

# DR. BADROEN ISMAIL

*BCom (UWC); MCom (Vista); PhD (Nelson Mandela Metropolitan University);  
Certificate in Quantitative Social Research (Michigan); SAQA Accredited Assessor (Assessment College of South Africa)*

## ACADEMIC PROFILE AND ACHIEVEMENTS

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**Table 1: Qualifications, Professional Registration and Discipline-based Knowledge Levels**

<b>1.1</b>	<b>List of qualifications obtained (name, when and where obtained).</b>	<ul style="list-style-type: none"><li>• Ph.D. (Economics) - 2017 - NMMU</li><li>• MCom (Economics) - 1995 - Vista University</li><li>• BCom Honours (Economics) - 1992 - Vista University</li><li>• BCom (Computer Science) - 1991 - University of the Western Cape</li><li>• Certificate in Assessment (ETDP – SETA) - 2003 - Assessment College of South Africa</li><li>• Certificate in Advanced Quantitative Social Research - 2001 - Institute for Social Research, University of Michigan</li></ul>
<b>1.2</b>	<b>List professional registration(s) and the name(s) of the registering body.</b>	<ul style="list-style-type: none"><li>• South African Qualifications Authority – Certified Assessor – Certificate No. AC/03/A1295 (ETDP – SETA)</li><li>• Member of the Southern Africa Institute of Management Scientists (SAIMS)</li></ul>
<b>1.3</b>	<b>Provide indication of nature of continuing professional development activities undertaken.</b>	<ul style="list-style-type: none"><li>• As a recipient of a Mellon Foundation Scholarship, I was afforded the opportunity to undertake extensive Training in Quantitative Research at the University of Michigan. During my 3-year scholarship in the USA, I undertook courses at the Inter-university Consortium for Political and Social Research (ICPSR) as well as the Institute for Social Research (ISR).</li><li>• I am qualified as an Assessor with the South African Qualifications Authority.</li></ul>

1.4	<p><b>Work history which highlights nature and extent of relevant experience obtained.</b></p>	<ul style="list-style-type: none"> <li>○ <b>Teaching experience:</b> I have taught Economics for the past <u>24 years</u> at both undergraduate and graduate level across the entire tertiary education spectrum of Port Elizabeth. Besides my full-time appointment in the Department of Economics, I also held contractual lecturing appointments at the Management Development Centre, served as external examiner across four different Faculties at the ex-Port Elizabeth Technikon, and was the Programme Coordinator for all first-year Diploma courses (George Campus included). Currently Coursework Master's Programme Coordinator (ECO500) and Module Coordinator for EC101, EC102, EC201, EC202, EC302 and ECX401.</li> <li>○ <b>Teaching achievements:</b> Golden Key "Faculty Lecturer of the Year" for 2011, 2012, and 2013. Golden Key "NMMU Lecturer of the Year" for 2012. Business and Economic Sciences Faculty "Teacher of the Year" award in 2013. NMMU "Excellent Teacher of the Year" award in 2013.</li> <li>○ <b>Scholarships:</b> As a recipient of an HSRC/Andrew Mellon Foundation Scholarship (1999), I was afforded the opportunity to undertake extensive Training in Quantitative Research at the University of Michigan. During my 3-year scholarship in the USA, I undertook courses at the Inter-university Consortium for Political and Social Research (ICPSR) as well as the Institute for Social Research (ISR). Best Paper Award received at the University of Michigan's ISR/ICPSR "Studies of Social and Economic Conditions in South Africa" Conference held in Durban (2001). As a recipient of a lucrative three-year NRF/Thuthuka Grant to complete my PhD in Islamic Finance (2013 – 2016), I managed to fund the studies of TWO undergraduate BCom students, TWO BCom (Honours) students, and TWO Master's students over the past three years.</li> <li>● <b>International collaboration:</b> I was also fortunate to study under the guidance of Prof David Lam, Director of the Population Studies Unit at UMICH and a renowned World Bank economist. Oscar Barbarin, Professor Emeritus at the University of Michigan, also served as my mentor for my three-year Graduate School Studies. My NRF-funded sabbatical research visit to London in 2014 allowed me to establish invaluable linkages with the following eminent scholars and professionals in the field of Islamic finance: Dr Muhammad Amanullah (Dept of Fiqh and Usul al-Fiqh, Malaysia); Dr Na'mat Mohammed al Ja'fari (College of Education, Riyadh, Saudi Arabia); Dr Yasmin Hanani Mohd Safian (Faculty of Shariah and Law, Malaysia); Dr Faraj Ali Jwan (Vice Dean of Faculty of Sharia and Law, University of Alasmarya Islamic Zlitenm Libya); Prof-Dr Fahad al Dawood (Vice Dean, Graduate Studies and Research, Al Imam Mohammad Ibn Saud Islamic University, Riyadh); Dr Muhamad Faisal Ashaari (International Islamic University, Malaysia).</li> <li>○ <b>Community involvement:</b> My involvement as a Trustee of the Community Self-Employment Centre (COMSEC) as well as having served on the Board of the Rural Research and Development Institute (RRDI) at the University of Transkei allowed me the necessary market exposure to pass relevant knowledge onto my students. I was also a member of the consultancy team assigned to develop an economic strategic plan for the Eastern Cape. Member of the Task Team assigned to establish the viability, structure, and management team of the Port Elizabeth Region Manufacturing Advisory Center (PERMAC).</li> </ul>
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	<ul style="list-style-type: none"> <li>• <b>Industry exposure:</b> Over a period of 10 years, as a SAQA registered assessor, I provided training to a host of companies via the University's Management Development Centre.</li> <li>• <b>Administration abilities:</b> Over the past 24 years I have acquired a good understanding of NMMU/NMU policies and procedures. Until June 2010 I served as Sub-head of the Department of Economics for the Diploma-stream Economics students at the various delivery sites of the then-NMMU. For a period of 5 years I was responsible for all administrative duties normally associated with this position, and at times even had to perform certain duties normally assigned to an HoD.</li> </ul> <p><b>Current and past administrative responsibilities:</b></p> <ul style="list-style-type: none"> <li>• prepare or help in the preparation of time-table;</li> <li>• assign lecturers (as approved by HoD/Dean) for each module and liaise with them about the time-table;</li> <li>• recommend part-time lecturers to HoD/Dean/Director;</li> <li>• provide leadership and mentoring to Junior Lecturers;</li> <li>• attend the Orientation day for the Programme, if applicable, to answer any queries from students;</li> <li>• participate in any Programme selection panel, if applicable;</li> <li>• advise students on choice of modules;</li> <li>• provide appropriate and updated information on the Programme to students;</li> <li>• resolve any matters relating to time-table, classes or registration of modules; sign the module registration sheets for the Programme;</li> <li>• ensure that all module specification sheets for the Programme have been made available to the students;</li> <li>• ensure proper delivery and quality of the Programme;</li> <li>• prepare the list of examiners and moderators for each module in the Programme and submit to BoF/Examinations Section;</li> <li>• ensure that lecturers set examination papers in accordance with the stipulated course outcomes;</li> <li>• ensure that for all the modules examined in the Programme, all examination answers have been properly moderated and all marks correctly entered on the mark sheets (ITS) with the appropriate conversion done (if need be);</li> <li>• ensure that all the moderators and examiners have signed the ITS mark sheets;</li> <li>• sign off on finalised examination mark sheets; and prepare and submit the annual Programme report to the HoD.</li> </ul> <ul style="list-style-type: none"> <li>• <b>Lecturing mentorship:</b> As sub-head of the Department of Economics at the 2<sup>nd</sup> Avenue Campus for 5 years, I was in the fortunate position to mentor a number of junior staff members (Wasswa, Dikgang, Tessendorf, Akoto, Grant, Cloete) of varying qualities and outlooks. I was expected to provide the necessary mentoring and subject guidance that would allow these individuals to develop into confident and successful teachers/facilitators. Under my guidance, Ms Tessendorf and Mr Akoto (until he left for the USA) secured full-time tenure at the 2<sup>nd</sup> Avenue campus whereas Ms Cloete, after four years at 2<sup>nd</sup> Avenue Campus, have moved on to fill a position as Agricultural Economist in the Western Cape.</li> </ul>
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**Table 2: Achievements in Teaching and Learning**

	<b>Senior Lecturer</b>	
Scope and quality of teaching and learning activities	Substantial experience in facilitating learning of a high quality at UG level and some experience at a PG level	<p>Courses presented over the past 24 years:</p> <ul style="list-style-type: none"> <li>○ Economics 1 – Introductory Microeconomics and Introductory Macroeconomics</li> <li>○ Economics 2 – Intermediate Microeconomics and Intermediate Macroeconomics</li> <li>○ Economics 3 – Development Planning, Policy and Financing</li> <li>○ Economics 3 – Development Economics; Monetary Economics; Economics of Financial Markets</li> <li>○ Economics 4 – Development Economics; Labour Economics</li> <li>○ Economics 4 – International Finance; Research Methods for Economists</li> <li>○ Economics 5 – Issues in Development Finance</li> <li>○ Economics for Managers on the MDP and ALP Programmes at the MDC</li> </ul>
	Appropriate teaching & assessment practices used with diverse students	<ul style="list-style-type: none"> <li>○ See Annexure A.</li> </ul>
	Participation in internal review processes to promote high quality teaching and learning	<ul style="list-style-type: none"> <li>○ <b>Pre-June 2010:</b> With the assistance of Prof. Lloyd and Prof. Wait, the Economics 1 and Economics 2 Diploma syllabi were re-curriculated to SAQA standards.</li> <li>○ <b>Tenure at South Campus:</b> Overseeing/Critiquing/Maintaining academic standards for a number of Economics modules, especially on the Master's Programme.</li> </ul>
	Participation in, e.g., module/prog. design, materials development, tutor training	<ul style="list-style-type: none"> <li>○ Structured and compiled the '<b>Development Planning, Policy and Financing</b>' module for Economics III students at Vista University (2000).</li> <li>○ Co-authored the '<b>Introduction to Economics</b>' study manual for Economics I students at Vista University (1995).</li> <li>○ Co-authored the '<b>Economics I</b>' study guide for Economics I students at the 2<sup>nd</sup> Avenue Campus of NMMU (2003-2007). – This study guide was well-received by Prof CVR Wait, who oversees the quality of our syllabi.</li> <li>○ Authored the '<b>Economics II</b>' study guide for Microeconomics II students at the 2<sup>nd</sup> Avenue Campus of NMMU (2007).</li> <li>○ Authored the '<b>Economics II</b>' study guide for Macroeconomics II students at the 2<sup>nd</sup> Avenue Campus of NMMU (2007).</li> <li>○ Structured the programme '<b>Economic Principles for Managers</b>' for the Management Development Centre's ALP and MDP.</li> <li>○ Developed the ECO501 '<b>Issues in Development Finance</b>' module (2013).</li> </ul>

	<b>Senior Lecturer</b>	
Educational leadership	Leadership role in prog. management (prog. leader/ coordinator)	<ul style="list-style-type: none"> <li>○ Programme Leader (as sub-Head of Department) for ALL first-year and second-year National Diploma and BTech programmes at the Second Avenue campus of NMMU (for 5 years until June 2010).</li> <li>○ Programme Coordinator for EC102, EC302, and ECO501.</li> </ul>
Academic standing with respect to teaching excellence	Internal and emerging national recognition for teaching excellence and/or scholarship	<ul style="list-style-type: none"> <li>○ Golden Key Faculty "Lecturer of the Year" for 2011, 2012, and 2013.</li> <li>○ Golden Key NMMU "Lecturer of the Year" for 2012.</li> <li>○ Faculty "Teacher of the Year" award for 2013.</li> <li>○ NMMU "Excellent Teacher of the Year" award for 2013.</li> </ul> <p><i>EXAMINER / EXTERNAL EXAMINER / MODERATOR</i></p> <p><b>Vista University</b></p> <ul style="list-style-type: none"> <li>● Examiner for all <b>first-year Economics</b> modules (Introduction to Economics, Elements of Macroeconomics, Microeconomics, and Monetary Economics) at Vista University (1995 – 2001)</li> <li>● Examiner for <b>Macroeconomics II</b> at Vista University (1998 - 2005)</li> <li>● Examiner for <b>Advanced Development Economics (Honours)</b> at Vista University (1997 - 2005)</li> </ul> <p><b>Port Elizabeth Technikon</b></p> <ul style="list-style-type: none"> <li>● Examiner for <b>Economics I</b> in the Faculty of Commerce and Governmental Studies at PE Technikon (2000, 2001, 2004, 2005) – <i>Various degrees/diplomas</i></li> <li>● Moderator for <b>Business Reporting II</b> in the Faculty of Commerce and Governmental Studies at PE Technikon (2001) – <i>National Diploma in Journalism.</i></li> <li>● Moderator for <b>Business Reporting III</b> in the Faculty of Commerce and Governmental Studies at PE Technikon (2001) – <i>National Diploma in Journalism.</i></li> <li>● Moderator for <b>Economics (Education) III</b> in the Faculty of Communication and Educational Studies at PE Technikon (1998 - 2006) – <i>National Diploma: Education: Commerce.</i></li> <li>● Moderator for <b>Management Principles and Practice III</b> in the Faculty of Management at PE Technikon (2001) – <i>National Diploma in Management.</i></li> <li>● Moderator for <b>Economics III</b> in the Faculty of Commerce and Governmental Studies at PE Technikon (2003) – <i>National Diploma: Public Management.</i></li> <li>● Moderator for <b>Economics (Education) IV</b> in the Faculty of Communication and Educational Studies at PE Technikon (2000, 2001) – <i>BTech: Education: Commerce.</i></li> <li>● Moderator for <b>Management IV</b> in the Faculty of Communication and Educational Studies at PE Technikon (2001) – <i>BTech: Public Relations.</i></li> </ul>

	<b>Senior Lecturer</b>	
		<ul style="list-style-type: none"> <li>• Moderator for <b>Entrepreneurship IV</b> in the Faculty of Electrical and Mechanical Engineering at PE Technikon (2001) – <i>BTech: Industrial Engineering</i>.</li> <li>• Moderator for <b>Economics IV</b> in the Faculty of Commerce and Governmental Studies at PE Technikon (2001 - 2003) – <i>BTech: Public Management</i>.</li> </ul> <p><b>University of Port Elizabeth</b></p> <ul style="list-style-type: none"> <li>• Co-examiner for <b>Economics I</b> in the Department of Economics &amp; Economic History at the University of Port Elizabeth (1997).</li> <li>• Co-examiner for <b>Microeconomics II</b> in the Department of Economics &amp; Economic History at the University of Port Elizabeth (2000).</li> </ul> <p><b>University of Johannesburg – External Examiner</b></p> <ul style="list-style-type: none"> <li>• Aboo, F. 2016. The consistency between theory and practice of Islamic banking in South Africa. Unpublished Master's dissertation, University of Johannesburg.</li> </ul> <p><b>Regent Business School</b></p> <ul style="list-style-type: none"> <li>• I was recently asked to evaluate and comment on the Regent Business School's '<i>Higher Certificate: Islamic Finance, Banking and Law</i>' SAQA accreditation application</li> </ul> <p><b>Book Review</b></p> <ul style="list-style-type: none"> <li>• Reviewing and providing a cover page quote for internationally renowned Professors Mankiw &amp; Taylor's latest textbook on <u>Economics</u> (a South African adaptation).</li> </ul> <p><b>Peer Reviewer of accredited and non-accredited Journals</b></p> <ul style="list-style-type: none"> <li>• 2013 - <i>Public expenditure and economic growth nexus: further evidence from Nigeria</i>. <b>Journal of Economics and International Finance</b> (international)</li> <li>• 2013 - <i>Liquidity management by commercial banks in a multiple currency environment: the Zimbabwean case</i>. <b>Journal for Development and Leadership</b> (local/in-house)</li> <li>• 2013 - <i>Personal financial planning for household poverty alleviation in Kenya</i>. <b>Journal for Development and Leadership</b> (local/in-house)</li> <li>• 2013 - <i>The impact of minimum capital requirements on the Zimbabwean banking sector</i>. <b>Journal for Development and Leadership</b> (local/in-house)</li> </ul>

**Table 3: Achievements Related to Research and Creative Works**

	Senior Lecturer	
General guideline wrt <u>minimum</u> research outputs (all disciplines excluding Accounting)	<p>A minimum of 5 research output units, including articles, Ms and Ds</p> <p>A minimum of 2 refereed publications</p>	<ul style="list-style-type: none"> <li>• <b>Accredited / Refereed Journals</b> <ol style="list-style-type: none"> <li>1. Ismail, B. &amp; Horn, G.S. 1997. <i>The characteristics of and constraints facing the informal sector entrepreneur in a traditional coloured community</i>. <b>Africa Insight</b>, 27 (2).</li> <li>2. Ismail, B. 2000. <i>Predictors of income poverty in the self-employment sector: evidence from the 1993 PSLSD data set</i>. <b>Studies of Social and Economic Conditions in South Africa</b>. Michigan: Institute for Social Research (University of Michigan).</li> <li>3. Le Roux, P. &amp; Ismail, B. 2004. <i>Modelling the impact of changes in the interest rates on the economy</i>. <b>South African Journal of Economic and Management Sciences</b>, 7 (1), March 2004.</li> <li>4. Ismail, B &amp; Le Roux, P. 2015. <i>Factors influencing potential use of Islamic finance among Muslims in Port Elizabeth, South Africa - An Integrative Behavioural Model Approach</i>. Presented at UNISA's 5<sup>th</sup> <b>International Conference on Financial Services</b> themed "Leveraging Mobile Technology for Financial Inclusion", Postgraduate Colloquia. Boardwalk Sun International Hotel &amp; Casino Resort, Port Elizabeth. 29 September 2015.</li> <li>5. Ismail, B. 2017. <i>Potential use of Islamic finance among Muslims in Port Elizabeth – Implications for policymakers</i>. <b>Acta Commercii</b>. Forthcoming.</li> </ol> </li> <li>• <b>Master's Supervision</b> <ol style="list-style-type: none"> <li>1. Abrahams, R. 2017. <b>Financial inclusion in South Africa</b>. Unpublished Master's dissertation. Port Elizabeth: NMMU.</li> <li>2. Top, WCB. 2017. <b>The effect of monetary policy on inflation and unemployment in Kenya</b>. Unpublished Master's dissertation. Port Elizabeth: NMU.</li> <li>3. Sikundla, L. (ongoing). <b>The attitudes and perceptions of Grade 9 learners at Walmer High School towards mathematics and science</b>. Unpublished Master's dissertation. Port Elizabeth: NMU.</li> <li>4. Harawa, S. (ongoing). <b>A Keynesian assessment of the interest rate channel of monetary policy transmission in South Africa: Evidence from a VAR approach</b>. Unpublished Master's dissertation. Port Elizabeth: NMU.</li> </ol> </li> </ul>

	Senior Lecturer	
Involvement in and outputs related to research and creative works	Actively engaged in research (self-initiated or as part of a research team)	<ul style="list-style-type: none"> <li>• <b><i>Papers read at national / international conferences</i></b> <ol style="list-style-type: none"> <li>1. Ismail, B. 2001. <i>Predictors of income poverty in the self-employment sector: evidence from the 1993 PSLSD data set</i>. Michigan: Institute for Social Research (University of Michigan).</li> <li>2. Horn, G.S., Cook, G. and Ismail, B. 2007. <i>The Coega IDZ: South Africa's gateway to international business: A case study</i>. Singapore: Centre for Maritime Studies (National University of Singapore). Global Maritime &amp; Intermodal Logistics Conference, 17-19 December 2007.</li> <li>3. Ismail, B. &amp; Le Roux, P. 2014. <i>Factors influencing potential use of Islamic finance among Muslims in Port Elizabeth, South Africa - An Integrated Behavioural Model Approach</i>. Presented at the Occidental Institute for Islamic Banking and Finance, Oxford, England. 29-30 April 2014.</li> <li>4. Ismail, B. 2014. <i>A normative model to predict potential use of Islamic finance among Muslims in Port Elizabeth</i>. Presented at the Southern Africa Institute of Management Scientists (SAIMS) Conference, Vanderbijlpark, Gauteng. 14-17 September 2014.</li> <li>5. Ismail, B. 2015. <i>Potential use of Islamic finance among Muslims in Port Elizabeth</i>. Presented at UNISA's 5th International Conference on Financial Services themed "Leveraging Mobile Technology for Financial Inclusion", Postgraduate Colloquia. Boardwalk Sun International Hotel &amp; Casino Resort, Port Elizabeth. 29 September 2015.</li> <li>6. Makuwira, J. &amp; Ismail, B. 2016. <i>Silences in Development Discourse: Islamic NGOs and Development</i>. Presented at the Melbourne International Business and Social Science Research Conference 2016. Melbourne, Australia. 2-4 October 2016.</li> <li>7. Ismail, B. &amp; Makuwira, J. 2016. <i>Faith-Based Non-Governmental Organisations (FBNGOs) and Development in South Africa</i>. Presented at the Africa Redemption International Conference (ARIC) 2016, University of Namibia, Rundu Campus, Namibia. 18-21 October 2016.</li> <li>8. Ismail, B. 2017. <i>Potential use of Islamic finance among Muslims in Port Elizabeth – Implications for policymakers</i>. Presented at the 2017 Global Development Finance Conference, The Lord Charles Hotel, Somerset West. 18-20 October 2017.</li> </ol> </li> </ul>



	<b>Senior Lecturer</b>	
		<ul style="list-style-type: none"> <li>• <b><i>Other journal / newspaper / commissioned research publications</i></b> <ol style="list-style-type: none"> <li>1. Ferreira, N &amp; Ismail, B. <i>South Africa must teach kids about money</i>. Evening Post, August 10, 2000.</li> <li>2. Ismail, B., Levin, M. &amp; Sofisa, T.N. <i>The unemployment rate of blacks in the Port Elizabeth metropolitan area</i>. Port Elizabeth: Employment Research Unit. Commissioned research report.</li> <li>3. Levin, M. &amp; Ismail, B. <i>Framework for urban development in the Eastern Cape Province</i>. Port Elizabeth: Employment Research Unit. Commissioned research report.</li> <li>4. Lloyd, H.R., Horn, G.S. &amp; Ismail, B. <i>The viability of the establishment of a Local Industrial Park in Middelburg (Cape)</i>. Port Elizabeth: Employment Research and Training Unit. Commissioned research report.</li> <li>5. Lloyd, H.R., Horn, G.S. &amp; Ismail, B. <i>An urban renewal survey of the Motherwell township</i>. Port Elizabeth: Urban Dynamics. Commissioned research report.</li> <li>6. Ismail, B. &amp; le Roux, P. <i>Perceptions of Black Grade 9 and Grade 11 learners in the Nelson Mandela Metropole towards Mathematics and Science – A Pilot Study</i>. Port Elizabeth: Vukani Petroleum and Energy Institute. Commissioned research report.</li> <li>7. Bartis, H., Ismail, B., Barends, D., Jonas, A. &amp; Nopece, U. 2010. <i>Visitation to the Eastern Cape Province: December 2009 – June 2010</i>. Port Elizabeth: Tourism Research Unit, NMMU. Commissioned research report.</li> </ol> </li> </ul> <p><b>6 Monthly + 2 Quarterly Reports.</b></p>

	Senior Lecturer	
	Produces peer reviewed publications of quality; articles published in national accredited journals	<ul style="list-style-type: none"> <li>• <b>Accredited / Refereed Journals</b></li> </ul> <ol style="list-style-type: none"> <li>1. Ismail, B. &amp; Horn, G.S. 1997. <i>The characteristics of and constraints facing the informal sector entrepreneur in a traditional coloured community</i>. <b>Africa Insight</b>, 27 (2).</li> <li>2. Ismail, B. 2000. <i>Predictors of income poverty in the self-employment sector: evidence from the 1993 PSLSD data set</i>. <b>Studies of Social and Economic Conditions in South Africa</b>. Michigan: Institute for Social Research (University of Michigan).</li> <li>3. Le Roux, P. &amp; Ismail, B. 2004. <i>Modelling the impact of changes in the interest rates on the economy</i>. <b>South African Journal of Economic and Management Sciences</b>, 7 (1), March 2004.</li> <li>4. Ismail, B &amp; Le Roux, P. 2015. <i>Factors influencing potential use of Islamic finance among Muslims in Port Elizabeth, South Africa - An Integrative Behavioural Model Approach</i>. Presented at UNISA's 5<sup>th</sup> <b>International Conference on Financial Services</b> themed "Leveraging Mobile Technology for Financial Inclusion", Postgraduate Colloquia. Boardwalk Sun International Hotel &amp; Casino Resort, Port Elizabeth. 29 September 2015.</li> <li>5. Ismail, B. 2017. <i>Potential use of Islamic finance among Muslims in Port Elizabeth – Implications for policymakers</i>. <b>Acta Commercii</b>. Forthcoming.</li> </ol>

	<b>Senior Lecturer</b>	
Research training (includes research supervision)	Successfully supervised Masters and Doctoral candidates	<ul style="list-style-type: none"> <li>• <b>Master's Supervision</b></li> </ul> <ol style="list-style-type: none"> <li>1. Abrahams, R. 2017. <b>Financial inclusion in South Africa</b>. Unpublished Master's dissertation. Port Elizabeth: NMMU.</li> <li>2. Top, WCB. 2017. <b>The effect of monetary policy on inflation and unemployment in Kenya</b>. Unpublished Master's dissertation. Port Elizabeth: NMU.</li> <li>3. Sikundla, L. (ongoing). <b>The attitudes and perceptions of Grade 9 learners at Walmer High School towards mathematics and science</b>. Unpublished Master's dissertation. Port Elizabeth: NMU.</li> <li>4. Harawa, S. (ongoing). <b>A Keynesian assessment of the interest rate channel of monetary policy transmission in South Africa: Evidence from a VAR approach</b>. Unpublished Master's dissertation. Port Elizabeth: NMU.</li> </ol> <p>My involvement with Master's students has always been on a contractual basis, providing a consultation service for the empirical part of their dissertations. Such a service includes the following:</p> <ul style="list-style-type: none"> <li>○ A few lectures on the Design of Observational Studies for Behavioural Research</li> <li>○ Questionnaire design to support study objectives</li> <li>○ Data Coding, capturing and analysis</li> <li>○ Assistance in interpreting and presenting the findings.</li> </ul>
	Acts as research mentor to less exp. colleagues	<ul style="list-style-type: none"> <li>○ Provided statistical analysis support for ONE DCur (Ntlabezo – UNISA, Nursing) and ONE Master's student (Harris – NMMU, Industrial Psychology).</li> </ul>
Leadership in research/creative works	Emergent leadership role in research team/dept/school/faculty	Despite a long lull period in my research output (due to reasons beyond my control), I have shown potential and capacity to initiate, assist with and complete research projects at an inter-disciplinary and inter-departmental level. I also have no problem to assist (paid or unpaid) my colleagues with their research projects at both Masters and Doctoral level.

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Standing w.r.t. research or creative works	Emergent internal reputation in his/her field based on publications & research &/or creative outputs	<p>Instead of focusing primarily on bolstering my personal vitae through research and publications, have I made the conscious decision many years ago to focus on the core business of any tertiary institution: <b>To provide quality teaching to each and every student that I come into contact with.</b> Most of my academic output are from commissioned research through the Employment Research Unit (ERU) of Vista University, the Employment Research and Training Unit (ERTU), Urban Dynamics (Regional Town Planners), as well as the Faculty of Management. In 2010 I was actively involved with the NMMU's Department of Tourism's study on behalf of the Eastern Cape Tourism Board (ECTB). This study resulted in 6 monthly reports as well as 2 Quarterly Reports.</p> <ul style="list-style-type: none"> <li>• <i>Statistical research assistance provided in the following studies:</i></li> </ul> <ol style="list-style-type: none"> <li>1. Levin, M. &amp; Slabbert, T.J.C. 1992. <i>Facts profile of the 'old' township – Middelburg (Cape)</i>. Port Elizabeth: Employment Research Unit.</li> <li>2. Levin, M &amp; Sofisa, T.N. 1993. <i>Poverty profile of the Kirkwood/Port Elizabeth/Uitenhage area</i>. Port Elizabeth: Employment Research Unit.</li> <li>3. Levin, M. &amp; Sofisa, T.N. 1993. <i>Facts profile of the 'old' township of Molteno</i>. Port Elizabeth: Employment Research Unit.</li> <li>4. Levin, M. &amp; Mullins, E.N. 1994. <i>Demography: Element 1 of an economic and social development study of the Eastern Cape</i>. Port Elizabeth: Employment Research Unit.</li> <li>5. Levin, M. &amp; Sofisa, T.N. 1994. <i>Housing and services: Element 3 of an economic and social development study of the Eastern Cape</i>. Port Elizabeth: Employment Research Unit.</li> <li>6. Levin, M. &amp; Potgieter, F.E. 1994. <i>Welfare and health: Element 4 of an economic and social development study of the Eastern Cape</i>. Port Elizabeth: Employment Research Unit.</li> <li>7. Lloyd, H.R. &amp; Horn, G.S. 2001. <i>A local economic regeneration study of the fishing industry: Kouga Municipality</i>. Port Elizabeth: Urban Dynamics. Commissioned research report.</li> <li>8. Kemp, N. &amp; Lloyd, H.R. 2005. <i>General Motors Enthusiasm Index Survey</i>. Port Elizabeth: Faculty of Management. Commissioned research report.</li> <li>9. Kemp, N. &amp; Lloyd, H.R. 2006. <i>Hesto Climate Survey</i>. Port Elizabeth: Faculty of Management. Commissioned research report.</li> </ol>
	Preferably is an NRF rated (P,Y,L) researcher or equiv, depending on the relevant discipline	Application for NRF rating to be made only after I have secured post-doctoral funding for 2018.

**Table 4: Achievements in Academic Engagement**

	<b>Senior Lecturer</b>	
Internal service within the university	Regularly plays a role in dept/faculty admin/management with some leadership responsibilities (e.g., acting HoD, prog. leader)	<ul style="list-style-type: none"> <li>○ Served as Sub-head of the Department of Economics for the Diploma-stream Economics students at the various delivery sites of the then-NMMU. I was responsible for all administrative duties normally associated with this position, and at times even had to perform certain duties normally attributed to a HoD.</li> <li>○ 2<sup>nd</sup> Avenue campus: Programme Coordinator for the first-year and second-year National Diploma programmes.</li> <li>○ South campus: Coursework Master's Programme Leader.</li> </ul>
	Active participation in departmental & faculty meetings, committees, etc.	<ul style="list-style-type: none"> <li>○ Unfortunately, not yet at this stage. A hectic lecture load does not allow me any room to attend many of these meetings. However, a willingness exists, if called upon, to serve on some of these committees.</li> </ul>
	Mentors new academic staff and young researchers	<ul style="list-style-type: none"> <li>○ For 4 years, virtually all 'JUNIOR LECTURERS' appointed within our Department have started out under my mentorship at the 2nd Avenue Campus (Wasswa, Dikgang, Tessendorf, Akoto, Grant, Cloete, etc). It was expected of me to provide the necessary mentoring and guidance that would allow them to 'grow' into more confident and successful teachers/facilitators.</li> </ul>
	Experience in contributing to dev. local & national partnerships (incl. liaising with industry)	<ul style="list-style-type: none"> <li>○ My involvement as a Trustee of the Community Self-Employment Centre (COMSEC) as well as having served on the Board of the Rural Research and Development Institute (RRDI) at the University of Transkei allowed me the necessary market exposure to pass relevant knowledge onto my students. Member of the consultancy team assigned to develop an economic strategic plan for the Eastern Cape. Client: Regional Economic Development Forum (1996). Member of the Task Team assigned to establish the viability, structure, and management team of the Port Elizabeth Region Manufacturing Advisory Center (PERMAC) – 1999</li> <li>○ Currently in the process of finalising a Memorandum of Understanding between the Department of Economics, the Coega Development Corporation, the Business Chamber, and the Nelson Mandela Metropolitan Municipality. The objective of this MoU is to foster institutional collaboration for the benefit of the region.</li> </ul>
	Participates in professional/	<ul style="list-style-type: none"> <li>○ Member of Southern Africa Institute of Management Scientists (SAIMS).</li> </ul>

	<b>Senior Lecturer</b>	
External service to the discipline/ profession	academic assoc.	
	Can participate in public debate based on academic expertise	<p>Since my move to the South Campus, have I been invited as either Keynote Speaker or Guest Speaker to the following functions:</p> <ul style="list-style-type: none"> <li>○ AZASCO – The Impact of the Euro-zone and US debt crisis on the South African economy.</li> <li>○ Beyond the Classroom (BTC) – Weakening US prospects does not bode well for South Africa’s business cycle momentum.</li> </ul>
External engagement with and service to the community	Acts as a consultant to NGOs, public & private sector organisations	<ul style="list-style-type: none"> <li>○ My involvement as a Trustee of the Community Self-Employment Centre (COMSEC) as well as having served on the Board of the Rural Research and Development Institute (RRDI) at the University of Transkei allowed me the necessary market exposure to pass relevant knowledge onto my students. Member of the consultancy team assigned to develop an economic strategic plan for the Eastern Cape. Client: Regional Economic Development Forum (1996). Member of the Task Team assigned to establish the viability, structure, and management team of the Port Elizabeth Region Manufacturing Advisory Center (PERMAC) – 1999</li> </ul>
	Facilitating learning tailored to the needs of the external community (incl. SLPs, seminars, CPD workshops, public talks)	<ul style="list-style-type: none"> <li>• See above.</li> </ul>
	Actively participates in projects directed at economic, social & cultural dev. locally	<ul style="list-style-type: none"> <li>• See above.</li> </ul>