

## PERSONAL DETAILS

Fredrika Wilhelmina Struwig

Known as: Miemie

SCHOOL OF MANAGEMENT SCIENCES

Nelson Mandela Metropolitan University: South Campus

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PORT ELIZABETH

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## EDUCATION

**Doctor of Philosophy.** 1991. Business Economics. Dissertation title: *Intrapreneurship: A strategy for managing change and innovation.* Vista University, South Africa.

**Master of Commerce.** 1987. Business Economics. Thesis title: *Marketing of Properties to Blacks in the Port Elizabeth area.* University of Port Elizabeth, South Africa.

**Bachelor of Commerce (Honors).** 1983. Subject: Business Economics. University of Port Elizabeth, South Africa.

**Higher Education Diploma (Post-Graduate – for high school teaching).** 1982. Distinctions: Methodology of Accounting, Business Economics and Accounting; Subject teaching courses: Business Economics, Accounting and Economics. University of Port Elizabeth, South Africa.

**Bachelor of Commerce.** 1981. Majors: Business Economics, Economics. University of Port Elizabeth, South Africa.

## CAREER EXPERIENCE

1 Jan 2007 – Current **Director of School of Management Sciences,** Nelson Mandela Metropolitan University: South Campus, South Africa

1 Jan 2006 – Current **Professor** in the Department of Business Management: Nelson Mandela Metropolitan University: South Campus, South Africa

Jan 2005 – Dec 2005 **Acting Campus Principal:** Nelson Mandela Metropolitan University: Vista Campus, South Africa

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- April 2005 – Dec 2005 **Acting Campus Principal:** Nelson Mandela Metropolitan University: Algoa Campus, South Africa (Added to the Vista campus manage the cluster of campuses)
- Jan 2004 - Dec 2004 **Acting Campus Principal:** University of Port Elizabeth: Vista Campus, South Africa
- May 2003 - Dec 2003 **Acting Campus Principal:** Vista University Port Elizabeth campus, South Africa
- Jan 1998 – Dec 2003 **Head of Department.** Department of Business Management, Vista University, South Africa (involved managing subject over 8 campuses)
- Oct 1993-Dec 1997 **Professor and Sub-Head of Department of Business Management** Vista University South Africa
- Jan 1991 – Oct 1993 **Sub-Head of Department of Business Management** Vista University South Africa (managing only 1 campus)
- Oct 1983-Dec 1990 **Lecturer** Department of Business Management, Vista University South Africa.

## **Part-time positions:**

- Teacher (Part-time): Hill College Private School 1982
- Teacher (Part-time): Russel Road Technical College 1981-1983
- Lecturer (Part-time): PE Technikon 1983 - 1994

## **COURSES PRESENTED**

### **2010**

EBMR 400 Business Research  
EBML 400 Treatise

### **2009**

EBMR 400 Business Research  
EBML 400 Treatise

(Developing online course for Business Research)

### **2008**

EBMR 400 Business Research  
EBML 400 Treatise

### **2007**

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EBF 206 Investment Management

EBE 300 Financial Management

## **2006**

### **Graduate course:**

EBF 203 Investment Management

## **2002**

### **Graduate course:**

BMA 7002: Organisational behaviour

### **Undergraduate course:**

BMA 5003: Creative Entrepreneurship

## **2000/2001**

### **Graduate courses:**

BMA 7005: Marketing Management (e-commerce)

BMA 7003: Research Methodology and Techniques

BMA 7009: Research Essay

BMA 8000: Master's Dissertation: Business Management

BMA 8500: Doctoral Thesis: Business Management

### **Undergraduate course:**

BMA 5510: Conducting Research

BMA 6003: Managing Finance

BMA 6005: Small Business Marketing ( e-commerce)

## **POST-GRADUATE DEGREES SUPERVISED AND COMPLETED:**

### **DOCTORAL STUDENTS**

2010 Hensens, W, *Hotel rating through Guest Feedback*, PhD Business Management

2008 Meru, AK, *An Assessment of the impact of business incubation on business development in Kenya (DCOM)*

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- 2005   Plaatjes, W.A. *The Personal Financial Management knowledge of teachers in the Eastern Cape. (PHD)*
- 2003   Perks, S. *A Qualitative study of skills necessary for the growth of micro entrepreneurs. (PHD)*
- 2002   Ngwenya. M.S. *An Investigation of interventions to develop entrepreneurship and new venture creation. (PHD)*
- 1998   Smith, E. *Training for Transformation. (PHD)*

## **MCOM STUDENTS**

- 2010   Du Plessis, F, *Servant Leadership as part of the Corporate Philosophies of Companies, MCom Cum laude.*
- 2003   Kruger, J. *Investigating electronic commerce activities of the tourism industry in South Africa.*
- 2000   Duybhele, Z.M. *Perceptions of financing at South African universities.*
- 1998   Tsoka, E. *Perceptions of women as managers*
- 1995   Mosola, B.M. *Employees' perceptions on ethical behaviour in business.*
- 1994   Smith, E.E. *The relationship between organizational culture and strategy formulation in South African firms.*
- 1993   Nieuwenhuizen, J. *The Franchise Entrepreneur in South Africa.*

## **MSC STUDENT**

- 2009: Rasuba, M. Co-Supervisor. *Statistical relationship of customer behavioural characteristics in personal banking.*

## **MBA DISSERTATION**

- 2008 Van Heerden, C.L. *Organisational norms of an administrative department at a higher education institution.*
- 2006   Jakavula, N.G. *An Evaluation of the managerial practices of the Department of Education: Uitenhage District Office.*

## **MTECH TREATISE**

- 2009   L. Roodt. *A qualitative analysis of the Cost and Management Accounting curricula at higher education institutions in South Africa. Co-Supervising with Prof. L. Jooste.*

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2008 Phengh, Z. *Investigating the factors that contribute to the success of Chartered Accounting students*. Co-supervising with Prof. L. Jooste.

## **BCOM HONS TREATISE**

2010 Fatuse, T and Zitumane, K. *Financial Analysis of selected companies before and during the 2008 financial crisis*.

2009 Du Plessis, F. *The Personal Financial Knowledge and Attitudes of Students at the NMMU. Cum Laude*

2009 Pather. M. *Management Theories in the 21<sup>st</sup> Century*.

2009 Mukwakwami., T. *Personal Financial Knowledge and Practices of Females in Port Elizabeth*

2008 Wood, L.A. *A narrative analysis of the entrepreneurial life of Adrian Gardiner*. Cum Laude

2008 Xu, B. *Exploring the value profiles of business students: A comparative analysis of South African and Chinese students*

2008 Els, D. *The personal financial knowledge and practices of students at the NMMU*. Cum Laude

2007 Bean, A. *The personal financial knowledge, attitudes and practices of SMME owners/managers*. Cum Laude.

2007 Coetzee, F.H. *An explorative study of business students' ethical perceptions*. Cum Laude.

## **ONGOING POST-GRADUATE STUDENTS**

### **CURRENT MASTER STUDENTS:**

- C. Jansen Van Rensburg, *Online Marketing of Commercial and Industrial Properties and Services in a Small Business*
- F. Mould, *Financial benchmarks for South African Agricultural Companies using Du Pont analysis*
- H. Mohamed, *Social Media use among NMMU students*

### **CURRENT DOCTORAL STUDENTS**

- H. Duh, *Money Attitudes and Materialism among Generation Y South Africans: A Life Course Study* (Co-promoter: Prof N. Mazibuko)
- H. Gaya, *Tangible Resources to Create Sustainable Competitive Advantage: A Case study of Toyota in Kenya* (Co-promoter: Prof E. Smith)
- M. Doubell, *Personal and Cultural Characteristics of Successful Professional Women in South Africa*
- M. Kwagala, *Management and Performance Indicators of Microfinance Institutions in Uganda* (co-promoter: Dr S. Viviers)

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- L Van Achtenberg, *Expectations and Experiences of Social Media and Dining in the Restaurant Industry* (co-promoter: Dr O. Dayan)
- S. Hanhues - *Strategy To Reduce The Complexity Of Mass-Transaction Data In Retailing* (Co-Promoter: Prof R. Kurzhals)
- McLaren, I - *Financial Management Components and Principles in the Marketing Function of South African Businesses*
- L. Welker - *Optimisation of Classification results by knowledge-driven data preparation* (co-promoter: Prof F. Dellman)
- J. Kruger – *Valuation of Internet businesses*

### EXAMINER TO OUTSIDE UNIVERSITIES AND POST-GRADUATE STUDIES (2000-2010)

- 2010 External examiner Doctoral thesis: University of the Orange Free State, South Africa. Candidate O.O. Fatoki. *The impact of the South African business environment on the availability of debt finance to new small and medium enterprises in South Africa*
- 2010 External examiner Doctoral thesis: University of KwaZulu-Natal, South Africa. Candidate: Sukram, P.J *Managerial competencies required by library managers to effectively manage change in South African libraries*
- 2010 External moderator: Cape Peninsula University of Technology. BTech Project Management.
- 2009 External examiner: University of Johannesburg, South Africa. Minor MCom dissertation. Candidate: Visser, D. *Strategic control within a South African freight forwarding organisation*
- 2009 External examiner: University of Pretoria, Taught Masters degree in Entrepreneurship
- 2008 External examiner of MBA treatise. Rhodes University, South Africa. Candidate: N.N. Nompozolo. *The value of shared corporate services in improving patient care.*
- 2008 External examiner of Thesis. University of Johannesburg, South Africa. Doctor of Philosophy in Business Management. Candidate, G.E. Chiloane. *An investigation of the effectiveness of government policy programmes for black women entrepreneurs in Twane.*
- 2008 External examiner University of Pretoria, Entrepreneurship OBS 313 June 2008
- 2008 External examiner: Johannesburg University, Strategic Management June 2008
- 2008 External examiner: University of Pretoria, Taught Masters degree in Entrepreneurship

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- 2008 External examiner of dissertation. Rhodes University, South Africa. MBA dissertation. Candidate, G. Mungonge. *A case study of strategic leadership in the creation and development of a privately owned newspaper in Zambia.*
- 2008 External examiner of dissertation. Rhodes University, South Africa. MBA dissertation. Candidate, D.C. Schepers. *An investigation into the effect of corporate philanthropy on staff well being at a small company in South Africa.*
- 2007 External examiner: Johannesburg University, Strategic Management, June 2007
- 2006 External examiner of thesis: Johannesburg University, PhD thesis in Department of Business Management. Candidate: J. Chibayambuya. *The application of holistic risk management in the banking industry.*
- 2006 External examiner of dissertation: Rhodes University, South Africa, MCOM thesis. Candidate S.B. Correia. *An examination of Internet usage patterns by mature travellers.*
- 2006 External examiner of thesis: Johannesburg University, South Africa, PHD thesis in Department of Business Management. Candidate M.M. Bounds. *Business Management curriculum compatibility with requirements for success in the small business sector.*
- 2004 External examiner of dissertation. University of KwaZulu-Natal, South Africa. Master in Business Administration. Candidate ADB Hopkins. *A Critical analysis of the effect of selling consortiums in the Pork industry on profitability: An exploratory study in KZN.*
- 2003 External examiner of dissertation. Rhodes University, South Africa Master in Business Administration. Candidate: KH Geyer. *It was a brilliant time: An Investigation into the experiences of the founder group of the directorate of Special Operations.*
- 2002 External moderator of examination papers and scripts. Port Elizabeth Technikon, South Africa. Financial Management Accounting 4 (graduate course)
- 2001 External examiner of dissertation. Port Elizabeth Technikon, South Africa. Master in Business Administration. Candidate Swanepoel, A. *An Evaluation of the leadership effectiveness among production supervisors at selected pharmaceutical organisations in Port Elizabeth.*
- 2000 External examiner of dissertation. Port Elizabeth Technikon, South Africa. Master Diploma in Technology. Candidate, Pio, RJ. *The management of political behaviour in organisations.*

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- 1997-2000 External Moderator of examination papers and scripts. Port Elizabeth Technikon, South Africa. Financial Management 3. (3 consecutive years)
- 1993-2000 External moderator for all Business Management courses, University of Namibia, Namibia (Southern African Country) (appointed for 7 years).

## **PUBLICATIONS DURING 2000 – 2010:**

### **BOOKS**

Struwig, F.W. & Stead, G.B. 2001. *Planning, Designing and Reporting Research*. Cape Town: Pearson Education. [Prior to publication, this book was peer reviewed by academics from the Netherlands and South Africa]. <http://www.loot.co.za/product/miemie-struwig-planning-reporting-designing-research/dfbh-133-g100>

Struwig, F.W. 1999. *Business Management: An Introduction for Vista Students*. Compilation of a Student Edition. JLVs Focus Series. Pretoria: JL Van Schaik.

### **PEER REVIEWED BOOK CHAPTERS**

F.W. Struwig, 2010. Part 1: *The personal financial attitudes of SMME business owners in South Africa* IN Staniewski W. & Szczepankowski, P. 2009. *Management in the new economy. Classic and modernity*. Europäischer Akademie der Naturwissenschaften Hannover, Hannover. ISBN 978-3-00-030170-4 pp. 59 - 83.

F.W. Struwig, 2008. Chapter 5: The business plan IN Nieman, G. Hough, J & Nieuwenhuizen, *Entrepreneurship: A South African approach*. Pretoria: Van Schaik Publishers.

F.W. Struwig, 2003. Chapter 5: The business plan IN Nieman, G. Hough, J & Nieuwenhuizen, *Entrepreneurship: A South African approach*. Pretoria: Van Schaik Publishers.

F.W. Struwig, 2003. Chapter 19: Intrapreneurship IN Nieman, G. Hough, J & Nieuwenhuizen, *Entrepreneurship: A south African approach*. Pretoria: Van Schaik Publishers.

F.W. Struwig. 2006. Chapter 3: Managing the micro business In Nieman, G. *Small Business Management. A South African approach*. Pretoria: Van Schaik Publishers.

### **REFEREED JOURNAL ARTICLES**

Dayan, O. & Arnolds, C. & Struwig, M. (2010). Empirical testing of Kotler's high-performance factors to increase sales growth. *Acta Commercii*, P205-226.

Struwig, F.W. & Smith, E.E. 2009. Organisational Norms of Academic Administration at a Higher Education Institution. *ACTA Commercii*, 9 , 60-77.

Struwig, FW. 2008. *Exploring the value profiles of business Students in South Africa*. The Business Review, Cambridge, 9 (2) 55-61. <http://www.jaabc.com/brcv9n2preview.html>



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Struwig F.W & Plaatjes, W. 2007. *Developing a Model to Investigate the Personal Financial Management Knowledge of Individuals*. South African Journal of Economic and Management Sciences, 10 (1) 21-32.

Perks, S & Struwig, M. 2005. *Skills Necessary to Grow Micro Entrepreneurs into Small Business Entrepreneurs*. South African Journal of Economic and Management Sciences, 8 (2) 171-186.

Struwig, F.W. & Van Scheers, L. 2004. The Effect of Privatisation on Front Line Employees in a Service Organisation. *South African Journal of Economic and Management Sciences*, 7 (1), 1 – 21.

Struwig, F.W., Smith E.E & Venter D.J.L. 2003. Organisational Training Perspectives in a Changing SA. *South African Journal of Economic and Management Sciences*, 6 (3), 591-611.

Struwig, F.W. & Smith, E.E. 2002. The relationship between organisational culture and strategy formulation in South African Firms. *South African Journal of Business Management*, 33(1), 21-29.

Struwig, F.W., Smith, E.E. & Venter, D.J.L. 2001. The Learning Organisation: A means of facilitating training for Change in SA Organisations. *South African Journal of Economic and Management Sciences*, 4 (2), 380-397.

Struwig, M , Smith E.E. & Venter, D. 2000. The interaction between training and change in South African organisations. *South African Journal of Business Management*, 31 (3),1-8.

Struwig, F.W. & Smith E.E. 2000. The organisational culture types of South African firms. *SA Journal of Economic and Management Sciences*, 3 (2), 320 - 333.

### **REVIEWED JOURNALS – ACCEPTED AND NOT PUBLISHED YET**

Davey, T., Plewa, C & Struwig, F.W. (2011). Entrepreneurship perceptions and career intentions of international students. *Education and Training Journal* published by Emerald (ISSN 0040-0912). Special edition of Emerald Publications.

### **REVIEWED PUBLISHED CONFERENCE PROCEEDINGS**

Struwig, F.W & Meru, A. *The Relationship between Business Environment and Business Incubation*. AIB MENA Conference, Dubai, UAE, December 10<sup>th</sup>-12<sup>th</sup>, 2010. ISSN: 2220-4539.

Kwagala, M, Struwig, F.W. & Viviers, S. (2010). *A Conceptual Model to Investigate Management and Performance Indicators of Micro Finance Institutions in Uganda*. 2010 Global Development Finance Conference, Cape Town South Africa, 24-26<sup>th</sup> November 2010.

Hensens, W. Struwig, M. & Dayan, O. (2010). *Hotel Rating Criteria Used in Hotel Reviews on TripAdvisor*. 28<sup>th</sup> EuroCHRIE Conference, Amsterdam Netherlands. 25-28 October 2010.  
<http://www.eurochrie.org/conferences/amsterdam/presentations/>

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Dayan, O. & Struwig, M. (2010). *Research in Marketing to the Senses: Current Status and Future Challenges*. 39<sup>th</sup> European Marketing Academy Conference (EMAC), Copenhagen Business School, Copenhagen, Denmark. 1-5 June 2010. ISBN: 978-87-92569-01-1.

Hensens, W. Struwig, M. & Dayan, O. (2010). The Reliability of Data from Guest Reviews on Tripadvisor as a Contemporary Social Media Platform. 22<sup>nd</sup> Southern Africa Institute for Management Scientists (SAIMS) Conference, Rhodes University, 12 – 15 September 2010. ISBN 978-086-810-4652.

Struwig, F.W. & Du Plessis, F. (2010). The Personal Financial Knowledge, Attitudes And Generation Y Characteristics Of Nmmu Students. 22<sup>nd</sup> Southern Africa Institute for Management Scientists (SAIMS) Conference, Rhodes University, 12 – 15 September 2010. ISBN 978-086-810-4652.

Struwig, F.W. 2009. *A comparative analysis of South African and Chinese business students' personal value profiles* IN Conference proceedings of the Southern African Institute of Management Scientists, September, Port Elizabeth. Electronic format.

Struwig, F.W. 2002. *Employees' perceptions of the management of HIV/AIDS in business*. IN Conference proceedings of the Southern African Institute of Management Scientists. October, Sun City. Electronic format.

### PROFESSIONAL PRESENTATIONS

Struwig, F.W & Meru, A. *The Relationship between Business Environment and Business Incubation*. AIB MENA Conference, Dubai, UAE, December 10<sup>th</sup>-12<sup>th</sup>, 2010.

Kwagala, M, Struwig, F.W. & Viviers, S. (2010). *A Conceptual Model to Investigate Management and Performance Indicators of Micro Finance Institutions in Uganda*. 2010 Global Development Finance Conference, Cape Town South Africa, 24-26<sup>th</sup> November 2010.

Hensens, W. Struwig, M. & Dayan, O. (2010). *Hotel Rating Criteria Used in Hotel Reviews on TripAdvisor*. 28<sup>th</sup> EuroCHRIE Conference, Amsterdam Netherlands. 25-28 October 2010.  
<http://www.eurochrie2010.nl/publications/43.pdf>

Dayan, O. & Struwig, M. (2010). *Research in marketing to the senses: current status and future challenges*. 39<sup>th</sup> European Marketing Academy Conference (EMAC), Copenhagen Business School, Copenhagen, Denmark. 1-5 June 2010

Hensens, W. Struwig, M. & Dayan, O. (2010). The Reliability of Data from Guest Reviews on Tripadvisor as a Contemporary Social Media Platform. 22<sup>nd</sup> Southern Africa Institute for Management Scientists (SAIMS) Conference, Rhodes University, 12 – 15 September 2010. ISBN 978-086-810-4652.

Struwig, F.W. & Du Plessis, F. (2010). The Personal Financial Knowledge, Attitudes And Generation Y Characteristics Of Nmmu Students. 22<sup>nd</sup> Southern Africa Institute for Management Scientists (SAIMS) Conference, Rhodes University, 12 – 15 September 2010. ISBN 978-086-810-4652.

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Struwig, F.W. 2009. The personal financial knowledge and practices of SMME owners/managers. *BMC Business and Management Conference. 5th – 7th November 2009.* Durban South Africa.

Struwig, F.W. 2009. A comparative analysis of South African and Chinese business students' personal value profiles. SAIMS conference. 14-16 September, Port Elizabeth South Africa.

Struwig, F.W. and Bean, A. 2008. The personal financial attitudes of SMME owners/ managers in South Africa, 9<sup>th</sup> Annual AAAA Conference. November 29 to December 1, 2008, Dubai, United Arab Emirates.

[http://www.uowdubai.ac.ae/aaaa2008/4A\\_conference\\_program\\_2008.pdf?PHPSESSID=4707b7f3c3073fa1eb7f77bd720eb6ba](http://www.uowdubai.ac.ae/aaaa2008/4A_conference_program_2008.pdf?PHPSESSID=4707b7f3c3073fa1eb7f77bd720eb6ba)

Struwig, F.W. 2008. Keynote address at the Annual University Examination Administration. Change and diversity in the workplace. 30 September 2008. Pine Lodge. Port Elizabeth.

Struwig, F.W. 2008. Keynote address at the Annual LIS Research Symposium. Transformation: Breaking down the walls that divide us. 4 July 2008. UNISA, Johannesburg  
<http://www.unisa.ac.za/Default.asp?Cmd=ViewContent&ContentID=21045>

Struwig, F.W. 2008. Exploring the value profiles of business students in South Africa, The Global Management and Information Technology Research Conference, 21-24 May 2008, New York, United States of America. (Received Best Paper award).

Struwig, F.W. 2006. Keynote address speaker at the Strategic Management Planning Session for the Department of Education, Uitenhage District, 12 January, St Francis Bay, South Africa.

Ngwenya, S. & Struwig, M. 2005. Business Interventions to develop Entrepreneurship and New Venture Creation. International Council of Small Business Conference. San Francisco USA, 14 June 2005. <http://sbaer.uca.edu/research/icsb/2005/paper147.pdf>

Struwig, F.W. 2002. Employees' perceptions of the management of HIV/AIDS in business. Paper presented at the Southern African Institute of Management Scientists. October, Sun City.

## **Courses, workshops and other**

### **ACADEMIC SERVICE AT THE NMMU**

Member of the Post Graduate Committee at the NMMU – 2010

Member of the Sub-committee for Programme Planning and Approval at the NMMU 2007- current.

Member of the Sub-committee for Programme Evaluation at the NMMU – 2007 – current

Member of the University Council – representing Senate on Council at the NMMU – 2007 – 2010

Member of the task team to establish a Unit for Non Racism at the NMMU 2008-2009

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Member of the Values Team at the NMMU- 2008 - current

Member of the Equity Committee at the NMMU – 2009- Current

Member of the BWA Committee at the NMMU – 2009 – current

Member of the University Titles Committee – 2007- current

Member of the Senior Management Appointments Committee – representing Senate – 2007 – current

Member of the Faculty Research Committee – 2007-current

(This list excludes any membership to task teams at the NMMU)

## **EX OFFICIO POSITIONS:**

Member of the Executive Committee of the Faculty of Business and Economic Sciences

Member of the Faculty Board Faculty of Business and Economic Sciences.

Member of Senate

Member of the Faculty Management Committee Faculty of Business and Economic Sciences – 2007-current

## **PROFESSIONAL SERVICE**

### **Journal reviewer:**

Conducting Journal reviews for

2001-current: Management Dynamics (Accredited South African Journal)

2001-current: South African Journal of Business Management (Accredited South African Journal)

2001-current: South African Journal of Economic and Management Sciences (Accredited South African Journal)

2004: Journal of Social Sciences

2004 – Current: ACTA Commercii – Accredited Journal in South Africa for commerce academics

2009-current: Alternation

### **Member of Academic Board of Journal:**

2010 – current: Journal of Contemporary Economics, Poland, Europe

## **Member of Scientific Board of International forum:**

2010 – current: Member of the scientific board of the International Forum: Science to Business, ST Petersburg, Russia

<http://fs2b.ru/fs2b/16.pdf>

## **Evaluation of Research Proposals**

Acted as external evaluator for National Research Foundation for Bursaries and Rating of Academics in South Africa, 2001 - current.

## **Research Workshops conducted**

Presented the following research workshops for NMMU staff and students 2008/9 –Repeated some workshops:

- Writing for publication in the Human and Social Sciences
- Writing a funding proposal for Social Sciences and Humanities
- Basic quantitative research methodology for the Humanities and Social Sciences.
- Basic statistics for Social Sciences and Humanities

## **Membership to councils and societies**

2007 – 2010: Member of Council of the NMMU – Senate representative

2003 – 2005: Member of EMCOM (Executive Management Committee of UPE and NMMU)

2003 – 2004: Member of the Joint Merger Core Group: University of Port Elizabeth.

2003-2005: Member of the Council of the University of Port Elizabeth

2005: Member of HIV Aids Unit – Advisory council to the unit at Nelson Mandela Metropolitan University Aids Unit.

2001- Current: Member of Entrepreneurship Society of South Africa.

1993 – Current: Member of South Africa Finance Association (SAFA).

1991 – Current: Member of South African Institute for Management Scientists (SAIMS)

2001- 2002: Western District Municipality Province of the Eastern Cape: Member of Regional Economic Development Forum.

1999-2001: Member of the Board of Trustees, Vista University Pension Fund.

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1999 – 2003: Member of the Vista University Research Committee.

### **Special Overseas Invitations**

2010: Invited to review of research outputs of a German Professor by the International Institute of Higher Education in Zittau Germany.

2010: Invited to lecture to Master Students in International Management at Muenster University. Presented Business Research lectures during February 2010.

2009: Invited to lecture to Master Students in International Management at Muenster University. Presented Business Research lectures during May 2009 and September 2009.

<http://www.echo-muenster.de/node/55789>

2005: Invited to be a guest speaker at Cleveland State University, Ohio, United States of America. Presented a lecture on Research in South Africa to the Master Students in Educational Management. 3 October 2005.

2001: Invited as part of a delegation to represent Port Elizabeth Higher Education Institutions to investigate possible HE projects with specific reference to Entrepreneurship, as part of the PE-Goteborg (Sweden) twinning agreement. Visited Gotenburg Sweden 7 - 11 May 2001.

2000: Invited by Quad Cities Community College, IOWA, USA and visited them in October 2000.

**End of CV**