

## 1. BIOGRAPHICAL SKETCH

## 1.1 GENERAL INFORMATION

<b>Surname</b>	Terblanche									
<b>First names</b>	Lourens Stephanus				<b>ID Number</b>	5406145054080				
<b>Citizenship</b>	South African				<b>Title</b>	Prof	<b>Female</b>		<b>Male</b>	√
<b>Place of birth</b>	Wesselsbron, Free State				<b>Date of birth</b>	14 June 1954				
<b>Population group</b>	<b>African</b>		<b>Coloured</b>		<b>Indian</b>		<b>White</b>	√	<b>Other (Please specify)</b>	
<b>Department</b>	Social Work and Criminology				<b>Position</b>	Professor				
<b>Direct Telephone</b>	012 8071382				<b>Direct Telefax</b>					
<b>E-mail</b>	<a href="mailto:lourie.terblanche@up.ac.za">lourie.terblanche@up.ac.za</a>									
<b>Date of appointment</b>	1 July 1987				<b>Permanent full-time</b>	√	<b>Temporary full-time</b>			

## 1.2 ACADEMIC QUALIFICATIONS OBTAINED

<b>Degree</b>	<b>Field of study</b>	<b>Higher education institution</b>	<b>Year</b>	
B SocSci (SW)	Social Work	University of Free State	1975	
Hons B SocSci (SW)	Social Work	University of Free State	1979	
MA (SS) Mental Health	Social Work	UNISA	1983	
D SocSci (Social Work)	Social Work	University of Free State	1988	

## 1.3 WORK EXPERIENCE TO DATE

<b>Name of employer</b>	<b>Capacity and/or type of work</b>	<b>Period From mm/yy to mm/yy</b>
Department of Social Welfare	Social Worker; Senior social worker; Branch manager	February 1976 – August 1981
Sasol Three	Senior Personnel Officer	September 1981 - November 1983
Chamber of Mines of S A	Employee Assistance Programme Consultant	December 1983 – December 1985

## CV of Prof L S Terblanche

Department of Health and Population Development	Regional manager for Population Development	January 1986– June 1987
University of Pretoria	Lecturer, senior lecturer, Associate professor	Employed since 1 July 1987 Promoted to associate professor on 1 January 1997
University of Pretoria	Professor	Promoted to full professor on 1 January 2019 to 30 June 2019
University of Pretoria	Professor	Contract appointment from 1 July 2019 to 30 June 2020

## 2. TEACHING ACTIVITIES

2.1 Courses presented		
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
Community Work	First, second, third, fourth year	Yes
Social Work Management and administration	Third and fourth year	No
Social Work Supervision	Masters	No
Social Work Management	Masters	Yes
Employee Assistance Programmes	Masters	Yes

2.2 Other education and pedagogic courses presented		
Course	Year	Institution
Short course in Employee Assistance Programmes	1995, 1997 – 2020 (ongoing)	Enterprises University of Pretoria (previously Continuing Education at the University of Pretoria) – developed by the candidate and later contracted with Careways/Life Health Care – largest service provider in the field of EAPs.
Counselling Course for EAP Professionals	2005 –2006	Enterprises University of Pretoria (previously Continuing Education at the University of Pretoria)
Supervision in the Helping Professions	2007-2012	Enterprises University of Pretoria (previously Continuing Education at the University of Pretoria)
Management and Administration in the Social Service Professions	2007 – 2009	Enterprises University of Pretoria (previously Continuing Education at the University of Pretoria)
Advanced Short course in Employee Assistance Programmes	2011 – 2020 (ongoing)	Enterprises University of Pretoria (previously Continuing Education at the University of Pretoria) in co-operation with ICAS
Short course in Employee Wellness	2010 – 2020 (ongoing)	Enterprises University of Pretoria (previously Continuing Education at the University of Pretoria) in co-operation with Wellness Africa

### 3. Membership of national and international bodies

List all the teaching associations or societies to which you belong. Name your involvement, e.g. honorary member, founder member, full member, chairman, president, secretary:

#### 3.1 National:

- National Committee for Employee Assistance Programmes of the Institute for Personnel Management (IPM of Southern Africa): Member, secretary and chairman from 1985 to 1996
- Member of the National Association of Social Workers of South Africa (NASWSA) current
- Member of ASASWEI (Association of South African Social Work Education Institutions) current
- EAPA-SA (Employee Assistance Professionals Association of South Africa) current: founder member, member, vice-president, president

#### 3.2 International:

- Member of EAPA (Employee Assistance Professionals Association)
- Member of EAEF (Employee Assistance European Forum)

### 3.3 Visits to local and international universities as guest professor or lecturer in regard to teaching:

- Guest lecturer at the School of Social Work, University of Southern California, Los Angeles October 2012
- Guest lecturing, presenter and facilitator of a 2-day workshop on Qualitative Research at the University of Namibia in February 2010
- University of Central Florida, Orlando Florida: Lectured masters' students in Social Work on Social Policy Issues: the South African Experience – October 2003
- Boston School of Social Work – lecturing on Chemical dependency and Employee Assistance Programmes to master's students in Social Work – November 1992

### 3.4 Participation in national and international teaching associations, bodies, committees

List all memberships of associations and bodies, as well as teaching committees (e.g. curriculum and assessment committees, teaching review committees, etc) in which you participate. Name the type and extent of participation.

#### 3.4.1 National

- Member of Workgroup for Occupational Social Work – SA Council for Social Service Professions (task completed with the creation of a specialist category for registration as Occupational Social Worker)
- Member of Workgroup on Employee Assistance Programmes Standards – EAPA-SA (1999, 2005, 2009/2010, 2014/15)
- Member of Selection and Appointment Committee – UNISA – 2009

3.4.2 International
<ul style="list-style-type: none"> <li>External examiner for University of Namibia, Windhoek:2000-2002; 2003-2005 and 2009-2011. Contract had been renewed three times</li> <li>External examiner – doctoral students abroad - see par 10.4.2.3 of this report</li> </ul>

## 4. RESEARCH ACTIVITIES

<b>4.1 Supervision of students</b>			
<b>4.1.1</b>	<b>Number of Doctoral degrees completed: 11</b>		
<b>4.1.2</b>	<b>Number of Master studies completed: 101</b>		

<b>4.2 Obtaining research funds (Optional)</b>			
Origin of research funds (e.g. contract research, THRIP, international funding organizations, other(s))	Title of research project or programme	Duration	Money allocated® (Optional – exact amounts not required)
University of Pretoria	Study abroad tour with students to the University of Central Florida, Orlando. Florida – 2003	14 days	Unknown
Human Sciences Research Council	‘n Bedryfsmaatskaplikewerk-onderzoek na die aard en voorkoms van Werknemerhulpprogramme in die Republiek van Suid-Afrika – doctoral study – completed in 1988	3 years	Unknown
National Research Foundation (NRF)	C3 rating as researcher as from 1 January 2018		R 60 000

## 5. RESEARCH OUTPUTS

<b>5.1 Publications in peer-reviewed or refereed journals</b>
Provide full details of each publication, including full titles, names of all the authors, journals, dates, page numbers etc.
1. Terblanche, L.S. 1989. EAPs: a national effort to define the road ahead: <i>IPM Journal</i> , 8(1), June, pp. 31-32.
2. Terblanche, L.S. 1992. The State of Art of EAPS in South Africa: a critical analysis in <i>Employee Assistance Quarterly</i> , 7(3). August, pp. 17-28.( <b>International: Scopus; SJR 0.26</b> )
3. Naudé, C & Terblanche, L.S. 2004. Die ontwikkeling van ‘n bemarkingstrategie vir Centurion

- Gemeenskapsdiens, *Social Work/Maatskaplike Werk*, Junie. 139-158. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
4. Maiden, R.P. & Terblanche, L. S. 2006. Managing the impact of trauma and community violence in the South African Workplace, in *Journal of Workplace Behavioural Health*, 21 (3/4) Summer/Fall 2006. 89-100. **(International: Scopus; SJR 0.26)**
  5. Terblanche, L.S. 2009. Labour Welfare in South Africa, in *Journal of Workplace Behavioral Health*, 24 (1/2) January-June 2009. 205- 220 Journal Impact factor **(International: Scopus; SJR 0.26)**
  6. Govender, T. & Terblanche, L.S. 2009. A critical analysis of the prevalence and nature of Employee Assistance Programmes in the Eastern Cape Buffalo City Municipal area, in *Social Work/Maatskaplike Werk*, 45(4), 394 – 414. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
  7. Orren, C. & Terblanche, L.S. 2009. An impact and cost-benefit analysis of an employee assistance programme at a South African Bank, in *Social Work/Maatskaplike Werk*, 45 (4), 428 – 442. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
  8. Buys, R. & Terblanche, L.S. 2009. Die invloed van stress op die gehalte van werklewe aan 'n tersiêre opleidingsinstelling, in *Social Work/Maatskaplike Werk*, 45(4), 513 – 533. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
  9. Buys, R. & Terblanche, L.S. 2009. Die effektiwiteit van 'n stresbestuursprogram aan 'n tersiêre opleidingsinstelling. in *Social Work/Maatskaplike Werk*, 45(4), 534 – 552. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
  10. Pillay, R. & Terblanche, L.S. 2012. Caring for South Africa's Public Sector employees in the workplace: A study of Employee Assistance and HIV/AIDS Workplace programmes, in *Journal of Human Ecology*, 39(3): 229-239. **(International: Scopus; SJR 0.11)**
  11. Keet, A.C.S. & Terblanche, L.S. 2013. A Return on Investment in Employee Assistance Programmes: a theoretical underpinning. *Social Work/Maatskaplike Werk*, 49 (2): 183-194. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
  12. Van Wyk, A.A. & Terblanche, L.S. 2014. Critical Incidents and Critical Incident Stress Management (CISM) – An Employee Assistance Programme Perspective. *Social Work/Maatskaplike Werk*. 50 (1): 19-37. **Journal Impact factor: (RSA: DoHET; SJR 0.16)**
  13. Cekiso, N. & Terblanche, L. S. 2015. 'Pricing models of Employee Assistance Programs: Experiences of corporate clients serviced by a leading Employee Assistance Program service provider in South Africa', *Journal of Workplace Behavioral Health*. 30 (1/2). 154-178. **Journal Impact factor: (SJR 0.26)**
  14. Verhoef, H. & Terblanche, L.S. 2015. The effect of dissolved workplace romances on the psychosocial functioning and productivity of involved employees. *Maatskaplike Werk/Social Work*, June 51 (2): 287-310 **Journal Impact factor: (RSA: DoHET; SJR 0.17) International Scopus**
  15. Terblanche, L.S., Dias, L. & Li, P. 2016. EAPs Around the Globe, *Journal of Employee Assistance*, 46(1): 14-16. First Quarter

16. Terblanche, L.S. & Van Wyk, S. 2018. The Role of Spirituality in the Practice of Employee Assistance Programs: A South African Experience. *Journal of Workplace Behavioral Health*. 33 (1/2) (**International Scopus 0.64; SJR 0.19**)
17. Terblanche, L.S. & Borchers, M. 2018. Managing Workplace Violence in a public hospital: a South African case study. *Journal of Workplace Behavioral Health*. 33 (1/2) (**International Scopus 0.64; SJR 0.19**)
18. Terblanche, L.S., Gunya, T., Maruma, M.R., Mbuyisa, K.H., Modise, T.S., Mojapelo, K., Myeni, N., Pretorius, M. & Tyson, W. 2021. Employee Assistance Programmes and Occupational Social Work: interrelated with distinct features, in *Social Work/Maatskaplike Werk*, March.

## 5.2 Books and/or chapters in books

1. Terblanche, L.S. 1989. Bedryfsmaatskaplike Werk: 'n Toekomspektief, in *Maatskaplike Werk Opleiding oor Sestig Jaar*, onder redaksie van S. M.vanStaden et al. Pretoria: Owen Burgess, pp. 241 – 256. (Sole author of chapter in edited book);
2. Terblanche, L.S. 1992. The State of Art of EAPS in South Africa, in *Employee Assistance Programs in South Africa*, edited by R Paul Maiden, New York: The Haworth Press, pp. 17 – 28. (Sole author of chapter in edited book);
3. Davies, A. & Terblanche, L.S. 2005. Employee Assistance Programs in South Africa, in *The International Employee Assistance Compendium*, edited by D.A. Masi. Boston: Masi Research Consultants Inc. pp. 175 – 182 (Co-author in edited book);
4. Terblanche, L.S. 2010. Labour Welfare in South Africa, in *Union Contributions to Labor Welfare Policy and Practice: Past, present and future*, edited by P.A. Kurzman & R.P. Maiden. Philadelphia: Routledge Taylor & Francis Group. Pp. 209 – 224. (Sole author in edited book);
5. Davies, A. & Terblanche, L.S. 2010. Employee Assistance Programs in South Africa, in *The International Employee Assistance Compendium*, edited by D.A. Masi. Boston: Masi Research Consultants Inc. pp. 233 – 240. (Co-author of chapter in edited book);
6. Engelbrecht, L.K. & Terblanche, L.S. 2014. Schools of Thought in Management, in *Management and Supervision of Social Workers*, edited by L K Engelbrecht. Hampshire: Cengage Learning. Pp. 24 – 34. (Co-author of chapter in edited book)
7. Terblanche, L.S. 2014. Occupational Social Work and Employee Assistance Programmes in South Africa: An overview, in *Trabajo Social ocupacional desde una perspectiva Internacional*, edited by Guillermina Garza Trevino. Monterrey: Universidad Autonoma de Nuevo León. Pp. 399-428. (Sole author in edited book).
8. Cekiso, N. & Terblanche, L.S. 2016. Pricing models of Employee Assistance Programs: Experiences of corporate Clients serviced by a leading Employee Assistance Program Service Provider in South Africa. in Maiden, R.P. & Sharar, D. A. (Eds). *Global Perspectives of Employee Assistance Programs*, New York: Routledge. (Co-author of chapter in edited book)
9. Terblanche, L.S. 2018. Creating Legacy in EAP Business: the South African approach towards Employee Assistance, Sandton: St Paul & John Publishers. (Sole author of peer-reviewed book).

**Publication date: 1 Aug 2018.**

10. Engelbrecht, L.K. & Terblanche, L.S. 2019. Schools of Thought in Management, in *Management and Supervision of Social Workers*, 2<sup>nd</sup> Edition, edited by L K Engelbrecht. Hampshire: Cengage Learning. Pp. 29 – 41. (Co-author of chapter in edited book)

### 5.3 Research projects

December 1995: An evaluation on the impact of EAPs offered by the Centre for Human Development, affiliated with the Chamber of Mines of South Africa: an occupational social work perspective.

March 2007: EAPs in South Africa – the role of Organized Labour. Own research project.

January 2011: Contracting and costing of employee assistance programmes: Experiences of corporate clients. Research project processed according to the official departmental and faculty procedures.

February 2012: Contracted by BSS Africa – an affiliate of BSS Psychology Services from Australia for research on the outcome of a Fatigue Management Programme.

2014/5: Revision of EAP Standards (4<sup>th</sup> edition) – results from an on-line survey amongst registered individual members of EAPA-SA through Qualtrics software. (Staff research project)

## 6. OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

### 6.1 Participation in conferences, workshops and short courses – specify type of contribution

Provide full details of participation in national and international conferences etc

#### 6.1.1 National

27-28 September 2001: EAPA-SA (Employee Assistance Professionals Association of SA) Conference in Durban, Presentation on **Introduction of the EAPA SA website** – of which the contents were developed by the candidate

6 June 2002: Jacaranda-branch of EAPA SA in Pretoria: **Presentation on Employee Assistance Programmes and Organisational Development.**

13 August 2002: Egoli-branch of EAPA-SA in Johannesburg: **Presentation on Post-graduate training in Employee Assistance Programmes**

25 - 27 September 2002: Panel member at EAPA-SA conference at Indaba Hotel, Fourways, Johannesburg, on **Standards of Employee Assistance Programmes**

1-3 October 2003: **Presentation** at EAPA-SA Conference at Eskom Convention Centre, Midrand on EAP and Wellness: a Theoretical Exercise

1-3 September 2004: **Presentation** at EAPA-SA Conference Cape Town

7 – 9 September 2005: **Presentation** at EAPA-SA conference Durban on **Accreditation of Employee Assistance Programmes and Certification of EAP professionals in South Africa**

5 - 8 September 2006: **Attendance** of EAPA-SA Conference at Protea Hotel in Benoni on Managing the challenges of moving towards a Comprehensive Integrated Wellness Programme

22 November 2006: **Presentation** to the Directorate of Social Work, Department of Correctional Services, on **The role of Supervision in Social Work**

19 July 2007: **Attendance:** New Careways absenteeism management programme – Hilton Sandton Hotel.

5 – 7 September 2007: **Presentation** at EAPA-SA 9<sup>th</sup> National Conference in Emperor's Palace, Kempton Park on **Theoretical Positioning: EAP Champion on Wellness.**

24 – 27 August 2008: **Presentation** at Workshop at EAPA-SA 10<sup>TH</sup> National Conference at Sun City on **EAP Standards**

27 – 30 September 2009: **Attendee and participation as member in** Discussion Forum at EAPA-SA 11<sup>th</sup> National Conference at Sandton Convention Centre

26 August 2010: **Presentation at KZN Chapter of EAPA** – conference: Pietermaritzburg

21-23 September 2010: **Presentation** at EAPA-SA 10<sup>th</sup> National Conference in Port Elizabeth on **Benchmarking EA Service providers' products against Corporate clients' preferences**  
**Chairperson as president of Annual General Meeting of EAPA-SA**

21 -23 September 2011: **Presentation of Workshop on EAPA-SA EAP Standards during pre-conference training** at EAPA-SA 11<sup>th</sup> National Conference in Umhlanga. **Chairperson as president of Annual General Meeting of EAPA-SA**

28 – 29 September 2011: **Presentation on Student Assistance Programmes: A reality or a myth?** at the Conference of the National Association of Social Workers of South Africa in Durban

19 - 21 September 2012: **Presentation on Fatigue Management and EAPs in Partnership** at the **EAPA-SA National Conference** in Somerset-West

19 - 21 September 2012: **Presentation of Workshop on EAPA-SA EAP Standards during pre-conference training** at EAPA-SA National Conference in Somerset-West

15-18 September 2013: **Presentation on EAPA-SA EAP Standards: Group Research Project** at EAPA-SA National Conference in Port Elizabeth

16 -19 September 2014: **Presentation on EAPA-SA EAP Standards: Group Research Project** at EAPA-SA National Conference in Somerset-West (Co-presenter was Ms A Lefakane – former master's student)

29 May 2015: **Presentation on the Ethics and Standards of EAPs in South Africa**, at the Egoli Chapter of EAPA-SA, in Roodepoort, Gauteng

8 – 11 September 2015: **Presentation on 'Costing Models in Employee Assistance Programmes'** at the EAPA-SA National Conference in Umhlanga, KZN (Co-presenter was Ms N Cekiso – former master's student)

11 September 2015: **Forum discussion member on 'Professionalisation of Employee Assistance Programmes'**, at the EAPA-SA National Conference in Umhlanga, KZN



13-16 September 2016: **Presentation on 'Evolution of EAPs In South Africa'**, at the EAPA-SA National Conference in Somerset-West

27 June 2017: **Presentation on: Dialogue on EAP/EWP Practice models – from Academia to implementation in a S A context**, Old Mutual Square, Sandton

September 2017: **Presentation on the History of EAPs and EAPA-SA** 'The Story of EAPs in South Africa 20 years', at the EAPA-SA National Conference in Emperor's Palace, Kempton Park

18 -21 September 2018: **Presentation on: EAP Counselling approaches: Widening the Scope**, at the EAPA-SA National Conference/Eduweek, Boardwalk Hotel & Conference Centre, Port Elizabeth.

18 -21 September 2018: **Panel member: EAP for Africa**, at the EAPA-SA National Conference/Eduweek, Boardwalk Hotel & Conference Centre, Port Elizabeth.

19 September 2018: **Guest speaker: Official Book Launch** as author of Book: Creating Legacy in EAP Business: the South African Approach towards Employee Assistance, at the EAPA-SA National Conference/Eduweek, Boardwalk Hotel & Conference Centre, Port Elizabeth.

27 September 2018: **Guest speaker: Official Book Launch** as author of Book: Creating Legacy in EAP Business: the South African Approach towards Employee Assistance, at the EAPA-SA Egoli Branch meeting/conference, Midrand.

24-25 July 2019: **Presentation on EAP transformation through Mediation**, Conference by Social Justice, Baviaanspoort Pretoria.

17– 20 September 2019: **Presentation on Capacity building through Mediation in EAP context**, At the EAPA-SA National Conference/Eduweek, Wild Coast Sun, Port Edward, KZN.

11 October 2019: **Presentation on The Evaluation of the EAP in the Public Service**, Gauteng Province Training Seminar, Parktonian Hotel, Braamfontein.

16 October 2019: **Presentation on Capacity building through Mediation in EAP context**, at Egoli Branch of EAPA-SA, Conference, Randburg.

30 October 2019: **Presentation on EAP and Financial Wellness**, Sanlam Training Seminar, Lanseria.

### 6.1.2 International

30 October – 3 November 1992: **Presenter** at the EAPA Conference in Atlanta, Georgia at International Forum: EAPs around the World

18-20 November 2004: **Presenter** at the EAPA Conference in San Francisco, California on Training of EAP Professionals: A Golden Opportunity in South Africa

November 1996: **Presenter** at the EAPA Conference in Chicago, Illinois

16-19 November 1997: **Presenter** at the 26<sup>th</sup> EAPA Conference in Baltimore Maryland

4 December 1997: **Presenter** at 'People of Colour Conference' organized by the HRDI – Human Resource Development Institute – in **Phoenix Arizona on Health Care Issues in South Africa**

16 September 2002: **Presenter** at International Conference at **Sun City** during the 34<sup>th</sup> International Congress on Military Medicine on '**Legal Issues for EAP Directors: The South African Experience**'

24-26 October 2002: **Presenter** at EAPA Incorporated International Conference in **Boston, Massachusetts** on '**Legal Issues for EAP Directors: The South African Experience**'

30 October 2002: **Guest lecturer** at the University of Central Florida, **Orlando Florida**: on '**Social Policy Issues: the South African Experience**'

16 October 2005: **Presenter** at EAPA Incorporated International Conference in **Philadelphia, Pennsylvania** on '**Innovative services to employees and family members**'

18 October 2005: **Facilitator/convener**: EAPA Conference 2005, **Philadelphia, Pennsylvania**, Presentation by Eduardo Lombardi from Argentina

22 July 2008: **Presenter**: IASSW Conference in Durban, on **Employee Assistance Programmes (EAPs) and Wellness: a theoretical perspective**

8 July 2009: **Presenter**: 4<sup>th</sup> International Inter-disciplinary Social Sciences Conference, in **Athens, Greece**: **Training of EAP professionals the South African experience**

19-20 October 2009: **Attendee**: Training on the Role and Functions of the Council on Accreditation (COA), presented in **Chicago**

21 – 24 October 2009: **Attendee**: EAPA Annual World Conference, in **Dallas Texas**

17 -18 June 2010: **Presenter**: National Conference of the Employee Assistance European Forum (EAEF) in **Brussels, Belgium**: Topic:**Contracting and costing of EAPs: Experiences of Corporate Clients**

6 – 9 October 2010: **Presenter**: EAPA Annual World Conference, in **Tampa, Florida**. Topic: **Benchmarking Employee Assistance Service Providers' products against Corporate clients' preferences**

27-29 April 2011: **Attendee**: Asia Pacific Employee Assistance Roundtable (APEAR) – Conference in **Singapore**

14-15 June 2012: **Participant**: International **discussion forum** at the Annual Conference of the **Employee Assistance European Forum (EAEF)**, held in Athens, Greece

17-20 October 2012: **Presenter**: EAPA Annual World Conference in Baltimore, Maryland. Presentation on '**Fatigue Management: Changing current or partnership opportunity**'

18-19 June 2015: **Attendee**: Employee Assistance European Forum (EAEF) Annual Conference in Madrid Spain. Theme of the conference: Duty of Care in the Workplace: the Role of Employee Assistance Programmes

15 September 2015: **Presenter** on **Employee Assistance Programmes and Developing a better Assessment Framework for Workplace Programmes**, Conference by African Empowerment in Windhoek, Namibia

13-16 June 2018: **Attendee**: Employee Assistance European Forum (EAEF) Annual Conference in Hamburg Germany. Theme of the conference: Thinking outside the Box because EAP is so much more!

### 6.3 Membership in national and international bodies

List all the scientific associations or societies to which you belong. Name your involvement, e.g. honorary member, founder member, full member, chairman, president, secretary

#### 6.3.1 National:

- 1988 – 1998: Chairperson of the Community Work Forum at the University of Pretoria
- Founder member of the National Employee Assistance Programmes Committee of the Institute for Personnel Management (IPM of Southern Africa) in 1985 and Chairman from 1987 to 1996. This Committee became the EAPA-SA in 1996;
- Board member of EAPA-SA (Employee Assistance Professionals Association of South Africa) (1996 – 2007)
- Board member of EAPA-SA and **Vice-president** (Employee Assistance Professionals Association of South Africa) (2007- 2009)
- Board member of EAPA-SA and **President** (Employee Assistance Professionals Association of South Africa) (2009- 2011)
- Member of EAPA-SA in consultancy role as **Immediate past president** – September 2011 to date.
- Member of EAPA-SA: 2012 - current

#### 6.3.2 International:

- Member of EAPA (Employee Assistance Professionals Association) and represented EAPA-SA whilst President of this international body
- Member of EAPA (Employee Assistance Professionals Association)
- Member of EAEF (Employee Assistance European Forum)

### 6.4 Visits to local and overseas universities or research institutes as guest professor or researcher Details are required

- Guest lecturer at the School of Social Work, University of Southern California, Los Angeles October 2012
- Guest lecturing, presenter and facilitator of a 2-day workshop on Qualitative Research at the University of Namibia in February 2010
- Boston School of Social Work – lecturing on Chemical dependency and Employee Assistance Programmes to master's students in Social Work – November 1992
- University of Central Florida, Orlando Florida: Lectures to master's students in Social Work on Social Policy Issues: the South African Experience – October 2003.

Based on some initiative from Prof R Paul Maiden – at the time from the University of Central Florida, Orlando, an institutional agreement was closed between the mentioned university and the University of Pretoria. The mentioned agreement resulted in exchange of student groups between the two institutions and exchange of staff members and lectures during such visits.

- University of Namibia, Windhoek, Namibia – February 2010. Presented a workshop on 'Qualitative Research' to staff members of Department of Social Work.
- Guest lecturer at the School of Social Work, University of Southern California, Los Angeles October 2012.

## 7. MANAGEMENT AND ADMINISTRATIVE DUTIES

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

### 7.1 Departmental activities

- Chairperson of the departmental Committee for Short Courses: 1998-2004
- Chairperson of the Departmental Marketing Committee - 2007
- Programme manager of the master's programmes in Employee Assistance Programmes (2001 - present)
- Chairperson of the Departmental Research Panel since 2010 - 2015, meeting on a monthly basis: Tasks consist of allocation of research proposals from monthly panel meetings, chair panel discussions,
- Periodic acting head of department although for short periods only
- Committee member of all official committee structures of the Department of Social Work and Criminology
- Committee member of departmental sub-committee for Research Seminars

### 7.2 Faculty activities

- Faculty representative for Continuing Education at UP: 2006-2008
- Past Member of Faculty Computer Committee and acting chairperson for 2007 – committee currently has dissolved
- Past member of the Faculty Post-Graduate Committee for the assessment of research proposals

### 7.3 University activities

- Member of Human Resource Management workgroup for the creation of EAP@tuks (currently fully functioning)
- Current member of the UP Wellness Advisory Committee for a second term

## 8. COMMUNITY SERVICE OR PROFESSIONAL SKILLS

### 8.1 Outreach projects

(e.g. project titles, institutions and communities involved, etc.)

Chairperson of the Community Work Forum since 1988 until the completion of its mission in 1998

### 8.2 Professional service performed

(e.g. courses presented, lectures at professional associations/clubs, radio or TV appearances, outside expert or appointment committee, etc.)

#### 8.2.1 Presentations in addition to information in par. 7.1 and 7.2

- 22 Nov 2006: Department of Correctional Services: Social Work Section: 1-day workshop on Supervision
- Aug 2010: Tshwane Child Welfare: presented a 2-day workshop to all social workers and auxiliary social workers on Social Work Supervision

#### 8.2.2 Professional activities on a national level

Visits were undertaken as part of my duties and responsibilities as President of the Employee Assistance Professionals Association of South Africa (EAPA-SA). Presentations were made on the contents and experiences during the previous EAPA Inc International Conferences as a way to ensure dissemination of information on latest trends

#### 8.2.3 Statutory Body

Member of a Work group of the SA Council for Social Services Professions on Occupational Social Work, which led to the creation of a specialist category for the registration of Occupational Social Workers.

### 8.3 External examiner for masters and doctoral students registered at the following universities:

#### 8.3.1 National level

External examiner for **University of North West: Potchefstroom Campus**

External examiner for **UNISA**

External examiner for the **University of Witwatersrand**

External examiner for the **University of Johannesburg** for the following students:

External examiner for the **University of Free State** for the following students:

External examiner for the **University of Stellenbosch** for the following students:

External examiner for the **University of Limpopo** for the following students:

External examiner for the **University of Cape Town** for the following student:

External examiner for the **University of Pretoria** for the following students:

### **8.3.2 International level: Africa**

**External examiner to the Department of Social Work and Community Development – University of Namibia.**

I was appointed for two consecutive terms of office of three years each as external examiner to the mentioned department, with the responsibility to assess all curriculum activities from 2000 – 2002; 2003 – 2005; and then again for 2009 -2011.

External examiner for the **University of Namibia** for masters' students

### **8.3.3 International level abroad**

External examiner for **Monash University, Australia** for the following student:

External examiner for **School of Social Work, Memorial University of Newfoundland, Canada**

### **8.3.4 Moderator for UNISA**

Appointed moderator for Department of Social Work, Unisa for final year Social Work Management modules

### **8.3.5 Member of editorial board**

- Member of editorial board: Maatskaplike Werk/Social Work – accredited journal published by the University of Stellenbosch - currently
- Member of editorial board: Journal of Workplace Behavioral Health – only international peer-reviewed journal in the field of Employee Assistance Programmes - currently

### **8.3.6 Member of selection and Appointment Committee -UNISA**

- Member of the selection and appointment Committee for staff at the Wellness and Employee Assistance Section of Unisa (once-off exercise)

## **9. Referee duties**

### **9.1 Reviewer of manuscripts for publication Maatskaplike Werk/Social Work**

### **9.2 Reviewer of manuscripts for publication Journal of Workplace Behavioral Health**

The following manuscripts were reviewed for Journal of Workplace Behavioral Health – International peer reviewed Journal – as an **editorial board member** – published by Turner & Francis (Haworth Press) in the USA:

**9.5.3 Reviewer of manuscripts for publication Journal of Social Aspects of HIV/AIDS**

**9.5.4 Reviewer of manuscripts for publication South African Journal of Social Work and Social Development**

## 10. AWARDS AND SCIENTIFIC/SCHOLARLY RECOGNITION

### 10.1 Evaluation status as scientist/scholar

#### 10.1.1 National Research Foundation (NRF) Rating

C3 rating was obtained with effect of 1 January 2018 – announcement by NRF in December 2017.

#### 10.1.2 International awards

**26 October 2002:** “Special Recognition Award” by EAPA (Employee Assistance Professionals Association) International association. in Boston, Massachusetts, USA

**20 October 2012:** “EAPA Member of the Year Award” by EAPA (Employee Assistance Professionals Association) International association in Baltimore, Maryland, USA.

#### 10.1.3 National awards

“Special Recognition Award” by EAPA SA (Employee Assistance Professionals Association South African Chapter) – during national conference in **September 2001**

“Special Recognition Award” by EAPA SA (Employee Assistance Professionals Association South African Chapter) – during national conference on **25 September 2002**

“Special Recognition Award” by EAPA-SA (Employee Assistance Professionals Association of South Africa for ‘Exceptional EAP Professional’ – during national Conference on **23 September 2011**. This was the first and only time this award had been presented since the inception of the EAPA-SA in 1997

“Special Recognition Award” by EAPA SA (Employee Assistance Professionals Association South African Chapter) – during national conference on **15 September 2016**

“Special Recognition Award” by EAPA SA (Employee Assistance Professionals Association South African Chapter) – during national conference on **21 September 2017** for his contribution towards the enhancement of Employee Assistance Programmes in South Africa

“Special Recognition Award” by EAPA SA (Employee Assistance Professionals Association South African Chapter) – during national conference on **20 September 2018** book on: Creating Legacy on EAP Business: The South African Approach towards Employee Assistance

**11.0**

**Training courses attended for professional development**

**11.1 Training courses attended nationally**

2020: Creating digital tools for Online training and Overview of ClickUP

2019: 40-hour Divorce and Family Mediation Training presented by Social Justice Foundation

2019: 16-hour Family Law Training (29 & 30 July at Baviaanspoort Correctional Services) presented by Social Justice Foundation

2019: 8-hour training on Maintenance mediation training presented by Social Justice Foundation in Kempton Park November.

2015: Atlas Ti: course on electronic analysis of qualitative data: Presented as Staff development Course at the University of Pretoria

2015: Financial Planning: Preparation for Retirement: Presented as Staff development Course at the University of Pretoria

February 2012: Enrolled for the course in Quantitative Research as part of the priority staff development courses offered by the University of Pretoria

January 2009: Attended a 5-day workshop presented by the University of Stellenbosch on 'Writing Skills for Publication'

March 2003: Project management: Presented by KC Learning an affiliate of KPMG

Several in-house computer courses presented by the IT-Department at the University of Pretoria: MS Office software (Word, PowerPoint, Excel)

**11.2 Training courses attended internationally**

October 2010: Attended a 1-day workshop in Tampa, Florida, presented by Dr Gerald Lewis on Workplace Violence: Issues and response. (Pre-conference training session to the EAPA Conference)

October 2009: Attended a 2-day workshop in Chicago, presented by the Council on Accreditation (COA) on the subject of 'Accreditation of programmes in the social sciences'

October 2005: Attended a 2-day workshop in Philadelphia, Pennsylvania, presented by Dr Tom Amaral, Mr Mark Hyde and Dr Mark Attridge on 'Building and Communicating Value: Successful strategies and reporting on EAP Business Value. (Pre-conference training session to the EAPA Conference)

1999: Attended a 5-day training course in Oxford UK - sponsored by The Centre for Human Development (current Careways) and partners in the EAP Short course training through CE at UP

25 January 2021