



## Dr Roelien Brink

### Personal Details

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<b>Phone Number</b>	+27 082 043-2952
<b>Email</b>	rbrink@uj.ac.za
<b>Location</b>	West Rand (South Africa)
<b>Nationality</b>	South Africa (ID: 6509260018084)
<b>Age</b>	52 (26 Sep 1965)
<b>EE/AA Status</b>	Female
<b>Driver's Licence</b>	Light Vehicle up to 3,500kg (Since 22 December 1986)

### Career Summary

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Company	Position	Duration
University of Johannesburg	Senior Lecturer	1 October 2014 – Current
University of Johannesburg	Deputy Head of Department/Lecturer	January 2006 – December 2014
University of Johannesburg	Lecturer	July 1996 – December 2005
Technikon Witwatersrand	Secretary	October 1988 – December 1990
Bankcorp Properties (Ltd)	Secretary	April 1988 – September 1988
SABC	First Female Assistant	January 1985 – March 1998

### Skills

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#### Current

##### Expert/Specialist

MSoftware	over 10 years
Training	over 10 years
Interpersonal	over 10 years

##### Extensive

Collaboration with other Higher Education institutions (National and international)	5 to 10 years
Management Skills	5 to 10 years
Research	5 to 10 years

# Employment

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1 Oct 2014 – Current

**Senior Lecturer (University of Johannesburg)**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Senior Level position in the Faculty Management  
(Education & training) sector

I had been mentoring and supporting the new Manager for the EUC unit for 2015. I am an experienced lecturer. I lecture at the Department Applied Information Systems, presenting lectures on the following subjects:

Business Fundamentals IV (BFU41-1)

Management Information Systems 11 (BIS41-2)

Business Analysis 2A

Business Analysis 2B

New Development in Information Technology for BCom Hons IT

End-User Computing

Business Information Systems (ISL 1A01)

Development Software 3B (DSW031B)

Cluster leader: Information and Communication Technology for Development

**Conference Director for WIL Africa for the Southern African Society for Cooperative education for 2015 and 2016.**

Project team member of the 1<sup>st</sup> International Conference on the Internet, Cyber Security and Information Systems initiative (ICICIS 2016)

Jan 2006– Dec 2014

**Deputy Head of Department/Lecturer (University of Johannesburg)**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Senior Level position in the Faculty management  
(Education & training) sector

After the merger in 2005, I was appointed as deputy head of the department on the 1 January 2006. Campus coordinators on four UJ Campuses report to me as well as all the EUC tutors at mentioned campuses. During this period I managed all processes and responsibilities related to management functions and duties of the EUC unit. The subject EUC is a service subject provided to all faculties and departments within the University of Johannesburg and it allowed me to have in depth knowledge of interacting with other faculties and departments. As deputy head of department I am responsible for the following:

- Communication with all the department heads and students within these departments.
- All the day-to-day administration of the EUC personnel.
- Compilation of the annual budget and management of the budget for the EUC unit. All expenditure such as salaries, computer equipment, conferences and stationary were part of budgetary process.
- I also oversee the management of the subject EUC on all four campuses with over 4000 student per annum. Appoint the EUC tutors for the four campuses. Manage and control of setting of test and exam papers, ensure adherence to ethical processes and moderation of papers. Manage and oversee the electronic assessment tool for the department and communicate with the service providers on the assessment tool. I manage the credit of the subject for students from other universities. I oversee that all the requirements for the subject EUC are adhered to.

I attended the course for Turning Managers into Great Leaders in 2007. I have had the opportunity of mentoring my juniors who are now holding management post at various organization such as Department of Higher Education, the AIS department and the SABC.

After my promotion to Senior Lecturer on 1 October 2014 I decided to broaden my scope within the academic field. I started mentoring and coaching one of my junior colleagues within the transition of the Management role, for succession within the EUC unit during 2015.

**Jul 1996– Dec 2005**

**Lecturer (Technikon Witwatersrand no University of Johannesburg)**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Junior Level position in the Faculty management  
(Education & training) sector

I lectured at the department Applied Information Systems. During the period of 1996 – 2005 I lectured in the following subjects:

End-User Computing (Module A and B)  
Human Resources Management IV  
Training Management  
Business Fundamentals IV (BFU41-1)  
Management Information Systems 11 (BIS41-2)

**Jan 1991 – 30 Jun 1996**

**Training Officer: Human Resources (Technikon Witwatersrand)**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Junior Level position in the Human Resources department  
(Education & training) sector

Train administrative staff members on the use of software. Advanced training seminars were facilitated to train secretarial and academic personnel in computer literacy.

Controlling the group life, study incentive, medical aid and workman's compensation scheme at the Technikon Witwatersrand.

Reason for Leaving: Promotion

**Oct 1988– Dec 1990**

**Secretary (Technikon Witwatersrand)**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Junior Level position in the Secretary (Admin, Office & Support)  
sector

Handled all administrative duties for the Assistant Registrar, answering his telephone and making appointments for the Assistant Registrar.

Reason for Leaving: Promotion

**Apr 1988– Sep 1988**

**Secretary (Bankcorp Properties (Ltd))**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Junior Level position in the Secretary (Admin, Office & Support)  
sector

Controlled all typing of financial reports on Lotus 123. Working at the reception and answer telephone calls.

Reason for Leaving: Better position at Technikon Witwatersrand

**Jan 1985– Mar 1988**

**First Female Assistant (SABC)**

Johannesburg Metro, Gauteng (South Africa)  
Permanent Entry Level position in the Clerk (Admin, Office & Support) sector

Reported to five research executives in the section: Educational RTV 2/3.  
Controlled all typing, telephone calls. Assisted with editing of video material and general office administration.

Reason for Leaving: Better position at Bankcorp Properties (Ltd)

## Education

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<b>Oct 2015</b>	<b>Short Course: Strengthening Postgraduate Supervision</b> Rhodes University Main Facilitator: Dr L Greyling Co-Facilitator: Prof Emmanuel Mqquashu
<b>May 2014</b>	<b>Information Management</b> <b>PhD at University of Johannesburg (University)</b> Title: An information management framework for the work-integrated learning process
<b>May 2009</b>	<b>Computer-Based Education</b> <b>Masters at University of Johannesburg (University)</b> Title: Electronic assessment in an end-user computing course
<b>Mar 1997</b>	<b>BTech: Human Resource Management</b> <b>Degree at Technikon SA – Florida (Technikon)</b>
<b>Dec 1995</b>	<b>Personnel Management</b> <b>Diploma at Technikon SA - Florida (Technikon)</b> Business Economics I,II and III, Personnel Management I,II and III, Management of Training I and II, Industrial Relations I and II, Communication in Afrikaans A, Financial Accounting I, Principles of information systems, Labour Law and Statistical Methods and Financial Calculations
<b>Dec 1984</b>	<b>Senior Certificate</b> <b>Grade 12/Matric at Hoër Skool Die Burger (Secondary/High School)</b> English, Afrikaans, Typing, Business Economics, Mathematics, Accountancy

## Languages

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English–Read, Write, Speak  
Afrikaans–Read, Write, Speak

## Achievements

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<b>Jan 2014</b>	NRF grant for the Thuthuka Programme (PhD Track) (NRF)
<b>Jan 2013</b>	NRF grant for the Thuthuka Programme (PhD Track) (NRF)
<b>Jan 2012</b>	NRF grant for the Thuthuka Programme (PhD Track) (NRF)

I received an NRF grant for the Thuthuka Programme (PhD Track). The award was an incentive to complete my PhD, resulting in the publishing of findings including all the Comprehensive Universities as well as the Universities of Technologies in South Africa. Proposed information management for work-integrated learning framework will be investigated at Higher Education Institutions. The Thuthuka programme, after the completion of my PhD, was to investigate current information management for work-integrated learning at each Comprehensive University and at the Universities of Technology. International research was done in accordance with this award at the University of Cincinnati and the Northwestern University of Engineering in Chicago, Illinois, which are recognised for their well-developed information management for work-integrated learning. I received this study award in 2012, 2013 and 2014 (2012: R82000, 2013: R51000, 2014: R130000).

## Committees

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I am representing the Department of Applied Information Systems on the following committees within UJ and outside UJ:

February 2016 – Current	Southern African Society for Cooperative Education (SASCE) representative on the Provincial Skills Development Forum for Gauteng.
Jan 2013 – Current	Southern African Technology Network (SATN) (Task team member with TUT at SATN)
Jan 2012 – Current	Southern African Society for Cooperative Education (SASCE) Gauteng Region (Task team member)
Jan 2011 – Dec 2014	CEIA (Community Engagement and Internship Association)
May 2014 – Current	Higher Degrees Committee member (Department level)
Jan 2009 – March 2015	Marketing (Faculty level)
Jan 2009 – Current	Community Engagement (Faculty level)
Jan 2009 – Current	Work-Integrated Learning/Service Learning (Faculty level)
1 Jan 2017 – Current	Marketing (Faculty level)

## Associations

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Jan 2012 – Current	Southern African Society for Cooperative Education (SASCE) Gauteng Region (Task team member)
Jan 2009 – Current	Southern African Society for Cooperative Education (Executive Board member)
Jan 2009 – Current	World Association for Cooperative Education (Active Member)
Jan 2011 – 2014	CEIA (Community Engagement and Internship Association) (Active Member)
Feb 2016 - Current	Gauteng PSDF Provincial Departments Committee sub SMME Entrepreneurial Committee for articulation of WIL Objectives in the Gauteng Tshepo 500k multiyear roll out plan.

## Research Committees

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Jan 2013 – Current	Work-Integrated Learning, Research Work-Integrated Learning at TUT (Task team member)
April 2015 – Current	Vice Chair Africa on the International Research group for <b>World Association for Cooperative Education (WACE)</b> - Research for work-integrated learning
April 2015 – 2016	Advisory board for the <b>World Association for Cooperative Education (WACE)</b> Second International Research Symposium 2016
April 2015 – December 2017	Editor of the African Journal for Work-Based Learning

## Supervision

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### Hons Students:

2014:	Ms Boniswa Yende and Ms Erin Fong
2015:	Mr Munashe B Mhlanga and Ms Dineo Kganakga
2016:	Mr Kalin Govender and Ms Karmen Natalie Naidoo
2017:	Mr Rishal Vallabh and Mr Sidze Benjamin Mutheiwana

### Masters Students:

2015 – Currently:	Ms Indiphile Koen – MCom Business Management
Title:	Improving operational efficiencies through Integrated Information systems: a case study of the Financial Services Board (FSB)
2015 – May 2017 (Completed):	Mr Kumaran Pillay – MCom Business Management
Title:	The impact of information technology in omni-channel retailing for an organisation in the chemical industry
2015 – May 2017 (Completed):	Mr Nicholas Joseph Karam MCom Business Management
Title:	Supply chain considerations for designing a chemical retail omni-channel (Co-Supervisor)

<b>2017 – December 2017: Completed</b>	Ms Karmen Natalie Naidoo – MCom Information Technology
<b>Title:</b>	The importance of feedback in an Omni Channel environment
<b>2018</b>	Mr Sidze Benjamin Mutheiwana
<b>Title:</b>	Transitioning South Africa to a cashless economy as a developing country
<b>PhD Students:</b>	
<b>2017 - Current:</b>	Ms Margaret Roodt (Co-Supervisor)
<b>2018</b>	Mr Victor Thobakgale
<b>2018</b>	Ms Karmen Natalie Naidoo
<b>2018</b>	Mr Mpaphi Molebatsi
<b>2018</b>	Mr Nhlanhla Gamede

## Peer review articles

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<b>Title of Article:</b>	Competitive intelligence in developing countries: A comparison between four countries
<b>Journal</b>	Acta Commercii (2014)
<b>Title of Article:</b>	Conceptualizing and contextualizing Indigenous Knowledge (IK) and Knowledge Management (KM)
<b>Journal</b>	Mousaion (2014)
<b>Title of Article:</b>	Organizational Learning as a knowledge retention strategy in Selected Public Broadcasting Corporations in Southern Africa Development Community (SADC)
<b>Journal</b>	Mousaion (2015)
<b>Title of Article:</b>	Introducing Data Curation as a Knowledge Management Practice in University and Research Libraries in Kenya: A Strategic Approach
<b>Journal</b>	Mousaion (2015)
<b>Title of Article:</b>	Feasible Development and Implementation of Cooperative Education Projects Utilizing S-BEST to Research Development and Cooperation in Thailand: A Case Study in Energy Management Industry
<b>Conference</b>	<b>WACE: 2<sup>nd</sup> International Research Symposium 2016</b>
<b>Title of Article:</b>	Work-Integrated Learning students: what impact do they have on workplace dynamics?
<b>Conference</b>	<b>WACE: 2<sup>nd</sup> International Research Symposium 2016</b>
<b>Title of Article:</b>	Feasible Development and Implementation of Cooperative Education Projects Utilizing S-BEST to Research Development and Cooperation in Thailand: A Case Study in Energy Management Industry
<b>Conference</b>	<b>WACE 20th World Conference 2017</b>
<b>Title of Article:</b>	A flipped WIL model for IT postgraduate students: Bringing industry into the University
<b>Conference</b>	<b>WACE 20th World Conference 2017</b>
<b>Title of Article:</b>	Workplace Development to Cooperative Education Partnership: Key Success Factors of Cooperative Education Management at Walailak University in the Case Study of Somboon Advance Technology Public Company Limited
<b>Conference</b>	<b>WACE: 3<sup>rd</sup> International Research Symposium 2018</b>
<b>Title of Article:</b>	Student transfer of skills and knowledge across university and work contexts
<b>Conference</b>	<b>WACE: 3<sup>rd</sup> International Research Symposium 2018</b>
<b>Title of Article:</b>	A trination comparative cooperative education study, developing best practice for cooperative and work-integrated education, in Germany, Australia and South Korea

## Review Team for Conferences

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WACE 2<sup>nd</sup> International Research Symposium 2016  
1<sup>st</sup> International Conference on the Internet, Cyber Security and Information Systems initiative (ICICIS 2016)  
WACE 20<sup>th</sup> World Conference International Review Team 2017  
WACE 3<sup>rd</sup> International Research Symposium 2018

## Publications

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2018	<b>Book will be published in 2018 (National publication)</b> <b>Work-integrated learning:</b> <b>Chapter title:</b> Monitoring and evaluation (Roelien Brink and Marius Wessels)
2017	Pop, C.A. and Brink, R (2017). Work-integrated learning for diverse communities. In T. Bowen, & M. T. B. Drysdale (Eds.), <i>Work-integrated Learning in the 21<sup>st</sup> Century: Global Perspectives on the Future</i> , (3-17) (International Perspectives on Education and Society, V32), Bingley, UK: Emerald Publishing Limited.
Dec 2014	<b>Managing Information for the Work-integrated learning Process at a Higher Education Institution (Author)</b> Article 32 (3) 2014, 13-28 Mousaion South African Journal of Information Studies
Jan 2011	<b>Electronic assessment in higher education (Author)</b> Article 37(5), 503-512 Education Studies Journal

## Examiner

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### Examiner

<b>2017:</b>	
<b>Title:</b>	Solving workplace problems on strategic level through research projects in the South African Police Service
<b>Degree:</b>	<b>DEd in Philosophy of Education</b>
<b>Title:</b>	Banking technology for the aged: An analysis of the barriers to acceptance of internet banking by the elderly in South Africa
<b>Degree:</b>	<b>MSc in Computing</b>
<b>Title:</b>	A Methodology for the evaluating of management information systems at Public Technical and Vocational Education and Training Colleges in South Africa
<b>Degree:</b>	<b>PhD Information Systems</b>
<b>Title:</b>	Designing a Conceptual Model of Management Information Systems for Local Economic Development Practice in KwaZulu Natal
<b>Degree:</b>	<b>Doctor of Philosophy in Leadership</b>

## External Moderator

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### **The Independent Institute of Education (Pty) Ltd (2016 – Current)**

Module: Instrument Moderation for Typing and Dicta Typing (TYDT5119)

## Research Projects

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### International

**Project title:** Sense of Belonging, Peer Support, Social Media, and Well-Being: Comparing Co-op and Non Co-op Student Perceptions and Experiences  
**Contact Person for the project:** Dr Maureen Drysdale  
**Collaboration University:** University of Waterloo

## Nationally

**Project title:** The Status of Women in Information Technology (SWIFT) Report  
**Contact Person for the project:** Dr Glenda Barlow-Jones and Dr Roelien Brink  
**Collaboration University:** University of Johannesburg

**Project title:** 3<sup>rd</sup> year Project (CWIE system for AIS)  
**Contact Person for the project:** 3<sup>rd</sup> year students and Dr Roelien Brink  
**Collaboration University:** University of Johannesburg

## Speaking Events

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June 2017	<b>WACE 20<sup>th</sup> World Conference</b> The uncertainty of the Work-Integrated learning process based on the Theory for Motivated Information Management Chiang Mai
Aug 2017	<b>Keynote address at:</b> The Second International Conference on the Internet, Cyber Security and Information Systems (ICICIS) 2017
June 2016	<b>WACE: 2<sup>nd</sup> International Research Symposium</b> The complexity of information management for the work-integrated learning process Victoria Canada
April 2016	<b>Keynote address at:</b> HEDS RESEARCH FORUM Tshwane University of Technology: The Role of Higher Education Development & Support on Preparing TUT Students for the 21 <sup>st</sup> Century Industry <b>Title: Employability</b>
Aug 2015	<b>WACE: 19<sup>th</sup> World Conference</b> Improved Information Management through a centralised Work-Integrated Learning Unit Japan
Aug 2014	<b>HEDS Research Forum (DCE &amp; TLwT) at TUT (Other)</b> The importance of Information Management for the Work-Integrated Learning Process Pretoria Metro, Gauteng (South Africa)
Jul 2014	<b>Feedback of PhD to Research Universities in the USA (Other)</b> An information management framework for the work-integrated learning process United States
Apr 2013	<b>CEIA 50<sup>th</sup> Anniversary Conference</b> Work-integrated learning at a Higher Education Institution and its associated information management United States
Mar 2013	<b>ProLISSA 7<sup>th</sup> Biennial Conference</b> Managing information for the work-integrated learning process at a Higher Education Institution Pretoria Metro, Gauteng (South Africa)
Jun 2011	<b>WACE: 17<sup>th</sup> World Conference</b> Methodology to develop an information management framework for work-integrated learning at Higher Education Institutions United States
Mar 2011	<b>International Technology, Education and Development (INTED) Conference</b> Electronic assessment in higher education: lecturer and student challenges Spain



## Speaking Events

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Jun 2010	<b>WACE 8<sup>th</sup> International Symposium on Work-Integrated Learning, Academic Salon Session 3 (Other)</b> Engaging Faculty & Enhancing Outcomes towards Academic and Professional Progress of Students Austria
May 2007	<b>E-Learning Africa 2<sup>nd</sup> International Conference on ICT for development</b> Online Quality Assessment Kenya

## Conference

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**Conference Director**  
Inaugural WIL Africa 2015  
2<sup>nd</sup> WIL Africa 2016

I was part of the Conference Project Team for the 1<sup>st</sup> International Conference on the Internet, Cyber Security and Information Systems Initiative (ICICIS 2016) in Gabarone Botswana

## International collaboration during my PhD

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During my research I attended work sessions as part of my research process, to stay informed and up to date with latest trends regarding my research subject. I handed in an abstract to the World Association for Cooperative Education (WACE) 8th International Symposium in Graz, Austria in 2010. My abstract was accepted and I participated in an Academic Salon named: Engaging Faculty & Enhancing Outcomes towards Academic and Professional Progress of Students. This sharing confirmed my interpretation, that there is a need to research information management pertaining to the three parties namely Higher Education Institutions, Student and Industry involved in work-integrated learning. The Academic Salon is a round table discussion between different WACE members from universities across the world. After my round table discussion at the WACE 8th International Symposium in Graz, Austria I communicated to the members of WACE who participated in the session requesting advice. The rationale with this initiative was to communicate with specialists in the field in order to enrich my research study. Based on communication, invitations were received from Professor Oloroso and Professor Cates to do my research at their universities. My collaboration was with Professor Helen Oloroso from the Northwestern University of Engineering in Illinois and Professor Cheryl Cates and Professor Kettil Cedercreutz from the University of Cincinnati. As part of my PhD research and data collection I visited the two mentioned universities for a period of two weeks each, where I did semi-structured individual interviews with professors, industry partners as well as with some students at the Northwestern University of Engineering in Chicago, Illinois and University of Cincinnati in March 2012.

As part of my research I found a critical theory on information management protocols and communicated with the author of the Theory of Motived information management model. The author of this theory, was identified as Professor Walid Afifi and his spouse, both professors at the University of Iowa in the USA. In my communications with Professor Afifi I received significant guidance and learning in this interaction, adding value to research on this subject matter. This collaboration have created the opportunity to continue the relationship and enhance learning experience as guided by specialists in their field of expertise. Maintaining this relationship will facilitate learning on latest research and allow for exposure to latest trends and thinking on information management theories by academia in the field. I presented the findings of my PhD in June 2014 to Northwestern University of Engineering in Chicago, the University of Cincinnati and the University of Iowa. **(See letter below my Resume from Professor Kettil Cedercreutz from the University of Cincinnati about my research and collaboration with his university.)**

## References

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September 25, 2014

To Whom It May Concern,

It has been an absolute pleasure to cooperate with Dr. Roelien Brink in her research project that resulted in her PhD dissertation "AN INFORMATION MANAGEMENT FRAMEWORK FOR THE WORK-INTEGRATED LEARNING PROCESS". Roelien involved the University of Cincinnati in her work throughout the process. We were able to contribute at the outset of the project when Roelien visited our campus for a number of weeks. I have personally been able to attend her sessions held at the World Organization for Cooperative Education (WACE). Most recently, Dr. Brink personally visited UC to present her results. Additionally, she has kept us apprised throughout the process.

Personally I find her research to be one of the most valuable contributions to the field over the past years. Her research, based on cooperation between a multitude of universities, is beneficial to the parties involved, as well as all universities involved in high impact, large volume cooperative education.

In short I very much admire Dr. Brink's attitude to research as well as the outcome of her work.  
Sincerely,

A handwritten signature in blue ink, appearing to read 'Kettil Cedercreutz'.

Kettil Cedercreutz, PhD  
Associate Provost and  
Director