

CURRICULUM VITAE

KAREL JOHANNES STANZ

The Only Source of Knowledge is Experience

Einstein

*"if you're not falling every now and again, it's a sign that you are not
gaining new knowledge." Karel Stanz*

1. BIOGRAPHICAL SKETCH

1.1 GENERAL INFORMATION

Surname	Stanz								
First names	Karel Johannes			ID Number					
Citizenship	South African			Title	Prof	Female	<input type="checkbox"/>	Male	<input checked="" type="checkbox"/>
Place of birth	Vryburg			Date of birth		30.04.1965			
Population group	African	<input type="checkbox"/>	Coloured	<input type="checkbox"/>	Indian	<input type="checkbox"/>	White	<input checked="" type="checkbox"/>	Other (Please specify)
Department	Human Resource Management			Position		Head of Department/Professor			
Direct Telephone	012 420 3074			Direct Telefax		012 4203574			
E-mail	karel.stanz@up.ac.za								
Date of appointment	1.06.2008			Permanent full-time		<input checked="" type="checkbox"/>	Temporary full-time	<input type="checkbox"/>	

1.2 ACADEMIC QUALIFICATIONS OBTAINED

Degree/ Diploma	Field of study	Higher education institution	Year	Distinctions
B Mil	Military Science	University of Stellenbosch (Faculty of Military Science)	1990	Best Army Student: Gen Beyers Floating Trophy. Also received numerous book prizes
Hons - B Mil	Military Science (Industrial Psychology)	University of Stellenbosch (Faculty of Military Science)	1991	
MA	HRM (Industrial Psychology)	Rand Afrikaans University	1999	
DPhil	Leadership in Performance and Change	University of Johannesburg	2005	

1.3 WORK EXPERIENCE TO DATE

Name of employer	Capacity and/or type of work	Period From mm//yy to mm//yy
Department of Defence (DoD)	Compulsory Military training	Jan 1984-Dec 1985
Department of Defence (DoD)	Permanent force officer in the SA Army Engineer Corps (SAEC). Rank Lt to Lt Col	Jan 1986-Dec 1996
Department of Defence (DoD)	Officer Student (Faculty of Military Science University of Stellenbosch)	Jan 1988 – Dec 1990
Department of Defence (DoD)	Staff Member (Faculty of Military Science University of Stellenbosch)	Jan 1991 – Dec 1991

Department of Defence (DoD)	Permanent force officer in the South African Medical Health Services Lt Col Industrial Psychologist	Jan 1997-Sep 1998
University of Johannesburg (Rand Afrikaans University)	Manager Student Support for limited contact students in the Dept Human Resource Management	Sep 1998-Jun 2000
University of Johannesburg (Rand Afrikaans University)	Head: Educational Technology Dept HRM	Jul 2000- Aug 2001
University of Johannesburg (Rand Afrikaans University)	Programme Manager: Leadership in Performance and Change for Masters and Doctoral Students	Aug 2001- Jun 2004
University of Johannesburg (Rand Afrikaans University)	Senior Lecturer, Dept of HRM	1 Jul 2003 – Dec 2006
University of Johannesburg (Rand Afrikaans University)	Associate Professor, Department of HRM	Jan 2007- Sep 2007
University of Johannesburg	Professor, Department of HRM	Oct 2007 to May 2008
University of Johannesburg	HOD, Department of Human Resource Management	Jan 2007 to May 2008
University of Pretoria	HOD, Department of Human Resources Management	Jun 2008 to present
University of Pretoria	Chair, Teaching and Learning Committee Faculty EMS	Jun 2009 to present
McGill University	Visiting Professor: Desautels Faculty of Management	Aug to Oct 2010

2. TEACHING ACTIVITIES

2.1 Courses presented		
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
MHB2A: HRM Maintenance (Afr and Eng class)	Second year Undergraduate	Reconfigured
BSKB01: Industrial Psychology: Ergonomics (Afr and Eng class)	First year Undergraduate	Reconfigured
MHB3B: (HRM Afr and Eng class)	Third year Undergraduate	Yes
MHB08X7: Leadership	Second year Honours degrees in HRM, HRD & ERM	Reconfigured, and Rewritten
LPV05X8: System Thinking: Leadership in Performance and Change	Second year Masters: Video Conference	No
LPV05X8: HRM Tendencies & Technologies	Second year Masters	Yes
LPV05X8: HRM Tendencies & Technologies: E-HR	Second year Masters	Yes
MDIHRDE: Career management and Training and Development	Second year Masters Diploma (Hons level)	No
MDIERM: Employment Relations: Leadership	Second year Masters Diploma (Hons level)	Yes

DGO0105: Advance Diploma in Business Management : Human Resource Management	Second year Postgraduate Diploma	Yes
People Management	Undergraduate : Extracurricular Diploma and Certificate	Yes
Employee Management	Undergraduate : Extracurricular Certificate	Yes
CRE0013 Managing People (ACCA)	Undergraduate : Extracurricular Certificate	No
PMD806 :PERSONNEL PSYCHOLOGY	Masters 1 st Year	Reconfigured
PMD806 : Talent Management 806	Masters 1 st Year	Yes

2.2 Other education and pedagogic courses presented

Course	Year	Institution
Employee Management	2006	Johannesburg City Counsel
Employee Management	2005-2008	Standard Bank (Bankseta)
Employee Management	2007-2009	FNB, ABSA, Nedbank
Managing People	2006	Faculty of Management: Faculty Administrators
Talent Management: Human Capital Consultants	2006	FNB Human Capital Consultants
Human Resource Management Certificate	2009	DHRM Guest Lecturer
Human Resource Management	2011	Agriculture Leadership Development Programme
Leadership Development	2011	NERSA Executive

2.3 Establishment of new academic programmes

	Instrumental in the establishment of:
1991	Bridging program for military students (University of Stellenbosch (Faculty of Military Science)
1999	The Certificate in Employment Relations as part of the Department's continues education programmes
1999/2000	Certificate courses in Human Resource Management (1999) as part of the Department's continues education programmes.
2000/2002	MCom/MPhil and DCom/DPhil programmes in Leadership in Performance and Change
2006	Coordinating development and implementation of the Extended Diplomas(Foundation) for the Faculty of Management
2007/8	New multidisciplinary inter faculty masters programme in Leadership in Africa (M Phil) UJ. To be presentation at the Soweto Campus of the University of Johannesburg.
2008	New Masters degree in "Health Workforce Development" University of Pretoria, in cooperation with the Schools of Health Systems & Public Health (UP SHSPH) and World Health Organisation in conjunction with Prof Erich Buch
2010	New Postgraduate Diploma for the Faculty EMS UP

3 TEACHING OUTPUTS

<ul style="list-style-type: none"> • Study guides and study material and Power Point Presentations for all formal and informal courses mentioned in par 2.1 and 2.2. • Interactive Study guide for Research Methodology: 2001 Masters programme in Leadership in Performance and Change • WebCt virtual classrooms for all formal courses mentioned in par 2.1 • Finalisation of EMS Teaching and Learning Portfolio of evidence for Promotion • Blog for Master students on BlogUP 2010

4 OTHER TEACHING CONTRIBUTIONS TEACHING OUTPUTS

4.1 Membership of national and international bodies

Refer to 7.3

4.2 Participation in national and international teaching associations, bodies, committees

- Member of three-man external programme review team: University of Stellenbosch: Department Industrial and Organisational Psychology (Nov 2011)
- Programme Evaluator: The Higher Education Quality Committee (HEQC) of the Council on Higher Education (CHE)
- **Chair External Programme Review Panel: Tshwane University of Technology (April 2010)**
- Chair Programme Review (External and Internal Review Panel): University of Johannesburg Dept Human Resource Management (2006)
- Member of the ETQA of the South African Board of People Practice (SABPP) (2004-)
- Certified Assessor of the ETQA of the South African Board of People Practice (2007-)
- Mentor of the South African Board of People Practice (2007-)
- Society Industrial and Organisational Psychology of South Africa (SIOPSA) Future-Fit work group (Current)
- Chair Society Industrial and Organisational Psychology of South Africa (SIOPSA) Future-Fit panel on Industrial and Organisational Psychology (IOP) Internships (2009)
- Society Industrial and Organisational Psychology of South Africa (SIOPSA) Future Fit panel on Industrial and Organisational Psychology (IOP) Careers (2009)
- Society Industrial and Organisational Psychology of South Africa (SIOPSA) Exco Member (2010-)
- South African Board of People Practice (SABPP): Human Resource Research Initiative (HRRI) Partner meeting, addressing the governance and practical issues relating to the interpretation of King III for the Human Resources function of an organisation. (2010)
- Participating Member: Video Conference between University Pretoria and Liverpool University on “Formal staff development programme in the Department for Education Inovation” (2010)
- Chair Teaching and Learning Committee Faculty Economic and Management Sciences, Univ Pretoria (2009-)
- Dean’s Representative: Senate Committee for Teaching and Learning
- Dean’s Representative: Institutional Workshop on Student Retention and Success -7 Aug 2009
- Member: Senate Committee Student Access and Success
- Faculty Coordinator: Academic objectives of the Orientation Programme: A2S@UP
- Dean’s Representative: Senate Committee for Admission, Evaluation & Academic Support
- Dean’s Representative: Workshop on Development of a Faculty-based approach to Student Retention and Success: 7 August 2009
- Faculty Coordinator: **Development of a Faculty-based Approach to Student Retention and Success**
- Faculty Coordinator: Identification and Tracking students at risk: Mentoring and Tutoring Programme
- Faculty Representative: Early Alert Referral System (EARS)
- Coordinator: EMS Teaching, Learning and Assessment Improvement Plan
- Faculty Representative: Department Education Innovation Consultative meeting
- Dean’s Representative: Steering Committee for Retention and Success
- Dean’s Representative: University of Pretoria Information Technology Committee (ITC)
- Chair and Facilitator: Faculty EMS UP Teaching & Learning HOD Mini Summit 26 October 2009
- Chair and Facilitator: Faculty EMS UP Teaching & Learning HOD Summit 23 February 2010
- Presenter on Performance Management: Teaching Contribution for Promotion Consultative workshop 26 August 2009, Chaired by Prof Ogude
- Member and Presenter: Peer Evaluation of Teaching Contribution for Purposes of Promotion: HOD’s Workshop 15 Ocktober 2009
- Teaching Portfolio Workshop
- Volunteer Mentors: Top Students: Workshop: 25 February 2010
- Mentor: Programme mentoring of top students UP 2010
- Faculty Coordinator: New terms of reference for the appointment of external examiners and moderators for exit level exam papers: Faculty EMS
- Faculty Coordinator: Appointment of external examiners and moderators for exit level exam papers: Faculty

EMS

- Compiling terms of reference for the Faculty EMS Teaching and Learning Committee
- Panel member: Education Innovation induction programme for new staff 29 June - 3 July 2009, UP
- Visiting professor at the Desautels Faculty of Management, McGill University Montreal, Quebec, Canada from 2nd Aug to 29 Oct 2010. <http://www.mcgill.ca/desautels/>
- Presentation: Education Innovation induction programme for new staff 17 Jan 2011, UP HSRC Pretoria
- Facilitator EMS Diversity Workshop for 3000 first years in conjunction with “*The Learning Theatre*” 8 Feb 201
- Faculty Representative: ClickUp Upgrade Steering Committee (2011-)

5 RESEARCH ACTIVITIES

5.1(a) Former supervision or co-supervision– Doctoral Students			
Name of student	Degree/Title of dissertation/ thesis and date	Supervisor	Year completed
Johan Coetzee 909705363	Barriers to change in a governmental service delivery organisation. DCom: Leadership in Performance and Change	KJ Stanz	2006
Berendien van Aswegen 908310845	Towards A Substantive Knowledge-Sharing Model: Exploring The Systems Dynamics Between Knowledge Management, Knowledge Sharing And Organisational Ethos Within A South African Context DPhil: Leadership in Performance and Change	KJ Stanz	2006
Kobus Schwartz 920405922	Employees, social construction of client services DPhil: Leadership in Performance and Change	W Schurink KJ Stanz	2007
Chris Le Loux 908805258	Towards a substantive workplace model: exploring workplace stress and family stress dynamics DPhil: Leadership in Performance and Change	KJ Stanz	2008
Dr J.P. Nel 909135804	Quality assurance in occupationally directed training DCom Leadership in Performance and Change	KJ Stanz	2008
Lynne Derman 920314959	Organisational energy and well-being of employees in a South Africa financial institutions D.Phil Leadership in Performance and Change	N Barkhuizen KJ Stanz	2008
Errol Sundelowitz 9431640	Leadership cocoons: the hidden leadership potential of school non-achievers D.Phil Leadership in Performance and Change	KJ Stanz	2008
University Pretoria Students since June 2008			
KONSTANT TL 2536555	Towards principles and practice for participatory development evaluation in the context of community based organisations PhD: OB	KJ Stanz	2010
O'Neil Sumari 96079437	In pursuit of a constructive supervision practice: A story of multivoiced group supervision PhD IOP	KJ Stanz W Schurink	Proposal Presented 2010
Luyt Karen 8642362	Performance management of virtual knowledge workers PhD OB	KJ Stanz S Nkomo	Proposal Presented 2010

Gert Kriel 83590324	The antecedents and consequences of organizational commitment in retail bank PhD OB	KJ Stanz	Proposal Presented 2010
Themba Mfaniselwa 1129462	PhD OB	KJ Stanz	Proposal to be Presented 2012

5.1(b) Former supervision or co-supervision - Master Students Dissertation/Mini Dissertation			
Name of student	Degree/Title of dissertation/ thesis and date	Supervisor	Year completed
Nelva Jansen van Rensburg	Leadership styles and work-related attitudes in subordinates MA : Industrial Psychology	KJ Stanz	Obtained Degree Cum Laude (2003)
Suretha Esterhuyesen 9804930	Locus of control and Online learning MCom: Leadership in Performance and Change	KJ Stanz	Obtained Degree Cum Laude (2003)
Sam Shokane 9706336	Description of leadership in South Africa: organisational context perspective MPhil: Leadership in Performance and Change	Co-Study Leader	Obtained Degree (2004)
Elaine Harris 200205056	Managing the stages of users' concern when adopting new technology M Phil: Leadership in Performance and Change	KJ Stanz	Obtained Degree (2004)
Fya Mollo 200007662	Leadership competencies in a manufacturing environment MPhil: Leadership in Performance and Change	KJ Stanz	Obtained Degree (2005)
Charles Roux 908512592	Motivational drives of employees at an investment bank M Com Business Management	KJ Stanz	Obtained Degree (2007)
Japie Greyling	Voluntary turnover in nursing employees in a hospital group in Gauteng Mcom: Leadership in Performance and Change	KJ Stanz	Obtained Degree (2007)
Mike Townsend 920313082	"Are they really satisfied?" An exploration of issues around employee satisfaction assessment strategies Mcom: Leadership in Performance and Change	E Sundelowitz KJ Stanz	Obtained Degree (2008)
Clive Greger	Factors affecting employee retention amongst engineers MBA University of Wales	KJ Stanz	Obtained Degree 2008
Basadi Feela Letsoala	The relationship between emotional intelligence and performance of university students M.Phil Leadership in Performance and Change	KJ Stanz	Obtained Degree (2008)
Conrad Brand 908613809	The validity of the Multi-Factor Leadership Questionnaire MCom: Leadership in Performance and Change	KJ Stanz	Obtained Degree 2009
Karin Wait 200206305	The level of workforce engagement in a petro-chemical industry MCom: Leadership in Performance and Change	KJ Stanz	Obtained Degree 2009
N Janse Van Rensburg 9097076689	The safe mindset of managers in a South African mining company M.Phil (Employment Relations)	KJ Stanz	Obtained Degree 2009
University Pretoria Students since Jan 2009			
Da Silva-SCG 25091396	The relationship between Personality and Cognitive Ability MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2010
Fina Geraldine Welby cookel	The psychometric properties of a talent mindset index for South African Aviator MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2010

Tasneem Mohamed-25227352	Towards understanding individual leadership development from an integral theory perspective MCom: Industrial Psychology	KJ Stanz	Obtained Degree Cum Laude (2011)
Mumtaz Hajee-Osman 23085933	Women's perception of the factors that affect career advancement MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2011
Liesl Diedericks 93858516	Towards the development of a mentoring programme for implementation in a local government environment MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2011
Liesl du Plessis 2207452	The relationship between talent management practices, organisational support (POS), supervisor support (PSS) and intention to quit amongst generation Y employees in the recruitment sector MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2011
Natasha Gerbe 22074644	Towards a social construction of retrenchment survivor experiences MCom: Industrial Psychology	KJ Stanz	Obtained Degree Cum Laude (2011)
JS Kruger 25337433	The preferences of Y-generation students on the workplace	KJ Stanz	Obtained Degree 2011
NTHONGOA RM 7250143	The role of knowledge management to attract and retain talent in pharmaceutical industry MCom: Industrial Psychology	KJ Stanz	In progress
DE BEER JAN-ADRIAAN 22293125	Towards guidelines for effective diversity management in S.A. organisations MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2012
MALHERBE SHELLEY-ANN 25019938	The relationship between the talent mindset and organisational commitment of the heads of departments in Higher Education Institutions in South Africa MCom: Industrial Psychology	KJ Stanz	Complete in 2012
SMIT JACONETTE 26068062	Predictors of academic performance of third year students in Economic and Management Sciences MCom: Industrial Psychology	KJ Stanz	Will Obtain Degree 2012
COMBRINK LIZEL 23043696	The influence of talent management on the psychological contract MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2012
N. Buthelezi 28419805	Leadership experiences and career anchors of first-time engineering managers MCom: Industrial Psychology	KJ Stanz	Obtained Degree 2012
M.F Phoshoko 99132452	Talent mindset of HR Professionals in a South African Financial Institution MCom: Industrial Psychology	KJ Stanz	In progress

5.2 Post-graduate students referred back due to change of institution					
Name of student	Degree	Project title	Supervisor	Co-supervisor	Year of registration
Paul Ratsara 920413734	DPhil: Leadership in Performance and Change	The relationship between leadership styles, employee commitment and church organisational performance	Promoter: Prof Gert Roodt	KJ Stanz	2004
CD Manning 200609459	DPhil Leadership in Performance and Change	Factors limiting the implementation of efficient consumer response.	Prof Gert Roodt	KJ Stanz	2005
Dennis Vincent Farrell	DPhil: Leadership in	Extended shared services: A conceptual analysis and a theoretical	KJ Stanz		2005

920412712	Performance and Change	model development			
Nicolaas Molefe 909505405	DPhil: Leadership in Performance and Change	Development Of A Model To Transform Municipalities Into High Performing Organisations	KJ Stanz	Prof W Schurink	2005 Student Grad at UJ in 2010

6. RESEARCH FUNDING

6.1 Obtaining research funds			
Origin of research funds (e.g. contract research, THRIP, international funding organisations, other(s))	Title of research project or programme	Duration	Money allocated (R) (Optional - exact amounts not required)
SANPAD – pre- proposal grant	Academic Talent Management for sustainability in Higher Education Institutions: A comparative study of the Netherlands and South Africa	2009	R 7000 - 00
SANPAD proposal grant	Academic Talent Management for sustainability in Higher Education Institutions: A comparative study of the Netherlands and South Africa	2011-2012	Proposal approved R662000.00
National Research Foundation	Vrije University-NRF Desmond Tutu Doctoral Programme Grand	2010 - 2012	Proposal submitted for funding 2010-11

7 RESEARCH OUTPUTS

7.1 Publications in peer-reviewed in refereed journals

Stanz, K.J., Slabbert, J.A. & Schepers, J.M. 1999. Die verband tussen die sielkundige kontrak en organisasieverbondenheid. Tydskrif vir Bedryfsielkunde, 25(1), 43-51.

Esterhuysen, S. & Stanz, K.J. 2004. Locus of Control and online learning. SA Journal of Industrial Psychology, 3(1), 63-71.

Korsten, V.A. & Stanz, K.J. 2004. The development of a management error orientation questionnaire. SA Journal of Human Resource Management, 2(1), 37- 44.

Harris, E.M., Stanz, K.J. & Zaaiman, J.J. & 2004. Managing the stages of users concern when adopting new technology. SA Journal of Human Resource Management. 2 (3), 1- 6.

Shokane, M.S., Stanz, K.J. & Slabbert, J.A. 2004. Description of Leadership in South Africa: Organisational Context Perspective. SA Journal of Human Resource Management. 2 (3), 54-61.

Mollo, SM., Stanz, K.J. & Groenewald, T. 2005. Leadership competencies in a manufacturing environment. SA Journal of Human Resource Management, 3(1), 34 – 42.

Stanz, K.J. & Fouché CB. 2005. Personality And Cognitive Differences Between Online And

Conventional Students. *International Journal of Systemics, Cybernetics and Informatics: JSCI*. (Submitted for publication).

Townsend, M.; Sundelowitz, E. & Stanz K.J. 2007. "Are they really satisfied?": An exploration of issues around Employee Satisfaction assessment strategies. *SA Journal of Human Resource Management*, 5.1, 28-34.

Bester PC. & Stanz K.J. 2007. The Conceptualisation and Measurement of Combat Readiness for Peace-Support Operations – An Exploratory Study. *SA Journal of Industrial Psychology*. 33(3), 68-78.

Sundelowitz, E., Macdonald, C. & Stanz, K. 2007. Trapped in perpetual peripheral participation: Unseen and undiscovered leadership potential, *The New Educational Review*, Volume 11:1, 195-210. <http://www.educationalrev.us.edu.pl/volume11.htm>

Sundelowitz, E., Macdonald, C. & Stanz, K. 2007. "Leadership Cocoons": The Unseen Silk of Leadership. In, *The New Educational Review*, Volume 12:2, 111-125. <http://www.educationalrev.us.edu.pl/volume12.htm>

Stanz, K.J. & Coetzee, C. 2007. Barriers-to-change. *SA Journal of Industrial Psychology*. 33(2), 76-82.

Stanz, K.J., G. J. Schwart, & W. J. Schurink. 2008. Frontline police employees' social construction of client service. *SA Journal of Human Resource Management*, 5.3, 38-47.

Stanz, K.J. & Mosoeunyane, M. 2008. Learner's Perception on the Role of the Mentor during the Implementation of Learnerships. *Commercium Journal* 08(1), 1-18.

Stanz, K. 2009, Factors affecting employee retention: what do engineers think?, *Management Today*, vol. 25, no. 8, pp. 17-19.

Stanz, K.J. & Greyling, J. 2010. Voluntary Turnover in Nursing Employees in a Hospital Group in Gauteng. *SA Journal of Industrial Psychology*. 36(1), 38-47.

Derman, L., Barkhuizen, E.N., & Stanz, K.J. 2011. Organisational Energy of Employees in a South African Financial Institution. *South African Journal of Human Resource Management*, Vol 9 (1), 1-15.

Havenga, W., Stanz, K.J., & Visagie, J. 2011. Evaluating the difference in Employee engagement before and after a Business Intervention. *African Journal of Business Management*. Vol.5 (15),pp. 8804-8820 (ISSN 1993-8233; Impact factor 1.105)

Janse van Rensburg, N., Barkhuizen, E.N., & Stanz, K.J. (2012). The validation of a Safe Human Mindset of Production Leaders in a Platinum Mine. *South African Journal of Industrial Engineering*.

In review

Brand, C., Havenga, W. & Stanz, K.J. (in review). The validation of the Gallup Workplace Audit in a South African Petrochemical Company. *African Journal of Business Management* (ISI indexed journal; Impact factor 1.105)

Konstant, T & Stanz, K.J. (in review). Organisation-Centred Evaluation: Applying Paris In Evaluating Community-Based Organisations. *Journal of Development Studies* - Manuscript ID FJDS-2011-Feb-0051

Barkhuizen, E.N., Stanz, K.J., & Derman, L. (in review). The validation of the Shirom-Melamed Vigour

Measure in a financial institution. Article submitted for publication in the South African Journal of Industrial Psychology.

Barkhuizen, E.N., Stanz, K.J., (in review). *The relationship between Talent Management, Organisational and Supervisor Support and Generation Y's Intention to Quit*". Article submitted for publication in the African Journal of Business Management.

7.2 Books and/or chapters in books

Stanz, K.J., (2011). *Performance Management and Appraisal* (Chapter 8). In G. Dessler (Ed.) Human Resource Management (12th ed.), Pearson, Upper Saddle River. (author of chapter)

Stanz, K.J., (2011). *Coaching, Careers, and Talent Management* (Chapter 9). In G. Dessler (Ed.) Human Resource Management (12th ed.), Pearson, Upper Saddle River. (author of chapter)

Stanz, K.J., (2011). *Training and development* (Chapter 10). In G. Dessler (Ed.) Human Resource Management (12th ed.), Pearson, Upper Saddle River. (author of chapter)

Stanz, K.J., (2011). *Managing Human Resources in Entrepreneurial Firms* (Chapter 16). In G. Dessler (Ed.) Human Resource Management (12th ed.), Pearson, Upper Saddle River. (author of chapter)

7.3 Published full-length conference papers/keynote addresses peer-reviewed

Stanz, K.J. & Fourie, L. 2002. The relationship between the use of online learning support and past academic performance. 3rd International Conference on Technology and Education, Hosted by PU CHE. Potchefstroom, April 2002.

Stanz, K.J. & Victor A. Korsten. 2004. The attitudes of management towards errors, do organisations differ? Second International Conference on Contemporary Management (ICCM) Ethics, Trust and Quality of Life in Organizations. Stellenbosch, Western Cape, South Africa 6-8 September 2004.

Stanz, K.J. & Fouché Christa B. 2005. Personality And Cognitive Differences Between Online And Conventional Students. July 14-17. full publication in conference proceedings 3rd International Conference on Education and Information Systems, Technologies and Applications (EISTA 2005) ISBN 980-560-25-6.

Sundelowitz, E, & Stanz K.J. 2006. Getting 'Them' Out of the Leadership Closet: "Leadership Cocoons" – A Key Concept to Inform Leadership Selection Practices. International Conference on "Transforming Business and Management for Growth and Development" University of Technology, Jamaica October 19-22, 2006.

Sundelowitz, E; & Stanz K.J. 2006. Getting 'Them' Out Of The Leadership Closet: "Leadership Cocoons" – A Key Concept To Inform Leadership Selection Practices. International Conference On "Transforming Business and Management for Growth and Development" University of Technology, Jamaica October 19-22, 2006.

Sundelowitz, E. & Stanz, K. 2006. "Leadership Cocoons": An Emerging Concept for Reticent Leaders. (pp.246-278), *"Demystifying the Art of Management...through Research"*, Southern African Institute for Management Scientists (SAIMS) Conference 2006. Pretoria, South Africa: SAIMS. [ISBN 0-7972-1130-6].

Stanz, K.J.; Coetzee, C. 2006. *"Barriers-to-change" in a governmental service delivery type organisation*. 1st International Conference Faculty of Management, 29 – 31 October

University of Johannesburg, South Africa.

Stanz, K.J.; Van Aswegen, B. 2006. A knowledge sharing process model. 1st International Conference Faculty of Management, 29 – 31 October University of Johannesburg, South Africa. **(Selected Best Paper Presented)**.

Sundelowitz, E; Stanz K.J. 2008. The wrong side of the bell curve: Leadership cocoons and the 'mean' distribution of recognised leadership talent. Proceedings of the 2nd International Business Conference: Leadership and Sustainable Business Development, Port Elizabeth. 28-29 Aug. pp. 72-88.

Sundelowitz, E.; Stanz K.J 2008. Engendering Leadership: Through Research and Practice Conference proceedings. *Leadership Cocoons and the carthorse effect of traditional meritocratic based leadership selection strategies*. University of Western Australia. pp. 481-496.

Derman, L; Barkhuizen, N.; Stanz K.J. 2008. Organizational energy or employees in a South African financial institution. 5th international conference on Contemporary Business 2008. Somerset-West, 30 Sept-2 Oct 2008.

Sundelowitz, E; Stanz, K.J. 2008. The journey's ending: report back to the community on "Leadership Cocoons". Conference proceedings of the 20th Annual conference and 21st Birthday Festival of the Southern African Institute for Management Scientists (SAIMS) 2008. Muldersdrift. 14-17 Sept. 2008

Stanz, K.J. 2009. The new higher education dispensation: challenges for HR education, development and professionalisation. The Dawn of a New Era for HR: a Professional Review: SABPP and IPM. 24 November. Sanlam Auditorium. Cape Town.

Konstant, T; *Stanz, K.J. 2009. Organisation-Centred Evaluation: Applying Paris In Evaluating Community-Based Organisations. IDEAS Global Assembly 2009 Birchwood, Gauteng, March 18th.*

Coldwell, D.A.L., Stanz, K.J. 2010. A comparative analysis of management academics' views of the measurability and equity in workloads and effects on knowledge creation: Towards a model of effective knowledge management in higher education. Conference proceedings of the 22th Annual conference and of the Southern African Institute for Management Scientists (SAIMS) Mpekwani Beach Hotel Port Alfred from 12-15 September.

Stanz, K.J. (2010). Educating and developing the professional HR practitioner of the future. SABPP Professional Review, Midrand, 3 June.

Barkhuizen, E.N., Janse van Rensburg, N.J., & Stanz, K.J. (2010). *The safe mindset of managers, shift bosses and miners in a South African platinum mine*. Paper published in the peer reviewed conference proceedings the 12th Biennial International Society for the Study of Work Values Conference, pp. Lisbon, Portugal, pp. 508 – 515; 27-30 June. Shreveport, USA: ISBN: 978-0-9817997-1-1

Barkhuizen, E.N., & Stanz, K.J. (2010). *Linking organisational energy and individual well-being: The Influence of Leader's Talent Mindset*. Paper published in the peer reviewed conference proceedings of the 12th Annual Conference of Global Business and Technology Association, Kruger National Park, South Africa, 5-9 July, pp. 50- 57, Gbata, USA, ISBN: 1-932917-06-3

Stanz, K.J (2012). I-O:Psychology Science, Academia (sabbaticals) and practice. Paper presented as President Elect SIOPSA. Building International Linkages: Practice and Science and SIOPSA and SIOP: the strengthening of international collaborations. 27th Annual

7.4 Non-refereed publications or popular articles

Stanz K.J. 2001. Organisational Commitment in a Virtual Environment: HR News Online 27/09/2001 (<http://www.striata.com/hrnews> Internet based HR Newsletter).

Stanz K.J. 2001. Leadership in Virtual Teams: HR News Online 5/11/2001 (<http://www.striata.com/hrnews> Internet based HR Newsletter).

Stanz K.J. 2001. Trust in Virtual Teams: HR News Online 12/11/2001 (<http://www.striata.com/hrnews> Internet based HR Newsletter).

Stanz K.J. 2001. The Impact of Leadership on Trust in Virtual Teams: HR News 119/11/2001 (<http://www.striata.com/hrnews> Internet based HR Newsletter).

Stanz K.J. Knowledge Organisations. HR News Online 5/02/2002 (<http://www.striata.com/hrnews> Internet based HR Newsletter).

Stanz K.J. 2002. The Role of Universities in a Knowledge Society. HR News Online 11/06/2002 (<http://www.striata.com/hrnews> internet based HR Newsletter).

Esterhuysen, S. & Stanz, K.J. 2003. Personality characteristics and online learning. Part 1-3 HR News Online (<http://www.striata.com/hrnews> Internet based HR Newsletter).

Stanz K.J. 2005. Career management. Human Capital Management in South Africa.

Stanz K.J. 2005. e-HR, Adding value in Human Resources, HR Information Systems. Human Capital Management in South Africa.

Stanz, K.J. 2006. Ensuring Cutting-edge HR. The HR Network, 2006, 9 May, Sunnyside Park Hotel, 2 York Road Parktown Johannesburg. (Paper Presented)

Stanz, K.J. 2007. Human Resources. Does HR contribute to business success? Business Brief. April/May Vol12,2. (Contribution to Paper for Special Feature).

OxyGenz 2010

Stanz, K.J. 2010. Factors Affecting Employee retention Amongst engineers Management Today.

Stanz, K.J. 2010. Talent Management, Making the most of employee strength Skills Portal Exploring the new world of work 05-SEP-10

7.5 Technical reports

Janse van Rensburg, N., Stanz, K.J. & Roodt, G. 2003. Leadership styles and work-related attitudes in subordinates. Unpublished Research Report. Aucklandpark: University of Johannesburg.

Le Roux, C. & Stanz, K.J. 2004. Motivational drives of employees at an investment bank. Unpublished Research Report. Aucklandpark: University of Johannesburg.

Clive Greger; Stanz, K.J. 2005. Factors Affecting Employee retention Amongst engineers.

8 OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

7.1 Participation in conferences, workshops and short courses

7.1.1 National Conferences: Papers delivered (peer reviewed)

Stanz, K.J. The relationship between the Psychological Contract and Organizational Commitment: Society for Industrial and Organisational Psychology 4th Annual Conference 2001, 23-25 June, CSIR Conference Centre, Pretoria.

Stanz, K.J. The New e-HR Manager: Preparing the HR Function for the Internet Enabled Age. National HR Forum 2001, 29-30 October, Gallagher Estate, Midrand.

Stanz, K.J. & Fourie, L. The need for online learning support. 4th Annual WWW Conference 2002, Sep USB Conference Centre, Belville.

Stanz, K.J. The need for online-learning. Society for Industrial and Organisational Psychology 5th Annual Conference 2002, 13-14 June CSIR Conference Centre, Pretoria.

Stanz, K.J. Locus of Control and online learning. Society for Industrial and Organisational Psychology 6th Annual Conference 2003, 25-27 June, Sandton Conference Centre.

Stanz, K.J. Personality and online learning. 5th Annual WWW Conference, 2003, 10-12 Sep, University of Durban-Westville Campus, Durban.

Stanz, K.J. Virtual Working in Teams: What are the Challenges of Working Virtually? 6th Annual WWW Conference, 2004, 1-3 September Campus of the Rand Afrikaans University

Stanz, K.J. & Korsten, V.A. The development of a management error orientation questionnaire. Society for Industrial and Organisational Psychology 7th Annual Conference, 2004, 23 - 25 June, CSIR Conference Centre, Pretoria.

Stanz, K.J. & Harris, E.M. Managing the stages of users concern when adopting new technology. Society for Industrial and Organisational Psychology 7th Annual Conference, 2004, 23 - 25 June, CSIR Conference Centre, Pretoria.

Stanz, K.J. & Shokane, M.S. Description of Leadership in South Africa: Organisational Context Perspective. Society for Industrial and Organisational Psychology 7th Annual Conference, 2004, 23-25 June, CSIR Conference Centre, Pretoria.

Stanz, K.J. Ensuring Cutting-edge HR.. The HR Network 2005, 9 May. Sunnyside Park Hotel, Parktown Johannesburg.

Stanz, K.J. Any differences between online and conventional students? Society for Industrial and Organisational Psychology 8th Annual Conference, 2005, 8- 10 June, CSIR Conference Centre, Pretoria.

Stanz, K.J. Developing a barriers-to-change questionnaire. Society for Industrial and Organisational Psychology 9th Annual Conference, 2006, 7-9 June, CSIR Conference Centre, Pretoria.

Derman, L., Barkhuizen, E.N., & Stanz, K.J. (2008). *Organisational Energy and Well-being of employees in a South African financial institution*. Paper presented at the 11th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.

Stanz, K.J. Breaching the Gap: Aligning talent and strategy. Inaugural Address. 16 Sep 2009, University of Pretoria, Pretoria.

Puybaraud, M., Stanz K.J.; Kruger, S. 2010 **The Generation Y at Work in SA and the impact for FM in SA**. AFRICA Facilities Management – GLOBALLY RELEVANT? South African Facilities Management Association conference. 24 and 25 August 2010 Airport Grand Hotel, Boksburg, Gauteng

7.1.2 National Seminars/Workshops

Stanz, K.J. "Securing Gauteng's Talent Base To Become A World Class & Globally Competitive City Region: Issues, Opportunities & A Way Forward To 2010". Media Briefing with the Premier of Gauteng. The Gauteng Global City Summit, Pre Launch Breakfast, 28 September 2006 WITS Business School, Johannesburg

Stanz, K.J. World Class & Globally Competitive City Region: Issues, Opportunities & A Way Forward To 2010". The Gauteng Global City Summit 2006, 9 November. WITS Business School, Johannesburg.

Stanz, K.J. Radio Interview, 1st National Talent Summit. Spectrum: Iris Bester. 12 Jul 2007, SABC Johannesburg.

Stanz, K.J. Setting the Talent Research Agenda 1st Annual National Talent Management Summit: Where Human Capital Meets Business Strategy. 17-18 Jul 2007, University of Johannesburg.

Stanz, K.J. Lead Academic Partner. 2008. Tomorrow's Leaders Convention: Blueprint for Corporate (Pres Jacob Zuma as Keynote speaker) St. George Hotel, 18 June 2008

Stanz, K.J. Lead Academic Partner and Facilitator. 2009. Tomorrow's Leaders Convention: Blueprint for Corporate (Mr Mathews Phosa and Tony Leon as Keynote speakers). Sandton Convention Centre, March 2009.

Stanz, K.J. The New Higher Education Framework Challenges For HR Education. The Dawn of A New Era For HR a Professional Review: SABPP and IPM. 16 May 2009. Zol Kerzner Hotel School, University Johannesburg. Aucklandpark.

Stanz, K.J. Opening Address. 3rd Annual National Talent Summit: Human Capital Leadership In A Talent Stretched Economy. 29-30 Jul **2009**, The Campus; Bryanston, Johannesburg.

Stanz, K.J. Opening Address. Higher Education in Perspective. Oganisational Behaviour Colloquia Conference. 31 October 2009. University of Pretoria, Pretoria.

Stanz, K.J. Opening Address. The Cape Town City Summit, Competitive City Region: Issues, Opportunities. 9 November **2009**. Hosted by Old Mutual Business School, Cape Town.

Stanz, K.J. The new higher education dispensation challenges for HR education, development and professionalisation. The Dawn of A New Era For HR a Professional Review: SABPP and IPM. 24 November 2009. Sanlam Auditorium. Cape Town.

Stanz, K.J. New Higher Education Dispensation Challenges For Skills Training, Development

And Professionalisation. Skills and training Summit incorporating the Achievers Awards 2010. CSIR Conference Centre, Pretoria.

Stanz, K.J. Lead Academic Partner and Facilitator. 2010. Tomorrow's Leaders Convention: Blueprint for Corporate (Mr R Khosa as Keynote speakers). Sandton Convention Centre, March 2010.

Stanz, K.J. Educating and developing the professional HR practitioner of the future. HR Realities and Challenges for 2010 and beyond A Professional Review: SABPP. 3 June 2010, Bytes Conference Centre, Midrand.

7.1.3 International Conferences: Papers delivered (peer reviewed for selection)

Stanz, K.J. The Psychological Contract and Organizational Commitment: Are they related? Paper presented at the 10th European Congress on Work and Organisational Psychology, Prague, May 2001.

Stanz, K.J. & Fourie, L. The relationship between the use of online learning support and past academic performance. 3Rd International Conference on Technology and Education, Hosted by PU CHE. Potchefstroom, April 2002.

*Stanz, K.J. Personality and Cognitive Differences between Online and Conventional Students. July 14-17. Paper presented at the joint meeting of the 3rd International Conference on Education and Information Systems, Technologies and Applications (EISTA 2005) and the International Conference on Cybernetics and Information Technologies, Systems and Applications (CITSA 2005). Orlando, USA.

**This paper being selected the best paper presented*

Sundelowitz, E; & Stanz K.J. Getting 'Them' Out Of The Leadership Closet: "Leadership Cocoons" – A Key Concept To Inform Leadership Selection Practices. International Conference On "Transforming Business and Management for Growth and Development" University of Technology, Jamaica October 19-22, 2006

Stanz, K.J. & Coetzee, C. "Barriers-to-change" in a governmental service delivery type organisation. 1st International Conference Faculty of Management 29 – 31 October 2006 University of Johannesburg, South Africa.

*Stanz, K.J. & Van Aswegen, B. A knowledge sharing process model. 1st International Conference Faculty of Management 29 – 31 October 2006 University of Johannesburg, South Africa. Conference Proceedings.

**This paper being selected the best paper presented*

Stanz, K.J. Building Effective Global Teams. "Critical Human Capital Management Challenges Facing India and the West: The Virtual Global Workforce", 4 November 2006, New Delhi, India.

Stanz, K.J. India's Talent Evolution: Roundtable discussion. Issues Challenges, and Opportunities arising from workforce and knowledge partnerships between India and North America. 5 November 2006, Indian School of Business, Hyderabad, India.

Stanz, K.J. Roundtable discussion. Issues Challenges, and Opportunities of Indian School of Business Graduating Class future careers. 5 November 2006, Indian School of Business, Hyderabad, India.

Stanz, K.J. "Innovations in Talent Management". Round Table on "Microsoft and Global Talent Management, Retention & Engagement and Innovation", 6 November 2006, Microsoft Campus

Hyderabad, India

Stanz, K.J. "Microsoft Business Leaders" Working Round Table on "Microsoft and Global Talent Management, Retention & Engagement and Innovation", 6 November 2006, Microsoft Campus Hyderabad, India

Stanz, K.J. Working Round table discussion: Business Process Outsourcing at EDS India. 6 November 2006, EDS Mumbai, India.

Stanz, K.J. Working Round table discussion Co-chaired by Jerry Rao, CEO Mphasis "Talent Management in Mergers and Acquisitions". 7 November 2006, Mphasis Global Service Centre Mumbai, India.

Stanz, K.J. Symposium: discussion. "Shaping Talent for the future." 7 November 2006, The India Institute of technology: School of Management Mumbai, India.

Stanz, K.J. Symposium discussion "The Talent needs of industry and the alignment of university curriculum to the needs of employers". 7 November 2006, The India Institute of technology: School of Management. Mumbai, India.

Stanz, K.J. *Organisational Energy*. (2008). 5th International Conference on Contemporary Business 2008. Somerset-West, 30 Sept-2 Oct.

Stanz, K.J. (2009). Learner's Perception on the Role of the Mentor during the Implementation of Learnerships. Paper presented at the 14th European Congress of Work and Organisational Psychology, Santiago, Spain, 13-16 May.

Barkhuizen, E.N., & Stanz, K.J.; Derman, L. (2009). *Organisational Energy of employees in a South African financial institution*. Poster presented at the 14th European Congress of Work and Organisational Psychology, Santiago, Spain, 13-16 May.

Barkhuizen, E.N., & Stanz, K.J.; Derman, L. (2009). *Well-being of employees in a South African financial institution*. Poster presented at the 14th European Congress of Work and Organisational Psychology, Santiago, Spain, 13-16 May.

Barkhuizen, E.N., Janse van Rensburg, N.J., Stanz, K.J. (2010). The Safe Mindset of Managers of a South African Platinum Mine. Paper presented at the 9th Conference of the European Academy of Occupational Health Psychology, Rome, Italy, 29-31 March.

Barkhuizen, E.N., Janse van Rensburg, N.J., & Stanz, K.J. (2010). The validation of a Safe Mindset Instrument for Managers, Shiftbosses and Miners of a South African Platinum Mine. Paper accepted for presentation at the 12th Biennial International Society for the Study of Work Values Conference, Lisbon, Portugal, 27-30 June.

Barkhuizen, E.N., Brand, C., Havenga, W., & Stanz, K.J. (2010). The validation of the Gallup Workplace Audit. Paper accepted for presentation at the 27th International Congress of Applied Psychology, Melbourne Australia, 11-16 July.

Stanz, K.J.; Havenga W.; Brand, C. (2010). Gallup Workplace Audit in a South African Petrochemical Company. Paper accepted for presentation at the 4Th International Conference Faculty of Management. May 2010 University of Johannesburg, South Africa.

Barkhuizen, E.N., Stanz, K.J., & Derman, L. (2010). *Linking organisational energy and individual well-being: The Influence of Leader's Talent Mindset*. Paper submitted for presentation at the 12th Annual Conference of Global Business and Technology Association, Kruger National Park, South Africa, 5-9 July.

Casado, T., Stanz K.J. et al. (2010). *"Passion and Compassion in Teaching: the Use of AOM Network"*, submitted to the 2010 Academy of Management Meeting, August 6-10, in Montreal, Canada.

Stanz, K.J. (2010). *HR Realities and Challenges for 2010 and beyond*. Institute of People Management (IPM). Zimbabwe, 22 July 2010. The Elephant Hills Hotel in Victoria Falls Zimbabwe.

Julie Newman, Yale Univ & Karel Stanz, Visiting Prof McGill. (2010). *An open dialogue on the importance of an international agenda for campus sustainability: Sustainability & Global Citizenship Education* The 7TH Annual Northeast Campus Sustainability Consortium Conference. October 25-26. McGill, Montreal, Canada.

Stanz, K.J. (2010). *The relationships between perceived Talent Management Practices, Perceived Organizational Support, Perceived Supervisor Support and intention to quit amongst Generation Y employees in the recruitment sector*. 3rd Annual People and Organizations Conference at the Wharton School on October 8-9, University of Pennsylvania. Pennsylvania.

Nagel, L., Haupt, S. & Stanz, K.J. (2010). *Lecturing Towards Success: Meeting, Managing Or Abandoning First-year Student Expectations* SAAIR INTERNATIONAL FORUM: 21 - 23 September 2010 *University of Johannesburg, South Africa*.

Coldwell, D.A.L., Stanz, K.J. (2010). *A comparative analysis of Management academics' views of the measurability and equity in workloads and effects on knowledge creation: Towards a model of effective knowledge management in higher education*. Conference proceedings of the 22th Annual conference and of the Southern African Institute for Management Scientists (SAIMS) Mpekweni Beach Hotel Port Alfred from 12-15 September.

Schaap, P. & Stanz, K.J. (2011). *The Construct Equivalence of a Social Skill Measure for Job Applicants from Diverse Cultural Backgrounds*. Paper presented at the European Association for Work and Organisational Psychology Conference, Maastricht, Netherlands, 25-28 May.

7.1.4 CONFERENCE LEADERSHIP ROLES

Sessions Chairperson. 3Rd International Conference on Technology and Education, Hosted by PU for CHE. Potchefstroom, April 2002.

Sessions Chairperson. 5th Annual Conference of the Society for Industrial and Organisational Psychology, 2002. 13-14 June CSIR Conference Centre, Pretoria.

Sessions Chairperson. 6th Annual Conference, of the Society for Industrial and Organisational Psychology 2003. 25-27 June, Sandton Conference Centre.Sandton.

Sessions Chairperson. 5Th Annual Conference On World Wide Web Applications (WWW2003), 10-12 Sep 2003, University of Durban-Westville Campus, Durban.

Sessions Chairperson. 6th Annual Conference On World Wide Web Applications, 1-3 September 2004 Campus of the Rand Afrikaans University

Member of the Organizing Committee 4rd International Conference on Education and Information Systems, Technologies and Applications (EISTA 2006). Orlando, USA.

Member of the Organizing Committee: Pre-launch Breakfast: The Gauteng Global City Summit

"Securing Gauteng's Talent Base To Become A World Class & Globally Competitive City Region: Issues, Opportunities & A Way Forward To 2010". Hosted By Wits, UJ HCI Africa & Deloitte. 28 September 2006.

Member of the Organizing Committee. 1st International Conference Faculty of Management. 29 – 31 October 2006. University of Johannesburg, South Africa.

Member of the Organizing Committee. The Gauteng Global City Summit "Securing Gauteng's Talent Base To Become A World Class & Globally Competitive City Region: Issues, Opportunities & A Way Forward To 2010". Hosted By Wits, UJ HCI Africa & Deloitte. 28 September 2006.

Conference Director. 1st Annual National Talent Management Summit: Where Human Capital Meets Business Strategy. 17-18 Jul 2007, University of Johannesburg.

Member of the Organizing Committee. Southern African Institute for Management Scientists (SAIMS) 2007, Future Business Leadership Challenges. Hosted by University of Johannesburg. Sandton Conference Centre. Sandton.

Member of the Organizing Committee. 2nd Annual National Talent Management Summit: Where Human Capital Meets Business Strategy. 17-18 Jul 2007, Campus Brainston.

Sessions Chairperson. 5th International Conference on Contemporary Business 2008. Somerset-West, 30 Sept-2 Oct **2008**.

Sessions Chairperson. Southern African Institute for Management Scientists (SAIMS) 2008, Future Business Leadership Challenges. Hosted by University of Johannesburg. Sandton Conference Centre. Sandton.

Member of the Organizing Committee. Faculty of EMS Centenary Conference 2008. University of Pretoria, Pretoria

Member of the Organizing Committee. 3rd Annual National Talent Summit: Human Capital Leadership In A Talent Stretched Economy. 29-30 Jul **2009**, The Campus; Bryanston, Johannesburg.

Sessions Chairperson. 14th European Congress of Work and Organisational Psychology, Santiago, Spain, 13-16 May.

Member of the Organizing Committee. 1st International Conference in Responsible Leadership. Developing the next generation responsible leaders. 18 to 20 May 2010. University of Pretoria, Pretoria

Sessions Chairperson. 1st International Conference in Responsible Leadership. Developing the next generation responsible leaders. 18 to 20 May 2010. University of Pretoria, Pretoria

Member of the Organizing Committee. 90th Birthday celebrations Faculty of EMS, 2010. University of Pretoria, Pretoria.

Invited Member of the Organizing Committee. 12th Annual Conference of Global Business and Technology Association, Kruger National Park, South Africa, 5-9 July.

Exco Member. Africa Academy of Management (AFAM) inaugural conference. Thursday, August 11, 2011 in San Antonio, Texas.

Invited to Co-chair the Industrial/Organisational/Work Psychology Division of the 30th

International Congress of Psychology XXX ICP 2012. Cape Town International Conference Centre, South Africa, from 22-27 July 2012 (630 Abstracts approved for presentation)

Member of the XXX ICP 2012 Extended Scientific Committee (SC). 30th International Congress of Psychology XXX ICP 2012. Cape Town International Conference Centre, South Africa, from 22-27 July 2012.

7.1.5 Short courses

Involved in the presentation of several short course programmes at UJ (1999-2008)

Tender Proposal SANDF War College: Senior Development Programme (2009)

Tender Proposal Quality Assurance Executive Directors Development Programme (PALAMA) (2009)

Chair and Facilitator: Faculty EMS UP Teaching & Learning HOD Mini Summit 26 October 2009

Chair and Facilitator: Faculty EMS UP Teaching & Learning HOD Summit 23 February 2010

7.2 Teamwork and collaboration with others

Teamwork and collaboration with others

- Compiling the 1999 Programme Evaluation report of the DHRM for the South African Board of Personnel Practice (SABPP) accreditation evaluation.
- Part of the core team producing the 2002 Programme Evaluation report for the South African Board of Personnel Practice (SABPP) accreditation evaluation.
- Part of the core team producing the 2002 Programme Evaluation report known as the Frauenstein-self-evaluation.
- Finalisation of the 2007 Programme Evaluation report for the South African Board of Personnel Practice (SABPP) accreditation evaluation.
- SANPAD (2006). Funded SANPAD research project between the Department of Human Resource Management, University of Johannesburg and Department of Organisation Studies, Vrije University Amsterdam, The Netherlands. Project title: The improvement of performance through work identity in a diverse context.
- SANTED (South African Norway-Tertiary Education Development Programme) (The South Africa-Norway Tertiary Education Development (SANTED) programme is a joint initiative between the Norwegian Agency for Development Co-operation (NORAD), the Department of Education and higher education institutions in South Africa) (2006-2008) project coordinator for the Department of Human Resource Management, University of Johannesburg. The purpose of project is to assist universities in the development of a qualifications structure and programme profile that is appropriate in terms of their role as comprehensive universities, and in particular to develop effective and practical approaches to questions relating to curriculum design and articulation pathways, as well as access into and retention within their academic programmes.
- Co-researcher of project: Achieving competitiveness through strategic Human Resource Management Capabilities in South African Small and Medium Size Enterprises with Prof Retha Wiesner, University of Southern Queensland, Australia.
- Co-researcher of project: Academic workload. Prof David Codwell , UKZN, currently at Wits. Developing into international project with Swedish universities involved!
- Sloan Center on Aging & Work at Boston College. (2010). Country Context Studies and

Generations of Talent project pages.

- Dr Marie Puybaraud & Prof Karel Stanz. (2010). Global research project launched by Johnson Control Global Workplace Solutions to understand the preference of Generation Y for their future workplace to understand how important the workplace is in attracting , recruiting and retaining Generation Y workers. University students from India, Germany, China, UK, US and SA (UP) participated.
- SANPAD (2010) – Project Coordinator of SANPAD research project between the Department of Human Resource Management, University of Pretoria and Department of Management and Organisation Studies, Vrije University, Amsterdam, The Netherlands. Project Title: Academic Talent Management for sustainability in Higher Education Institutions.

7.3 Membership in national and international bodies

- Member of Psychology Association of South Africa
- Executive member and member of Society of Industrial and Organisational Psychology of South Africa (SIOPSA)
- Member of the European Work and Organisational Psychology (EUWOP)
- Member of the Assessment Study Group of South Africa
- Invited member of the International Institute of Informatics and Systemics (IIIS) (USA)
- Member of Educational committee of the South African Board of People Practice (SABPP) was elected *Vice-Chair of the re-configured Higher Education Committee in 2011*
- Member Human Capital Institute (International Washington DC)
- Member Southern Africa Institute of Management Scientists (SAIMS)
- Chair, Director and Founding Member (2007-) Human Capital Institute Africa
- Invited member of Human Capital Institute Research Advisory Board Global: Washington
- Founding Executive Member Africa Academy of Management (AFAM) 2010-
- Member of the Academy of Management
- Member Society of Industrial and Organisational Psychology (SIOP)

Professional registration

- Registered **Industrial Psychologist** Health Professions Council of South Africa. PS NO: 0063851
- **Masters Practitioner SABPP**: Education Training & HR Development. No 6991

8. NATIONAL AND INTERNATIONAL CONGRESSES ATTENDED

National

4th Annual Conference of the Society for Industrial and Organisational Psychology. 2001, 23 - 25 June, CSIR Conference Centre, Pretoria.

The National HR Forum 2001. 29-30 October, Gallagher Estate, Midrand.

4th Annual Conference On World Wide Web Applications (WWW2002), 2002 Sep, USB

Conference Centre, Belville.

5th Annual Conference of the Society for Industrial and Organisational Psychology, 2002. 13-14 June CSIR Conference Centre, Pretoria.

6th Annual Conference, of the Society for Industrial and Organisational Psychology. 2003. 25-27 June, Sandton Conference Centre. Sandton.

5th Annual Conference On World Wide Web Applications (WWW2003), 2003, 10-12 Sep University of Durban-Westville Campus, Durban.

6th Annual Conference On World Wide Web Applications, 1-3 September 2004 Campus of the Rand Afrikaans University.

7th Annual Conference of the Society for Industrial and Organisational Psychology. 2004, 23 - 25 June , CSIR Conference Centre, Pretoria.

8th Annual Conference of the Society for Industrial and Organisational Psychology. 2005, 8-10 June, CSIR Conference Centre, Pretoria.

9th Annual Conference of the Society for Industrial and Organisational Psychology. 2006, 6-7 June, CSIR Conference Centre, Pretoria.

The Gauteng Global City Summit, Pre Launch Breakfast "Securing Gauteng's Talent Base To Become A World Class & Globally Competitive City Region: Issues, Opportunities & A Way Forward To 2010". 28 September 2006 WITS Business School, Johannesburg.

The Gauteng Global City Summit, World Class & Globally Competitive City Region: Issues, Opportunities & A Way Forward To 2010". 9 November 2006. Hosted by WITS Business School, Johannesburg.

10th Annual Conference of the Society for Industrial and Organisational Psychology. 2007, 6-7 June, CSIR Conference Centre, Pretoria.

1st Annual National Talent Management Summit: Where Human Capital Meets Business Strategy. 17-18 Jul 2007, Hosted by University of Johannesburg.

Professionalising HR - A Time for Action. The future of statutory recognition for HR as a professional body 7 June 2007. Castle Kyalamy.

Southern African Institute for Management Scientists (SAIMS) 2007, Future Business Leadership Challenges Hosted by University of Johannesburg. Sandton Conference Centre. Sandton.

11th Annual Conference of the Society for Industrial and Organisational Psychology. 2008, 21-23 May 2008, CSIR Conference Centre, Pretoria.

2nd Annual National Talent Summit: Where Human Capital Meets Business Strategy. 17-18 Jul 2007, The Campus; Bryanston, Johannesburg.

Southern African Institute for Management Scientists (SAIMS) 2008, Future Business Leadership Challenges Hosted by University of Johannesburg. Sandton Conference Centre. Sandton.

The Cape Town City Summit, Competitive City Region: Issues, Opportunities. 9 November 2008. Hosted by Old Mutual Business School, Cape Town.

20th Annual conference and 21st Birthday Festival of the Southern African Institute for Management Scientists (SAIMS) 2008. Muldersdrift. 14-17 Sept. 2008.

12th Annual Conference of the Society for Industrial and Organisational Psychology. 2009, 6-7 June 2009, CSIR Conference Centre, Pretoria.

3rd Annual National Talent Summit: Where Human Capital Meets Business Strategy. 29-30 Jul 2009, The Campus; Bryanston, Johannesburg.

VIP HR Summit: Managing performance and talent toward sustained growth Thursday, 6 August 2009. Conferencing @ Softline, Woodmead, Johannesburg.

The Cape Town City Summit, Competitive City Region: Issues, Opportunities. 9 November 2009. Hosted by Old Mutual Business School, Cape Town.

13th Annual Conference of the Society for Industrial and Organisational Psychology. 2010, 25-27 July 2010, The Campus; Bryanston, Johannesburg.

4th Annual National Talent Summit: Where Human Capital Meets Business Strategy. 3-6 Aug 2010, The Campus; Bryanston, Johannesburg.

14th Annual Conference of the Society for Industrial and Organisational Psychology. 2011, 26-29 July 2011, CSIR Conference Centre, Pretoria.

International

2nd International Conference on Technology and Education, Hosted by PU CHE. Potchefstroom, April **2000**.

10th European Congress of Work and Organisational Psychology, Prague, May **2001**.

3rd International Conference on Technology and Education, Hosted by PU CHE. Potchefstroom, April **2002**.

2nd International Conference On Contemporary Management (ICCM) Ethics, Trust and Quality of Life in Organizations. Stellenbosch, Western Cape, South Africa 6-8 September **2004**.

Organizational Sustainability: Balancing Wealth And Community Wellness International Conference Celebrating The 25th Anniversary Of The Department Of Human Resource Management. 6-8 September **2004** Sandton Convention Centre: Sandton

3rd International Conference on Education and Information Systems, Technologies and Applications (EISTA 2005). **2005**. Orlando, USA.

2nd International conference on Cybernetics and Information Technologies, Systems and applications (CITSA 2005). **2005**. Orlando, USA.

1st Conference on Positive Psychology, Hosted by PU CHE. Potchefstroom, April **2006**.

1st International Conference Faculty of Management 29 – 31 October **2006**. University of Johannesburg, South Africa.

Future of work; Mastering Change. 10th National Human Resource Development Network National Conference 1-3 November **2006** New Delhi, India.

Global Talent Delegation: A Global Leadership Development Program.1-7 November **2006**
India.

“Montreal Human Capital City Summit”. Montreal’s future, and how the depth and quality of its talent will determine its success as a global city. 19th of October **2006**, Hosted by McGill University Montreal, Canada.

5th International Conference on Contemporary Business 2008. Somerset-West, 30 Sept-2 Oct **2008**.

14th European Congress of Work and Organisational Psychology, Santiago, Spain, May **2009**.

3rd International Conference Faculty of Management 14 – 16 May **2010**. University of Johannesburg, South Africa.

1st International Conference in Responsible Leadership. Developing the next generation responsible leaders. 18 to 20 May 2010. University of Pretoria, Pretoria

The 7TH Annual Northeast Campus Sustainability Consortium Conference. Sustainability & Global Citizenship Education. October 25-26, 2010. McGill, Montreal, Canada.

The 12th Annual Conference of Global Business and Technology Association, 5-9 July, 2010. Kruger National Park, South Africa.

3rd Annual People and Organizations Conference at the Wharton School on October 8-9, 2010. University of Pennsylvania. Pennsylvania.

European Association for Work and Organisational Psychology Conference, 25-28 May 2011. Maastricht, Netherlands.

3rd International Coping with Stress, Resilience and Engagement Conference, 18-20 September 2011, Mongenag Game Lodge.Pretoria.

Africa Academy of Management (AFAM) inaugural conference. Thursday, August 11, 2011 in San Antonio, Texas.

Academy of Management (AOM) conference. West Meets East: Enlightening, Balancing, and Transcending. August 12-16, 2011 in San Antonio, Texas. Presidential Address by Susan Jackson at the 2011 Annual Meeting of the Academy of Management (Presidential Address by Susan Jackson at the 2011 Annual Meeting of the Academy of Management, ...UP)

27th Annual Conference of the Society for Industrial and Organizational Psychology. Manchester Grand Hyatt San Diego. San Diego, California. 2012.

21st Biennial International Congress for Cross-Cultural Psychology (IACCP) Conference: 17–21 Stellenbosch 2012.

30th International Congress of Psychology XXX ICP 2012. Cape Town International Conference Centre, South Africa, from 22-27 July 2012.

9 MANAGEMENT AND ADMINISTRATIVE DUTIES

9.1 List your involvement in departmental activities (e.g. administrative functions), faculty (e.g. faculty committees) or other university activities.

During appointment at UJ

Head of academic department HRM UJ elected 2006 to 2008

Management and Administrative functions:

General office administration
Student and Academic administration
Curriculum development
Research management
Financial management
Human Resources management
Information management
Marketing management
Strategic management

Department committees

HRM undergraduate re-curriculation committee consisting out of the former RAU and Vista lecturers. 2004
Departmental work-division committee. 2005
Program Head: HRM Programmes:2005- 2008

Faculty committees

University of Johannesburg (- 2008)

Appointed Deputy to the Acting Executive Dean Prof Stephen Kruger (2006)

Senate of the University of Johannesburg (2007- 2008)

Faculty Board

Faculty Quality Committee

Faculty Accreditation Committee

Faculty RPL Committee

Faculty Articulation Committee

Faculty Accreditation Committee

Faculty MANCO

Faculty Higher Degrees Committee

Other committees

Serving on various committees at former RAU. The most important of these being:

- The **Strategic Task Team on Human Resource Management 2001**.
- The Extended Strategic Task Team on Educational Technology 2002.
- Member of the "Road Show 2002" Presenting "How to lecture in the online environment on a post graduate level". To RAU MEC Prof Roux Botha and separate sessions to lecturers.

Played a pivotal role in the acquisition of Research Toolbox for RAU and asked by Prof D Van der Merwe (current PVC) to serve on a three-person team who initially implement and phase-in the use of this tool throughout RAU 2002/3. (Prof Pieter van Brakel, Dr Marlena Kruger, Karel Stanz).

The chairing the task team for the **new masters degree in African Leadership (M Phil)**. Task team members Deans of Faculties at UJ.

Other activities/contributions

Development of online voting system for the selection of the Executive Dean Faculty of Management 2006.

Coordinating the internal and external peer review process within the Department HRM.

Providing leadership regarding 3rd stream income for the Department.

Short listed for the selection on Alumni executive management team 2005.
[www.uj.ac.za/documents /LysvanNominasies.pdf](http://www.uj.ac.za/documents/LysvanNominasies.pdf)

Finalisation of the faculty promotion criteria.

Coordinating development and implementation of the Extended Diplomas for the faculty.

Appointed Deputy to the Acting Executive Dean Prof Stephen Kruger (**2006**).

Setting up the new video-conference facility at the Centre for Distance Education and arranging the first video-conference broadcast from RAU to Cape Town and Durban for the masters' degree students. 2002.

Overseen a contract with e-Degree on four modules being developed for the master's degree students on WebCT. These modules New Venture Creation, Managing People in Global Markets, Intellectual Capital and e-Business have been presented online during 2002.

- **Participated in academic forums for Masters and Doctoral students research proposal presentations**

University of Pretoria (2008 -)

Appointed Head of Academic Department: Department Human Resource Management June 2008-

- Senate of the University of Pretoria
- Member: Senate Committee Student Access and Success
- Launching of GEMS - Greening of the Faculty of Economic and Management Sciences
Tree Planting Ceremony, 13 March 2009
- Departmental International Programme Evaluation and finalisation of Programme Report – (2009)
- Faculty Economic and Management Sciences (EMS) Faculty Board
- Chair Teaching and Learning Committee Faculty Economic and Management Sciences, Univ Pretoria (2009-)
- Faculty Centenary Celebrations committee (2008-2009)
- Faculty **90-year** Celebrations committee (2009-2010)
- Faculty EMS Senior Appointments Committee Prof/Associate Prof/Senior Lecture
- Senior Appointment Committee: Honorary and Extraordinary Professors
- Faculty EMS Admission Committee
- Workload Allocation Benchmarking Exercise
- Participating Member: Video Conference between University Pretoria and Liverpool University on “Formal staff development programme in the Department for Education”
- Dean's Representative: Senate Committee for Teaching and Learning
- Dean's Representative: Institutional Workshop on Student Retention and Success -7 Aug 2009
- Faculty Coordinator: Academic objectives of the Orientation Programme

- Dean's Representative: Senate Committee for Admission, Evaluation & Academic Support
- Dean's Representative: Workshop on Development of a Faculty-based approach to Student Retention and Success: 7 August 2009
- Faculty Representative: **Development of a Faculty-based Approach to Student Retention and Success**
- Faculty Coordinator: Identification and Tracking students at risk: Mentoring and Tutoring Programme
- Faculty Representative: Early Alert Referral System (EARS)
- Education Innovation has an external quality review next week and one member of the panel is Professor Lynne Hunt, Pro Vice Chancellor Teaching and Learning of the University of Southern Queensland in Australia.
- Coordinator: EMS Teaching, Learning and Assessment Improvement Plan
- Faculty Representative: Department Education Innovation Consultative meeting
- Dean's Representative: Steering Committee for Retention and Success
- Dean's Representative: University of Pretoria Information Technology Committee (ITC)
- Chair and Facilitator: Faculty EMS UP Teaching & Learning HOD Mini Summit 26 October 2009
- Chair and Facilitator: Faculty EMS UP Teaching & Learning HOD Summit 23 February 2010
- Presenter on Performance Management: Teaching Contribution for Promotion Consultative workshop 26 August 2009
- Member and Presenter: Peer Evaluation of Teaching Contribution for Purposes of Promotion HOD Workshop 15 October 2009
- Teaching Portfolio Workshop
- Volunteer Mentors: Top Students: Workshop: 25 February 2010
- Mentor: In programme mentoring of top students
- Faculty Coordinator: New terms of reference for the appointment of external examiners and moderators for exit level exam papers: Faculty EMS
- UP 2012 Lecture Halls
- Faculty Coordinator: Appointment of external examiners and moderators for exit level exam papers: Faculty EMS
- Compiling terms of reference for the Faculty EMS Teaching and Learning Committee
- Panel member: Education Induction Programme 29 June - 3 July 2009
- Workshop presentation by Dr Andries Terblance on Global Risks, Friday 13 March 2010
- Faculty 90-year Celebrations committee 2010
- Visiting professor at the Desautels Faculty of Management, McGill University Montreal, Quebec, Canada from 2nd Aug to 29 Oct 2010. <http://www.mcgill.ca/desautels/>
- Faculty Coordinator: EMS language policy 2011

10 COMMUNITY SERVICE OR PROFESSIONAL SKILLS

10.1 Professional service

Member of Selection Committee "**Best Company to work for**" Deloitte

Past Chair and Executive Director and Director (2007--) Human Capital Institute Africa

Involved in the presentation of several short course programmes at UJ (1999- 2008)

Facilitator for the Section Skills Development and Staff Transformation' strategic session: Dr Basil Rhodes. (2005)

Secretary for the Departmental Advisory Board, Chaired by Prof Nic Wiehanh (2003 -2005).

Short listed for the selection of Alumni executive management team 2005.
www.uj.ac.za/documents/LysvanNominasies.pdf

As registered Industrial Psychologist, I have been involved in training and development at organisations like Standard Bank, FNB, Post Office, SANDF, **Telkom Media**.

Supervisory Psychologist for Internship in Industrial Psychology Last four Years:

- Nelva Jansen van Rensburg Productivity Development
 - Adriana Vorster RAU/ PU CHO
 - Claudia Costas BIOS SA
 - Machiel Viljoen Goldfields SA
 - Harriet Khoza Ekurhileni
 - Claire Mortimor Africon
-
- Mentor on the UP mentorship programme for top performing first year students (coordinated by Prof Wendy Killfoil)

9.2 Involvement with other universities/scientific institutions

(e.g. external examiner, editor of journal, advisory council, CSIR, SA Council for Scientific Professions)

Section Editor

South African Journal of Human Resource Management 2008-

SA Journal of Economic and Management Sciences 2009-

South African Journal of Human Resource Management. Member of the Core Editorial Team under the editorship of Prof Gert Roodt since 2003-.

Academic program assessor for accreditation

The SA Board for Personnel Practice (ETQA) (2005 –

Moderator External examiner

University of Western Cape: Honours: Human Resource Management

Rhodes University Investec Business School (MBA: Leadership Module).

Rhodes University Management Honours: Human Resource Management June Examinations 2006--

Rhodes University Postgraduate Diploma in Enterprise Management: Human Resource Management 2006--

University of Wits (Hons exam). (2004)

University of Johannesburg Masters degree PPL and LPC programmes (2009-

External examiner

D Phil, D Com: NMMU/CPUT/UNISA/BSN/UJ/KZN/SBL

Honours: UNISA, University of Fort Hare, WITS

Subject-related liaison

- Prof Karl Moore McGill University. Canada

- Prof Gary Latham now president elect of division 1 of IAAP, Work and Organizational

Psychology. Latham@Rotman.Utoronto.Ca

- Prof Adrienne Coella is the incoming president of SIOP for 2011-2012 acolella@tulane.edu
- Prof Milt Hakel is the first President of the International Alliance for Organizational Psychology (IAOP) mhakel@bgsu.edu
- Prof Arnold Bakker President EAWOP2010/11 bakker@fsw.eur.nl
- Manfred Ket De Vries – INSEAD Manfred.KETSDEVRIES@insead.edu
- Peter Cappelli – Wharton cappelli@wharton.upenn.edu George W. Taylor Professor of Management Director, Center for Human Resources at The Wharton School and Professor of Education University of Pennsylvania
- David Ulrich – Michigan ulrich@rbl.net
- Sam Culbert – UCLA nobull2u@gmail.com
- Ed Lawler – USC elawler@marshall.usc.edu
- Ed Schein – MIT schein@comcast.net
- Lynda Gratton – LBS lgratton@london.edu
- Joseph Bower – HBS jbower@hbs.edu
- Amy Edmondson – HBS aedmondson@hbs.edu
- Henry Mintzberg Cleghorn Professor of Management Studies henry.mintzberg@mcgill.ca
- Nancy J. Adler, Prof." <nancy.adler@mcgill.ca
- Jane Everett, PhD Dean of Students McGill University jane.everett@mcgill.ca
- Morton J. Mendelson, Ph.D. Office of the Deputy Provost (Student Life and Learning) morton.mendelson@mcgill.ca
- Allan Schweyer: Executive Director Human Capital Institute (HCI) (Washington DC)
- Laurie J. Bassi, Ph.D. CEO, McBassi & Company, Inc. Chairwoman, Bassi Investments, Inc.
- Professor and Research Director John W. Boudreau Cornell University
- Prof Michele Moore, Director Institute of Distance Education. Pen state University
- Prof Christa Fouché, Massey University, New Zealand
- Prof Ronel Erwee University of Southern Queensland, Toowoomba
- Prof Wayne Cascio Graduate School of Business Administration University of Colorado, Denver
- Principal of McGill University, Dr. Heather Munroe-Blum
- Principal of College of the Bahamas, Janyne Hodder
- Ms Farhana Mather, former Senior Executive Director of Development of McGill University former Senior Executive Director of Development of McGill University: 2 September 2008 (Prof K J Stanz)
- Allan Schweyer, executive director of the Human Capital Institute: 2 September 2008 (Prof K J Stanz)
- Prof Peter Bentler, Professor of Psychology and Statistics, University of California, Los Angeles, 30 September – 2 October 2008 (Prof K J Stanz)
- Dr. Linda Duxbury, Professor at the Sprott School of Business, Carleton University: 8-9 December 2008 (Prof K J Stanz)
- Prof Geoff Soutar of the University of Western Australia 9 to 19 March 2009.
- Prof R Wiesner *Associate Professor in HRM. School of Management and Marketing.*

Faculty of Business University of Southern Queensland Australia June 2009.

- Prof. Paul G.W. Jansen, Ph D., Professor of Industrial Psychology, FEWEB/HRM, VU University Amsterdam June 2009
-

9.3 Annual Referee duties

SA Journal of Industrial Psychology
SA Journal of Economic and Management Sciences
SA Journal of Human Resources Management
South African Journal of Economic and Management Sciences (SAJEMS)
South African Journal of Labour Relations
Bestuursdinamika
South African Journal of Industrial Engineering [SAJIE]
1st International Conference Faculty of Management
Southern Africa Institute of Management Science
International Conference on Education and Information Systems, Technologies and Applications (EISTA) Orlando, USA

National Research Foundation **2009-**

Short Title: Skills development.

Descriptive Title: Helping and support skills for professionals/ practitioners and managers in the HR field

(NRF) in evaluating the quality of the research outputs and standing of Prof DAL Coldwell, (University of the Witwatersrand).

CHE

1st International Conference in Responsible Leadership.
Ghabata 2010

NRF- Roslyn Anderson 's application for the Vrije-NRF Demsond Tutu Doctoral Scholarship Application.

11 AWARDS AND SCIENTIFIC/SCHOLARLY RECOGNITION

10.1 Research awards and prizes

Best Paper awards:

Stanz, K.J. & Fouché Christa B, (2005). Personality and Cognitive Differences Between Online and Conventional Students. July 14-17. Paper Presented at the joint meeting of the 3rd International Conference on Education and Information Systems, Technologies and Applications (EISTA 2005) and the International Conference on Cybernetics and Information Technologies, Systems and Applications (CITSA 2005). Orlando, USA. (Only Full papers accepted and peer reviewed).

Stanz, K.J. & Van Aswegen, B. (2006). A knowledge sharing process model. 1St International Conference Faculty of Management 29 – 31 October 2006 University of Johannesburg, South Africa. (Only Full papers accepted and peer reviewed).

Academic:

Faculty of Military Sciences Universiteit Stellenbosch: Best SA Army Student: Gen Beyers Floating Trophy. Also received numerous book prizes

Other:

- Invited to attend the “Montreal Human Capital City Summit” as distinguished guest by the Principal of McGill University, Dr. Heather Munroe-Blum. (2006)
- Elected to serve on Human Capital Institute Research Advisory Board
www.humancapitalinstitute.org
- SANTED project coordinator for the Department HRM 2006/7 (The South Africa-Norway Tertiary Education Development (SANTED) programme is a joint initiative between the Norwegian Agency for Development Co-operation (NORAD), the Department of Education and higher education institutions in South Africa)
- Mentioned as one of the top 10 professors by the Vice-Chancellor, Prof Iron Rensburg, in his welcoming address in 2008, University of Johannesburg
- Taken up in the Who's Who in the World 2012 (28th Edition)

10.2 Teaching awards and prizes

- Awarded: **Lecturer of distinction**. Faculty of Management, University Johannesburg 2007.
- Receive a “**Best Practice Assessment**” during external review and is thought leader in the department/faculty on online teaching and learning University Johannesburg.

LIST OF REFEREES

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