services (SAPS). Focus areas: Entry level, specialist and senior level management selection. Implement assessment and development centre practices in SAPS. Implement and maintain internship program in Industrial Psychology in the SAPS. Responsible for special projects in Psychological Services in terms of research and development.	August 1991- May 2010
University of Stellenbosch	Appointed as Associate Professor extraordinary at the Department of Industrial Psychology at the University of Stellenbosch.	October 2007- October 2013
North-West University (Potchefstroom Campus)	Part time – Supervision of Master and PhD students at the Department of Industrial Psychology.	2005 Up to date

1.4 PROFESSIONAL REGISTRATION		
Registration category	Professional Body	Period From: mm//yy to mm//yy
Psychologists- Industrial Psychology (PS 0049042).	Health Professions Council of South Africa (HPCSA)	1995 – up to date
NRF Rated Researcher – C3 Rating	National Research Foundation	2014

1.5 MEMBERSHIP IN NATIONAL AND INTERNATIONAL BODIES
<p>National:</p> <ul style="list-style-type: none"> • Committee Member of the Assessment Centre Study Group (ACSG) in South Africa (2004 - 2005). • Chairperson of the Assessment Centre Study Group (ACSG) in South Africa (2006-2007). • Out Going Chairperson of the Assessment Centre Study Group (ACSG) in South Africa (2007- 2008). • Executive Committee member of Society for Industrial and Organizational Psychology of South Africa (SIOPSA) (June 2007-2008). • Executive Committee member of the Peoples Assessment Initiative (PAI) in South Africa (2006 - 2008). • Chairperson Steve Kearney Educational Trust for disadvantaged students of colour, of the Royal Bafokeng Holdings (RBH) (2005 up to date).

- Executive Committee member of Society for Industrial and Organizational Psychology of South Africa (SIOPSA) (June 2013). Chairperson of IACCP Interest Group.

International:

- Registered as International Member of the Society for Industrial and Organisational Psychology (SIOP) in the USA. (2007 up to date).
- Registered as full member of the International Association for Cross-Cultural Psychology (IACCP). (2006 up to date).
- Executive member (2008) of the International Association for Cross-Cultural Psychology (IACCP), and in 2012 was selected as their Central and Southern Africa regional representative.
- Executive member (2013) of the World Association for Personality Psychology (WAPP).

2. TEACHING ACTIVITIES

2.1 COURSES PRESENTED

Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
BDO 372– Psychometrics (2013) Subject Coordinator/ Presenter	3rd Year Students	Yes
Course Description: This course focus on extended assessment practice in industry. The course main objective is to provide the student with learning opportunities for the scientific study, explanation and prediction of individual human behaviour in industry and organisations. The study guide has been divided into study units and each study unit is divided into a number of study unit themes with accompanying learning outcomes for each study unit. The units are: Assessment Center Practice, Situational Judgement Testing, Values, Social Axioms, Professional and Ethical testing practice in the work context, Competency Modeling, Interviewing, Domains of assessment – Personality, Future of assessment in Organisations.		
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
MHB 803:Advance Assessment	Masters Students	Yes
Course Description: This Course focus on advance application of Assessment Centre practice in the work place. This module requires students to do rigorous research in order too not only conceptualize Assessment Centres (AC) theory but to also understand AC practices within the context of the contemporary organisation and the HR function. The second level of significance lies in that the module requires integration of the contextualized understanding of AC in order to design an actual AC for a critical position within the organisation. Thirdly, this module is significant as it also requires students to use his/her insights to developing an AC for an organization. The module is thus significant as it requires an intense theoretical understanding of the nuts and bolts of AC's practice and guidelines that regulates AC and then combined it with a practical demonstration in the work context.		
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
MCom Industrial Psychology (Course Code 07250143)	Masters	
Curriculum Mapping of Master program (2011)	Masters Program	In Process
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)

PhD Colloquia (IOP)	PhD Students	Yes
Course Description: In the colloquia the PhD scholars need to master six main and distinct competencies. First the scientific foundation of different subjects in the field of IOP. Secondly to speak with authority on the subjects, Thirdly to participate in an inquisitive and scientific discussion on the subject. Fourthly to write effectively academically on the subject. Fifthly work effectively in practice with these understandings, And lastly to reflect on learning after each colloquium.		

4. POSTGRADUATE SUPERVISION

4.1 FORMER SUPERVISION OR CO-SUPERVISION (Completed)

Name of Student	Degree / Title of dissertation / thesis and date	Supervisor	Co-supervisor(s)	Duration of studies (Years)
Master Students				
CorneWelthagen	The cross-cultural application of the adapted Schwartz instrument in South Africa.	Prof Ian Rothmann	Deon Meiring	2005
CrizelleSwanepoel	The Establishment of implicit perspective of personality among Tsonga speaking people in South Africa.	Prof Ian Rothmann	Deon Meiring	2006
Adi Barnard	The cross-cultural application of the Social Axioms Survey in the South African Police Service.	Prof Ian Rothmann	Prof Deon Meiring	2007
TaliNtsieni	Establishment of implicit perspectives of personality among Venda speaking people in South Africa.	Prof Ian Rothmann	Prof Deon Meiring	2007
Jan Hendrik van Rensburg	The Establishment of implicit perspective of personality among Zulu speaking people in South Africa.	Prof Ian Rothmann	Prof Deon Meiring	2008
Adelle Bester	The Establishment of implicit perspective of personality among Afrikaans speaking people in South Africa.	Prof Ian Rothmann	Prof Deon Meiring	2008
MariaanUys	The Establishment of implicit perspective of personality among SePedi speaking people in South Africa.	Prof Ian Rothmann	Prof Deon Meiring	2008
Tanja Nicholls	Emotion lexicon in the SePedi, Xitsonga and Tshivenda language groups in South Africa: The impact of culture on emotion.	Prof Cara Jonker	Prof Deon Meiring	2008
Ena du Toit	The manifestation of the emotion lexicon within South African Afrikaans speaking groups.	Prof Cara Jonker	Prof Deon Meiring	2008
ChristelleFourie	Revealing the Emotion Lexicon of the Setswana Language Group in the South African Police Service	Dr Lene Jorgenson	Prof Deon Meiring	2009
Eliose Rauch	Measuring the GRID on the Sepedi, XiTsonga, TsVenda language groups in South Africa.	Prof Cara Jonker	Prof Deon Meiring	2009
Retha Watson	The Development of a	Dr LeneJorgonson	Prof Deon	

	Emotions Competence Intervention in the South African Police Service.		Meiring	2009
Megon Lotter	The Development of an Integrity Measure Instrument for Various Cultural Groups as Conceptualized from the South African Personality Inventory (SAPI) project.	Prof Deon Meiring		2010
Charnelle Van Rensburg	The Development of an Experimental Conscientiousness Measurement Instrument within the SAPI Project.	Prof Deon Meiring		2010
Nadia Britz	Investigating the Construct Validity of a Development Assessment Centre	Prof Deon Meiring		2011
Johannes, Siphon, Masasomuka	The Emotion Structure of the isiNdebele Cultural Group in Mpumalanga Province.	Prof Cara Jonker	Prof Deon Meiring	2012
Lerato Mojaki	Emotion Structure in the Setswana Language Group: A Meaning and Episode Grid Approach.	Prof Cara Jonker	Prof Deon Meiring	2012
Althea van de Merwe	Emotions and Stress caused by Affirmative Action on white males in the South African Police Service and the extent of Social Support in the environment	Prof Cara Jonker	Prof Deon Meiring	2012
Dalinda Van Wyk	Assessing the factor structure of the South African Personality Inventory by employing a dichotomous and Polytomous response scale	Prof Deon Meiring		2013

5.2 CURRENT POST-GRADUATE STUDENTS (In Progress)

University of Stellenbosch

Name of student	Degree enrolled for and date of first registration	Project title	Supervisor	Co-supervisor(s)	Year of registration
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Master Students

Genevieve Deacon	M.Com (Industrial Psychology)	Exploring Social Desirability within the SAPI Project	Prof Deon Meiring		2011
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University of Pretoria

Name of student	Degree enrolled for and date of first registration	Project title	Supervisor	Co-supervisor(s)	Year of registration
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Master Students

Jan Van Der Westhuizen	M.Phil	Computer based Simulation	Prof Deon Meiring		2011
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		Technology as part of the ADC: A Global South African Review			
Thionay Morgan	M.Com (Industrial Psychology)	Bias and Equivalence of the SAPI in the South African Security Industry	Prof Deon Meiring		2011
Ninette Van Aarde	M.Com (Industrial Psychology)	Investigating the predictive validity of the big five of personality on job performance using a meta-analytical study	Prof Deon Meiring		2011
PhD Students					
Adi Barnard	PhD (Industrial Psychology)	The Cross-Cultural Application of the Social Axioms Survey II instrument in South Africa	Prof Deon Meiring		2011
Jeanne Olivier	PhD (Human Resource Management)	AC mix model approach	Prof Deon Meiring		2011

6. RESEARCH OUTPUTS

6.1 PUBLICATIONS IN PEER-REVIEWED IN REFEREED JOURNALS AND BOOK CHAPTERS

Articles

- Valchev, V. H., Van de Vijver, F. J. R., Meiring, D., Nel, J. A., Laher, S., Hill, C., & Adams, B. (2014). Beyond Agreeableness: Social-relational personality concepts from an indigenous and cross-cultural perspective. *Journal of Research in Personality*, 48, 17–32. doi:10.1016/j.jrp.2013.10.003.
- Hill, C., Nel, A. J., Van de Vijver, F. J. R., Meiring, D., Valchev, V. H., Adams, B. G., & De Bruin, G. P. (2013). Developing and testing items for the South African Personality Inventory (SAPI). *SA Journal of Industrial Psychology*, 39(1), 1-13. doi:10.4102/sajip.v39i1.1122.
- Mulder, G., Jorgensen, L.I., Nel, J.A. Meiring, D. (2013). The evaluation of a frame-of-reference training programme for intern psychometrists. *SA Journal of Human Resource Management*, 11(1), Art. #506, 10 pages. doi.org/10.4102/ sajhrm.v11i1.506
- Valchev, V. H., Van de Vijver, F. J. R., Nel, J. A., Rothmann, S., & Meiring, D. (2013). The use of traits and contextual information in free personality descriptions across ethnocultural groups in South Africa. *Journal of Personality and Social Psychology*. doi:10.1037/a0032276.
- Brits, N. Meiring, D, Becker, J.R. (2013). Investigating the Construct Validity of a Development Assessment Centre. *South African Journal of Industrial Psychology*. 39(1), 1-13. http:// dx.doi.org/10.4102/sajip. v39i1.109.

- Valchev, V.H., Van de Vijver, F. J. R., Nel, J. A, Rothmann, S., Meiring, D., & De Bruin, G. P. (2013). Similarities and differences in implicit personality concepts across ethno-cultural groups in South Africa. *Journal of Cross-cultural Psychology*, 44 (3) 365-388.
- Van de Vijver, F.J.R., Meiring, D., (2012). Social desirability among blacks and whites in South Africa. *International Journal of Psychology Special Issue*, 47 (special Issue) 550- 550.
- Richter, J., Lauritz, L.E.; Meiring, D., (2012). Factor-structure of the temperament and character inventory in data of South African and Swedish police trainees. *International Journal of Psychology Special Issue*, 47 (special Issue) 13-13.
- Nel, A., Valchev, V.H., Rothmann, S., Van de Vijver, F.J.R. Meiring, D., De Bruin, G. (2012). Exploring the personality structure in the 11 language groups in South Africa. *Journal of Personality*, 80 (4), 915-944.
- Watson, R., Jorgensen, L.I., Meiring, D., Hill, C. (2012). The Development of an Emotion Competence Intervention in the South African Police Service. *Journal of Social Sciences*, 30 (2), 183-203.
- Valchev, V. H., Van de Vijver, F., S., Nel, J.A., Rothmann, S, Meiring, D., & De Bruin, G. P. (2011). Implicit Personality Conceptions of the Nguni Culture-Linguistic Groups in South Africa. *Cross-Cultural Research*, 45 (3), 235-266. DOI: 10.1177/1069397111402462.
- Jonker, C., Van de Merwe, A., Fontaine, J.R., & Meiring, D. (2011). The Meaning of Emotion in the White Afrikaans Language Group: A Componential Emotion Theory Approach. *The Journal of Psychology in Africa*, 21(4), 555-564.
- Strümpfer, D.J.W., Eiselen, R.J., Meiring, D. Phalatse, J.S., (2010). Validating Measures of Psychological Well-Being by Contrasting Samples Employed in Hazardous and Less Hazardous Work. *Journal of Psychology in Africa*, 20(1), 23-32
- Barnard, A., Rothmann, S., & Meiring, D., (2008). The Cross-Cultural Application of the Social Axioms Survey in the South African Police Service. *South African Journal of Industrial Psychology*, 34,1, 32-41.
- Meiring, D., Van De Vijver, F., RothmannS. (2006).Bias in the Adapted Version of the 15 FQ+ Questionnaire in South Africa. *South African Journal for Psychology*, 36, 340-356.
- Theron, C.C., Meiring, D. (2006). *A Psychometric Investigation in to the Cross Validation of an Adaptation of the Ghiselli Predictability Index in Personnel Selection. South African Journal of Industrial Psychology*, 32(4), 48-58.
- Twigge, L., Theron, C.C., Meiring, D., Steel, H.D. (2005).A psychometric investigation into the use of an adaptation of the Ghiselli predictability index in personnel selection. *South African Journal of Industrial Psychology*, 31(1) 18-31.

- Meiring, D., Van de Vijver, F. J. R., Rothmann, S., & Barrick, M. R. (2005). Construct, item, and method bias of cognitive and personality measures in South Africa. *South African Journal of Industrial Psychology*, 31, 1-8.

Book Chapters

- Scherer, K. R., Fontaine, J.R.J., (2013). Components of Emotional Meaning: A Source book. Oxford University Press. Chapter: Jonker, C., Fontaine, J.R.J. (2013). Adaptation of the GRID instrument in Setswana.
- Scherer, K. R., Fontaine, J.R.J., (2013). Components of Emotional Meaning: A Source book. Oxford University Press. Chapter: Fontaine, J.R.J. Scherer, K.R. Meiring, D. (2013). Cross-cultural data collection with the GRID instrument.
- Povah, N., Thornton, G.C. (2011). *Assessment and Development Centres: Strategies for Global Talent Management*. Gower Publishing Ltd, Wey Court East, Union Road, Farnham, Surrey GU9 7PT, England. Meiring, D., & Van der Westhuizen, J.H., (2011). Computer-based Simulation Technology as part of the AC and DC: A Global South African Review. (Accepted/ Proofs in progress for book by Gower Publishing).
- Meiring, D. (2008). Assessments Centres in South Africa. In Schlebusch, S & Roodt, G. (2008). *Assessment Centres: Unlocking potential for growth*. (pp. 21 -31) Johannesburg: KnowRes Publishing.
- Ramsay, L. J., Taylor, N., De Bruin, G. P., & Meiring, D. (2008). The Big Five personality factors at work: A South African validation study. In J. Deller (Ed.), *Research contributions to personality at work*. Munich and Mering, Germany: Rainer HamppVerlag.

6.2 PUBLICATIONS IN PROGRESS FOR SUBMISSION

Articles

- Becker, J.R. Finch, J.D., Engelbrecht, A.S., Meiring, D., (2014). Cross Cultural Suitability of the Schwartz Values Survey (SVS) in the South African context. (Accepted)

7. OTHER SCHOLARY RESEARCH-BASED CONTRIBUTIONS

7.1 PARTICIPATION IN CONFERENCES, WORKSHOPS AND SHORT COURSES – SPECIFY TYPE OF CONTRIBUTION

7.1.1 NATIONAL PAPERS PRESENTED

Meiring, D., (2014). Assessment and Development Centre Research Focus Area workshop. *Hybrid Model of ACs, Molecular Approach in designing AC Exercises and Short sessions on AC topics*. Workshop presented at the 34st Annual Conference of the Assessment Centre Study Group, Protea Hotel, March, 10-14, Stellenbosch, South Africa.

Meiring, D., (2012). Assessment and Development Centre Research Focus Area workshop. Workshop presented at the 32st Annual Conference of the Assessment Centre Study Group, Protea Hotel, March, 12-16, Stellenbosch, South Africa.

Meiring, D., Buckett, A. (2011). New Frontiers in Developing a High Fidelity Cartoon Situational Judgment Test for an Insurance Company in South Africa. Open Space Session presented at the 31st Annual Conference of the Assessment Centre Study Group, Protea Hotel, March, 16-18, Stellenbosch, South Africa.

Meiring, D., De Kock, F. (2011). Assessment and Development Centre Research Focus Area workshop. Workshop presented at the 31st Annual Conference of the Assessment Centre Study Group, Protea Hotel, March, 16-18, Stellenbosch, South Africa.

Meiring, D., (2010). Panel Discussion: Recent Developments in Personality Testing in South Africa: The SAPI Project: A Progress Report. Presented at the Society for Industrial and Organisational Psychology 11th Annual Conference at The Forum/ The Campus Conference Centre, July 28-30, Bryanston, South Africa.

Taylor, N., & Meiring, D., Scheepers, J.M. (2010). Equivalence of the Zulu and English version of the Locus of Control Inventory. Poster Presentation: Presented at the Society for Industrial and Organisational Psychology 11th Annual Conference at The Forum/ The Campus Conference Centre, July 28-30, Bryanston, South Africa.

Jorgensen, L., Watson, R., & Meiring, D. (2010). The Development of an emotion competence intervention for the South African Police Services. Poster Presentation: Presented at the Society for Industrial and Organisational Psychology 11th Annual Conference at The Forum/ The Campus Conference Centre, July 28-30, Bryanston, South Africa.

Meiring, D., Buckett, A. (2010). Assessment and Development Centre Research Focus Area workshop. Workshop presented at the 30th Annual Conference of the Assessment Centre Study Group, Protea Hotel, March, 17-19, Stellenbosch, South Africa.

Meiring, D. & Jonker, C. (2009). *Identifying the Meaning of Emotion Words Across Cultural Groups in South Africa*. Paper presented at the 15th Annual Psychological Conference in South Africa (PsySSA), Cape Town International Convention Centre, 12-14 August, Cape Town, South Africa.

Foxcroft, C. (2009). Workshop: Psychological tests in South Africa: Where are we and where do we need to be? – Meiring, D. *Multicultural Personality Testing and Test Development in South Africa*. Paper presented at the 15th Annual Psychological Conference in South Africa (PsySSA), Cape Town International Convention Centre, 12-14 August, Cape Town, South Africa.

Meiring, D. (2009). *South African Police Service People Management Issues*. Paper presented at the GSBA Human Resource Management, at University of Stellenbosch Business School, Executive Development, September, 23, Belleville, South Africa.

Meiring, D. (2009). *Research Implications and the Development of a Research Focus Area for Assessment Centres in South Africa*. Paper presented at the 29th Annual Conference of the Assessment Centre Study Group, Protea Hotel, March, 18-20, Stellenbosch, South Africa.

Meiring, D., Van de Vijver, F., Rothmann, I. & De Bruin, G.P. (2008). *Unveiling the Indigenous Structure of Personality in South Africa*. Paper presented at the Society for Industrial and Organisational Psychology 11th Annual Conference at International CSIR Conference Centre, 22-23 May, Pretoria, South Africa.

Meiring, D., Van de Vijver, F., Rothmann, I. & De Bruin, G.P. (2008). *Unveiling the Indigenous*

Structure of Personality in South Africa. Paper presented at the 14th South African Psychology Conference, Emperors Palace, 26-28 August, Johannesburg, South Africa.

Meiring, D., Van De Vijver, F, Rothmann. S.R., De Bruin, G. P. & Foxcroft, C. (2006). *The development of cross-cultural personality instrument for the South African context (SAPI –Project) - "Phase 1 feedback"*. Presented at the Society for Industrial and Organisational Psychology 9th Annual Conference at International CSIR Conference Centre, June, 7-9, Pretoria, South Africa.

Meiring, D. (2006). *The development of a Situational Judgment Test (SJT) for the South African Police Services*. Paper presented at the 26th Annual Conference of the Assessment Centre Study Group, Spier Convention Centre, March, 22-24, Stellenbosch, South Africa.

Meiring, D. De Bruin, G.P (2005). Symposium: *Personality in the workplace: Practical implications in South Africa*. Presented at the 11th Annual Psychological Conference in South Africa (PsySSA), Cape Town International Convention Centre, September, Cape Town, South Africa.

Meiring, D. & Welthagen, C. (2005). *The cross-cultural application of the adapted Schwartz values instrument in South Africa*. University of Johannesburg Biennial Psychology Conference. July, 5-8, University of Johannesburg, South Africa.

Meiring, D. (2005). Practitioner Forum: *Opinion survey on future role of Industrial Psychologist in South Africa*. Presented at the Society for Industrial and Organisational Psychology 8th Annual Conference at International CSIR Conference Centre, June, 9-10, Pretoria, South Africa.

Meiring, D. (2002). *Assessment Centre of Senior Managers in the South African Police Services*. Paper presented at the 22nd Annual Conference of the Assessment Centre Study Group, March 11-12, Stellenbosch, South Africa.

Meiring, D., Strümpfer, D.J.W. (2001). *Resilience measures of members of the Special Task Force of the South African Police Services*. Paper presented at the 4th Annual Conference of the Society for Industrial and Organisational Psychology of South Africa, June 12-14, Pretoria, South Africa.

Meiring, D. (2000). *Revisiting the cross-cultural comparability of the 16 Personality Factor Inventory(16PF) in the South African context*. Paper presented at the Industrial Psychology Conference (incorporating the Psychometrics Conference), June 8-9, Pretoria, South Africa.

Foxcroft, C., Bartram, D., Le Roux, N. D., Herbst, D., Watts, A., Meiring, D., Watson, M. & Luiz, D. (2004). Symposium: *Psychological test use and assessment practices: The status of psychological testing in Industry in South Africa*. Presented at the 10th Annual Psychological Conference in South Africa, Durban International convention centre, September, 20-23, Durban, South Africa.

Meiring, D., De Bruin, G.P., Taylor, N. & Van der Walt, H.S. (2004). Practitioners Forum: *Personality in the workplace*. Practical implications in South Africa. Presented at the Society for Industrial and Organisational Psychology 7th Annual Conference at CSIR Conference Centre, June, 23-25, Pretoria, South Africa.

Meiring, D. (2004). Symposium: *Work Wellness in the Police, Military and Prison Services: Are recruitment and selection processes effective in the South African Police Service*. Paper presented at the 2nd Work Wellness Conference, March 25-26, Potchefstroom, South Africa.

Meiring, D., Spannenberg, H., Muller, N. (2004). *Workshop on assessment development and observer training* presented at the 24th Annual Conference of the Assessment Centre Study Group, Cape Town International Convention Centre, March 11-12, Cape Town, South Africa.

Meiring, D., Van De Vijver, F., Rothmann, S. (2003). *Personality test no more controversial in South Africa: "Weeding out Bias"*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organisational Psychology of South Africa, June 26-27, Johannesburg, South Africa.

Meiring, D. (2003). *Cross-Cultural Bias- Personality Instrument Complementing Assessment Centres- SAPS Case Study*. Paper presented at the 23rd Annual Conference of the Assessment Centre Study Group, March 13-14, Stellenbosch, South Africa.

Meiring, D. (2003) *Cross-cultural research evidence on Psytech instruments in the context of the South African Police Services*. Paper presented at the one day forum of Business Enterprises in association with the Department of Human Resource Management, February 12, University of Pretoria, Pretoria.

Rothmann, S., Meiring, D., Van der Walt, H.S. & Barrick, M. (2002). *First Meta-Analysis of the relationship between Personality and job performance using personality measures in South Africa*. Paper presented at the 5th Annual Conference of the Society for Industrial and Organisational Psychology of South Africa, June 13-14, Pretoria, South Africa.

7.1.2 INTERNATIONAL PAPERS PRESENTED

Meiring, D, Van de Vijver, F.J.R. (Chair) (2014). Symposium: Psycholexical studies: Bridging emic and etic approaches. Meiring, D. *The Effect of Item Contextualisation on the Validity and Reliability of the SAPI*. 22st International Congress of the International Association for Cross-Cultural Psychology (IACCP), 17-22 July, Reims, France.

Meiring, D, Van de Vijver, F.J.R. (2013). Invited Symposium: Cross-cultural aspects of Personality in South Africa: *Development and validation of measurement scales for the SAPI*. 1st World Conference of Personality, 19-23 March, 2013, Spier Hotel, Stellenbosch.

Meiring, D., Gibbons, A., Hughes, D., Becker, J. (2013). Research Focus Area Workshop. *Evidence-Based Practice When Evidence is Sparse: Research Gaps and What Practitioners Can Do About Them*. 37th International Congress on Assessment Center Methods together with the 33rd Annual Assessment Centre Study Group (ACSG) Conference, 11 - 15 March 2013, Spier Hotel, Stellenbosch.

Döring, A., (Chair) (2012). Invited Symposium: Dynamic Aspects of the Values Concept: Studying Schwartz's Theory in Applied Settings. Meiring, D. Becker, J.R. *The Evolution and Application of Value theory and Measurement in South Africa*. 21st International Congress of the International Association for Cross-Cultural Psychology (IACCP), 17-22 July, Stellenbosch, South Africa.

Van de Vijver, F (Chair) (2011) Symposium: Personality Theory and Assessment: Recent Advances. Meiring, D. *Exploring the Cross-Cultural Application of Social Desirability within the SAPI project*. Regional Congress of the International Association for Cross-Cultural Psychology (IACCP), 30 June - 3 July, Istanbul, Turkey.

Meiring, D. & Visser, M. (2010). Coping with Stress in the South African Police Service. 2nd International Conference on Coping with Stress, 5-7 October, Umea, Sweden.

Valchev, V., (Chair)(2010). Symposium: The South African Personality Inventory (SAPI). Meiring, D. *Development and validation of measurement scales for the South African Personality Inventory (SAPI)*. 20th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 4-7 July, Melbourne Australia.

Lam, B.C.P., (Chair) and Leung, K. (Discussant). (2010). Symposium: Social Axioms: Understanding Belief Systems around the Globe. Meiring, D., Steyn, R., Jackson, L. *The Cross-Cultural application of the Social Axioms (SAS II) in a multicultural South Africa*. 20th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 4-7 July, Melbourne Australia.

Schwartz, S.H., (Chair) (2010). Symposium: Advances in the Theory and Measurement of Basic Individual Values. Meiring, D., Steyn, R., Jackson, L. *The Cross-Cultural Application of the Portrait Values Questionnaire (PVQX5) in a Multicultural South Africa*. 20th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 4-7 July, Melbourne Australia.

Van Driel, M.(Chair)(2010). Symposium: Meeting the Challenges of Cultural Diversity: The Impact of Training on Equality, Well-being, and Performance. Meiring, D., Watson R., Jorgensen, L. Jorgensen, L. *The Development of an Emotions Competence Intervention in the South African Police*. 20th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 4-7 July, Melbourne Australia.

Van de Vijver, F., (Chair)(2010). Symposium: The South African Personality Inventory (SAPI) Part 1 & Part 2. Meiring, D. *Development of a first draft experimental South African Personality Inventory*. 27TH International Congress of Applied Psychology (ICAP), 11-16 July, Melbourne Australia.

Ilescu, D., (Chair) (2010) Symposium: Test Development and Use, in Countries with Emerging Test Practices. Meiring, D. *Developing an Indigenous Personality Tests in the Rainbow Nation of South Africa*. 27TH International Congress of Applied Psychology (ICAP), 11-16 July, Melbourne Australia.

Meiring, D., Van de Vijver, F., De Bruin, G.P., Marais, C. (2010). Paper: *The South African Personality Inventory: A Progress Report*. 7th Conference of the International Test Commission, July, 19-21, Hong Kong.

Meiring, D. (2009). *Stress and Coping of Police Officers in the South African Police Services*. Paper presented at the Conference for Coping and Stress, University of Umea, September, 30 – 1 October, City of Umea, Sweden.

Van De Vijver, F. & Meiring, D. (2009). *Internal and External Bias of Cognitive and Personality Measures in South Africa*. Paper presented at the 10th European Conference on Psychological Assessment, University of Gent, 16-18 September, Gent, Belgium.

Jonker, C. Fontaine, J. Meiring, D. Nicholls, T. (2009). *Emotional Lexicon of Sepidi, Xitsonga, Tsivenda language groups in South Africa*. Paper presented at the International Society for Research on Emotion (ISRE), 6-8 August, 2009, Leuven, Belgium.

Meiring D (Chair), Van de Vijver F (Co-Chair), Rothmann I, De Bruin GP, Nel A & Valchev V. (2008). Invited Symposium: *Development of the South African Personality Inventory (SAPI): Uncovering the structure of the 11 indigenous language groups*. 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 27-31 July, Bremen, Germany.

Meiring, D, Van de Vijver, F. Rothmann, I. De Bruin. G.P. (2008). *Uncovering the personality structure of the 11 language groups in South Africa: SAPI project*. XXIX International Congress of Psychology (ICP), 27-31 July, Berlin, Germany.

Meiring, D, Jonker, C. & Breugelmans, S.M. (2008). *Identifying the Meaning of Emotion Words across Cultural Groups in South Africa*. 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 27-31 July, Bremen, Germany.

Schaap, P. & Meiring, D. (2008). *Value priorities among black, coloured, and white South African students*. 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP), 27-31 July, Bremen, Germany.

Meiring, D. Van De Vijver, F. Rothmann, S.R. De Bruin, G.P. & Foxcroft, C. (2006). Paper Presentations:(3) *The cross-cultural application of social beliefs, values and the big five personality in South Africa*. 18th International Congress of the International Association for Cross-Cultural Psychology (IACCP), July, 6-8, Spetses, Greece.

Meiring, D. Van De Vijver. F, Rothmann, S.R., De Bruin, G. P. & Foxcroft, C. (2006). Symposium: *Test adaptation and the development of a new South African Personality Inventory (SAPI) to reduce bias*. 5th Conference of the International Test Commission, July, 6-8, Brussels, Belgium.

Meiring, D. (2005). *Recruitment and Selection in the South African Police Services*. Presentation: Erasmus University Rotterdam, April 22, Institute of Psychology, Netherlands.

Meiring, D. Rothmann, S. (2004). Symposium - *Method Bias in Cross-Cultural Assessment*. Paper presented at the IACCP congress Xian, August 2-6, China.

Meiring, D. (2004) Cross-Cultural Assessment in South Africa. Paper presented to a Multidisciplinary the Babylon Centre, April 18-23, Tilburg, Netherlands

Rothmann, S. Meiring, D. Van der Walt, H.S. & Barrick, M. (2002). *Predicting job performance using personality measures in South Africa*. Paper presented at the 17th Annual Conference of the Society for Industrial and Organisational Psychology, April 12-14, Toronto, Canada.

7.1.3 WORKSHOPS & SMALL COURSE PRESENTED & ATTENDED

Internally Presented:

SAPS - Targeted selection 3 day training program (2000- 2005)

SAPS - Assessment Centre Design & Observer Training 3day program (2006-2008)

Externally Attended:

2000 - Assessment Centre Design & Observer Training

2000 - 15FQ+ & OPP - Psytech South Africa

1998 - SAPS Debriefing Course

1997 - SPEEX Psychometrics

1995 - Targeted Selection, 16PF, SHL OPQ, Work Profiling System

1994 - Targeted Selection, Trainer the Trainer

1993 - SAPS Officer Course

1993 - Identifying Criteria for Success 'ICS'

2006 - Workshop Structural Equation modeling with Amos

2007 - Workshop on Multiple Regression.

2008 - Applying the Rasch Model in Human Sciences.
2008 - Design and Methods in Cross-Cultural Assessment.
2009 - Introduction to Modern Psychometrics: A Workshop on Theory and Applications of Measurement.
2011 - Multi Level Analysis and SEM (M+)
2011 - Rasch Modeling-"Using the Rasch Model for Test construction and Validation
2012 - Mplus Basic Course, Advance Course, New Features in Mplus
2013 - Brown Bag Workshop on the ABC of Mplus

Mplus Version 7, Statistica Version 6, SPSS Version 20, MS Word, MS Power Point, MS Excel, MS Outlook, Basic Website design

7.2 PROJECTS AND COLLABORATION WITH OTHERS – INTERNATIONAL/LOCAL

South Africa Personality Inventory - SAPI Project (2005 to date)

The project aims to develop a single, unified personality inventory for South Africa that takes into consideration both universal and unique personality factors to be found across the various culture groups in South Africa. The project does not start from well-known conceptualizations of personality of personality, such as Costa and McCrae's Big-Five rather, the project departs from everyday conceptualizations of personality as found in South-African language groups. A further aim of the project is to assess the construct equivalence, reliability, validity and bias of the newly developed personality questionnaire for all official language groups in South Africa. We are interested to see to what extent the personality structure found in Western studies is applicable in the various South African groups.

In the first phase of the SAPI project, which was funded by the **National Research Foundation from 2005-2006, 2007-2008**, we studied personality descriptive terms in the 11 official language groups in South Africa. A total of 1320 structured interviews were conducted with individuals representing various strata in the 11 language groups. The personality descriptive terms (on average 6000 per language group) were translated to English in December 2005 - April 2006, and the project team started categorizing the personality descriptive terms to clusters. It was already evident that in most of the language groups partly different words were used by participants to describe personality. More specifically, it seems that other terms are used to describe personality than those which are typically measured by the so-called Big Five personality instruments.

The initial results of the project clearly attest to the viability of our approach to develop a personality instrument that is aimed at measuring personality across all language groups in South Africa.

The second phase of the project (2007-2011) has several stages. Broadly speaking, the first stage is to finally integrate the personality clusters which were obtained in the 11 language groups from 2005-2006. The information obtained will be integrated so as to develop a single instrument. The psychometric properties of this instrument will then be investigated in the next stage of the project. In a final stage we will develop a test manual, submit the instrument for classification to the Psychometrics Committee of the Health Professions Council of South Africa. Further research basic research and predictive validity studies will also be carried out.

Collaborators:

Byron Adams (University of Johannesburg) Deon de Bruin (University of Johannesburg), Karina de Bruin (University of Johannesburg), Leon Jackson (North-West University), Carin Marais (University of Johannesburg), Deon Meiring (University of Stellenbosch), Alewyn Nel (North-West University), Ian Rothmann (North West University), Michael Temane (North-West University), Velichko Valchev (Tilburg University, the Netherlands), and Fons van de Vijver (North-West University and Tilburg University, the Netherlands).

NRF (R 2 7000)& SANPAD Ref 09/42 (R 6 63500) (Funded)

The South Africa Emotions GRID-Plus Project & VLIR Project (2007 up to date)

The aim of the project is to reveal the meaning structure of the emotion domain in the 11 official languages of South Africa. The South African GRID-plus project is strongly related to the Geneva GRID project (project leaders, Scherer & Fontaine) which aims to identify the transition of universals into culture-specifics in the semantic fields of emotion across linguistic and cultural groups. In the South African GRID-plus project, 11 different instruments will be constructed, one for each language group. These instruments will be constructed on the basis of extensive qualitative research about the emotion lexicon and the emotion characteristics that define the emotion lexicon in each of the language groups. The ultimate aim of the project will be to develop emotional behaviour instruments that do take into account the cultural diversity in South Africa.

The project has now been expanded (VLIR- 2008) into the development of a cultural-sensitive emotion behavior questionnaire and an emotion competence training program for the South-African Police Services. The project is a joint collaboration between, Ghent University, Faculty of Psychology and Educational Sciences, Department of Personnel Management, Work and Organizational Psychology, North-West University, Faculty of Economic and Management Science, Department of Industrial Psychology & South-African Police Services (SAPS).

Collaborators:

Prof. Dr Johnny Fontaine (Gent University) (International Promoter) Prof. Dr. Leon Jackson (North-West University) (Promoter), Prof. Dr. S. (Ian) Rothmann (North-West University) (Co-Promoter), Prof. Dr. Michael Temane (North-West University) (Co-Promoter), Prof. Dr. Deon Meiring (SAPS) (Co-Promoter).

Vlaamse Interuniversitaire Raad–Universitaire Ontwikkelingssamenwerking and the Belgian government Funded (246410 €).

Project: Personality Characteristics, Coping Behaviour, and Psychological Health in Police Trainees in Sweden and South Africa: A longitudinal, comparative investigation (2005 up to date)

This longitudinal study aims to investigate the relationship between personality characteristics, coping behavior and psychological health of police trainees during their training and work practice in a cross-cultural comparison.

Several studies have shown that the prevalence of psychological disturbances is high among police employees. High levels of stress-related symptoms were found among Swedish police officers and research in the South African Police Service consistently points to increased levels of illness, posttraumatic stress, medical boarding, burnout, alcohol abuse and suicides as well as to decreased levels of job satisfaction and performance as compared to the norms for the general population. The relationship between stress and psychological health (resilience, personality characteristics and coping) therefore represents an important topic of research. The objective of the study is thus to investigate the relationship between personality characteristics, coping behavior and psychological health of police trainees during their training and after one year of field work.

Collaborators:

Prof Maretha Visser (Promoter) Department of Psychology Faculty of Humanities, University of Pretoria, Prof Deon Meiring (SAPS), Dr Mehdi Ghazinour, (Promoter), Department of Social Welfare, Faculty of Social Sciences, University of Umeå, Sweden.

The study is jointly funded by the National Research Foundation (NRF) (R 4 33867) and Swedish International Development Cooperation Agency (SIDA) (K 437500).

Assessment Centre Focus Area: University of Stellenbosch (2009 up to date)

A research focus area has recently been established at the Department of Industrial Psychology of the University of Stellenbosch (2009). The research focus area is to be developed as a centre of academic excellence with regards to the study of AC and their applied value in South Africa. The main aim will be to conduct research on AC that are original, interesting and rigorous and which will enhance scientific understanding and have applied value in the world of work. At the same time bridging the gap between the science and practice of AC in South Africa would go a long way to enhancing the credibility of the AC technique within South African organisations.

Collaborators:

Prof D Meiring (Promoter), University of Stellenbosch, Francois de Kock (Promoter), University of Stellenbosch, George Thornton (International Collaborator) University of Colorado. Anne Howard (International Collaborator) DDI, Deborha Rupp (International Collaborator).

Workshop: Social Experiences of Infants in Different Communities in the Western Cape May - June 2011

The International Association for Cross-Cultural Psychology (IACCP) will host its 21st Biennial International Congress of Cross-Cultural Psychology in Stellenbosch on 17-21 July 2012 (five SA Universities are involved). The Social Experiences of Infants Project forms part of the pre IACCP 2012 conference activities that are being launched by the IACCP 2012 conference organizers Prof Deon Meiring (*University of Pretoria & University of Stellenbosch*) and Prof Leon Jackson (*North-West University, Potchefstroom Campus*). Prof Heidi Keller & Dr Hiltrud Otto from the Culture and Development, Faculty of Human Sciences, University of Osnabrueck, Germany visited South Africa in **January 2011** where the project was set-up (e.g., site inspection visit) at both the University of Stellenbosch (US), Psychology Department, with Prof Mark Tomlinson and at the University of Western Cape (UWC), Psychology Department with Dr Mario Smith. The purpose of visit will be to host a **training workshop** at the Universities where the project leaders and post graduate students will be trained with regard to the research methodology, the planning and the execution of the projects of Social Experiences of Infants in their local communities.

NRF Funded (KISC) R 15 000,00

3rd International Coping with Stress, Resilience and Engagement Conference, 18-20 September 2011

I am the chairperson for the hosting of the 3rd International Coping with Stress, Resilience and Engagement Conference, 18-20 September 2011 that will take place at Mongenag Game Lodge outside Pretoria. The conference will combine focus areas of Psychology, Education and Industrial Psychology. The theme of the conference will focus on positive resilience and engagement of people in the world of work, social relationships, community interaction and development. Research presented will centre on how people handle negative life situations and community settings in a way that contribute to positive outcomes in the workplace. **Susan Folkman, PhD**, Professor Emeritus, University of San Francisco will be the keynote speaker of the conference. Dr Folkman is internationally recognized for her theoretical and empirical contributions to the field of psychological stress and coping. www.up.ac.za/stress2011.

NRF Funded (KISC) R 15000,00

International Association of Cross-Cultural Psychology (IACCP) - 2012 IACCP International conference in South Africa, Stellenbosch

I am the chairperson for the hosting of the 21st International Congress of the International Association for Cross-Cultural Psychology (IACCP) to take place in Stellenbosch, South Africa. The bid document was presented at the 19th International Congress of the International

Association for Cross-Cultural Psychology 27-31 July 2008, Bremen, Germany and also awarded to South Africa. The 21st International Congress of Cross-Cultural Psychology will be a satellite conference of the 30th International Congress of Psychology (ICP) to taking place in Cape Town, July 22-27, 2012. www.iaccp2012southafrica.co.za

NRF Funded (KISC) R 190 000 & Seed Funding IACCP International \$ 5 000

1st World Conference of Personality 2013

I am the chairperson of the local organizing committee (LOC) that will be hosted the 1st World Conference of Personality. The conference will take place in Stellenbosch at the Spier wine estate from 20-23 March 2013. The conference will cover all fields of Personality (e.g. Personality & structure, intelligence, cultural, organizations, clinical, social & biological,) and international experts in the fields will be invited as keynote speakers. www.perpsy.org

8. COMMUNITY SERVICE OR PROFESSIONAL SKILLS

8.1 PROFESSIONAL SERVICE PERFORMED

HR Tuks Project (September 2010)

- Involved with HR TUKS in the upgrading of House Yana (Pretoria Association of Persons with Schizophrenia, their family and Friends). Prof Meiring invested R 4 500 of his personal money into this project to assist students to upgrade a room for one of the patients at Huis Yana. See newspaper article of Kampus Beeld of 23rd September 2010.

Kampus-Beeld, Woensdag 22 September 2010



Lede van die menslikehulpbron-fakulteitshuis het verlede week 'n kamer in die Yana-huis vir mense met skisofrenie opgeknop. Hier is dr. Deon Meiring, 'n dosent in die fakulteit; mnr. Fagan Nicholson, die voorsitter van die fakulteitshuis; Louis Taljaard en Anje Ferreira, nog twee lede van die fakulteitshuis en me. Doret van der Westhuizen, die fakulteitsbestuurder.

Foto: MELISSA GROBLER

Development of an Assessment Centre facility at the Department of Human Resource Management 2011



The Department of Human Resource Management has embarked on the building of an Assessment Centre facility in lecture room 2.84. at the department. Master students at the department follow the **HRM 803 Advance Assessment** module where they are taught the “nuts and bolts” of designing an assessment center. Practical training will also take place in the assessment center facility where students will develop practical skills in observing, recording and classifying behaviour. Consultation will also take place from the AC facility.

Black Empowerment:

- Chairperson of the Steve Kearney Educational Trust for disadvantaged students of the Royal Bafokeng Holdings (RBH).
- The SV Kearney Education Trust has been established in honor of the first chairman of Royal Bafokeng Resources, Steve Kearney, who died tragically in April 2004. He had been appointed to this position to establish a mining company by *Kgos/Leruo Molotlegi* of the Royal Bafokeng Nation. Steve Kearney’s association with the RBN went back many years during his years at Impala Platinum. A book, *Platinum Man*, was written in honour of Steve Kearney in 2006 and was formally launched at the Colorado School of Mines in Denver, Colorado, in the United States in September 2006. The book (ISBN 0620371609) is available at exclusive books. I initiated the project and also participated in it.
- The Trust has awarded 6 bursaries to disadvantaged students in the field of mine engineering and has successfully placed one student at the Bafokeng Mine Rustenburg as a junior engineer. http://www.bafokengholdings.com/cc/sk_trust_test.asp
- The trust is 3 million strong and the money is invested in a divers portfolio on the JSE stock exchange.

News Papers & Magazines:

- **Rapport Loopbane:** 13 June 2004, “Woeste aanstellings is nie slim”.
- **Rapport Loopbane:** 15 November 2005, “Psigometriese toets het goeie rol”.
- **Sarie, March 2008-** “Is jy Kreatief in die Werk”.

Radio:

- **PraatSaam met Freek 1 April 2008 –** “Suid-Afrika het toenemend te doen met ‘n tekort aan bestuursvaardighede - nie net omdat die ekonomiese groei nie, maar ook weens die onderpresterende onderwysstelsel wat nie die nodige mannekrag voorsien nie en weens emigrasie. In ‘n nuwe boek word omvattende voorstelle en tegnieke beskryf vir taksering- en opleidingsentrums om die nodige talent te identifiseer, op te lei en te plaas.

Sulkebestuursvernufdigemensekan help om die land meer kompetierend internasionaal te maak". (pod cast available <http://www.meiringd.co.za/news.html>)

- **RSG met Kobus Bester 23 Julie 2012** - Kruis kultureel kongres in Stellenbosch

8.2 INVOLVEMENT WITH OTHER UNIVERSITIES / SCIENTIFIC INSTITUTIONS / COLLABORATION

National Research Collaborators Local:

Callie C. Theron

Professor, Department of Industrial Psychology, University of Stellenbosch

E-mail: ccth@sun.ac.za

Deo Strümpfer

Professor, Department of Psychology, University of Johannesburg & University of Pretoria.

E-mail: deostr@gmail.com

Ian Rothmann

Professor, WorkWell, Research Unit for People, Policy and Performance North-West University (Potchefstroom Campus) Vaaldriehoek

E-mail: www.ianrothmann.com

International Research Collaborators:

Deborha Rupp

Assistant Professor, Institute of Labour and Industrial Relation, Department of Psychology, University of Illinois at Urbana-Champaign

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Deniz S. Ones

Professor, Department of Psychology, University of Minnesota

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Filip Lievens

Professor, Department Personnel Management and Work and Organizational Psychology Ghent University, Belgium

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Fons J. R. van de Vijver

Professor, Faculty of Social and Behavioural Sciences Psychology and Society. Tilburg University, The Netherlands

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Murray R Barrick

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Ype H. Poortinga

Professor, Tilburg University, The Netherlands & Catholic University of Leuven in Belgium
E-mail: Y.H.Poortinga@uvt.nl

9.3 INTERNSHIP SUPERVISION & REFEREE DUTIES

(e.g. journals, dissertations / thesis)

Internship Supervision: Industrial Psychology Interns

2003 – Connie Ackerman, Dedere Lemmer (North West University)
2004 – Frik Nortje (North West University)
2005 – Johan Grobler (North West University)
2006 – Carin Swannepoel, Gerrit van Der Merwe (North West University)
2007 – Leon Botha, AdiBarnard (North West University)
2012 – Sumaaiyha Ahmed (university of Pretoria)
2013 – Itumeleng Makama

I am a regular referee for Industrial Psychology master and doctor students and have Examined over **35 dissertation and thesis** documents as from 2005. Universities involved North-West University, University of Johannesburg, University of Stellenbosch, University of Witwaters Rand (WITS), University of South Africa, University of Free State, University of Cape Town.

I also referee local journal articles in the field of Industrial Psychology specifically for the South African Journal of Industrial Psychology. (7 articles). www.sajip.co.za and the South African Journal for Psychology.

Awards:

In **February 2010** the Assessment Center Study Group (ACSG) **Award me Honorary Membership**

*"The ACSG has nominated you to receive the title of Honorary Member for your invaluable contribution to the field of Assessment Centres in South Africa. You have played a significant role as chairman (2006 - 2007), and continue to shape the future of the ACSG. Honorary membership entitles you to attend the ACSG Conference for free every year along with a lifetime membership to the ACSG. In order to receive your award we would like to invite you and your spouse to join us for the gala dinner on the evening of the **18th of March 2010** at L'Avenir wine estate, Stellenbosch. Festivities commence at 18:03 for 19:00 and the dress code is smart"*



Referees

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