



30 April 2024

Dear IEA Council members,

CONSIDERATION AS IEA PRESIDENT

I am a Professor of Industrial/Organisational Psychology at the University of the Witwatersrand, Johannesburg in South Africa where I have been working since 1995. I obtained my PhD, with a research project in the area of cognitive ergonomics, from the same institution in 2003. My teaching experience is primarily in the areas of organisational ergonomics, cognitive ergonomics, and engineering psychology. In recognition of my competence in teaching I received the Vice-Chancellor's Individual Teaching Award in 2003 and the University's inaugural eLearning Award in 2007. I have also had numerous leadership roles including Head of Department (2010-2012) and Chair of various School committees. Nationally I am recognized by the National Research Foundation of South Africa as an internationally acclaimed researcher, I am a member of the Academy of Science of South Africa, and won the National Science and Technology Forum's Green Technology Award in 2023 (for work on sustainability and HFE) and the Vice-Chancellor's Innovation and Impact Research Award in 2023.

I currently sit on the IEA's Executive Committee as the Chair of the Future of Work Committee (2021-2024). Prior to this I was Co-Chair of the IEA's Science, Technology, and Practice Standing Committee (2019-2021) where I was responsible for coordinating and producing the IEA publication "Giving your business the human factors edge". I was a member of the IEA Council from 2014 to 2017 when I was elected President of the Ergonomics Society of South Africa. I have a long association with the IEA's committees and technical committees. From 2006 to 2007 I was a member of the IEA's International Development Committee. In 2007 (to 2012) I started and was Chair the Online Communities Technical Committee (OC TC) which was then amalgamated with the Work With Computing Technology Technical Committee (WWCS TC) where I was Co-Chair from 2012 to 2015. From 2015 to 2021 I was Chair of the Human Factors and Sustainable Development Technical Committee. In developing HFE networks I also helped to draft the bylaws of ErgoAfrica and the BRICSplus networks and involved ESSA as founding members of these networks. More recently I have been leading an initiative to help Ghana establish a postgraduate programme in HFE and have worked within ErgoAfrica to help promote and develop HFE across the African continent.

I have been a member of the Ergonomics Society of South Africa (ESSA) since 1997 and a member of the Human Factors and Ergonomics Society (HFES) since 1996. In ESSA I served as the editor of the national journal, 'Ergonomics SA', from 2007 to 2009, President from 2014 to 2017, Past-President from 2017 to 2020, and Chair of the Professional Affairs Board from 2020 to 2023. I was one of the first Certified Professional Ergonomists from 2017. As a member of the Human Factors and Ergonomics Society I have been Chair of the Societal Impact Committee since 2020 and helped set up the new Sustainability Technical Group (STG) where I am currently the Program Chair.

At the international journal level, I am currently an Editor of the journal 'Ergonomics' (since 2016) and prior to that I was an Associate Editor of 'Behavior & Information Technology' (2007-2015). I have been (or still am) on the Editorial Boards of several journals including 'Ergonomics', 'Behavior

& Information Technology', 'International Journal of Human Factors and Ergonomics', and 'Rivista Italiana di Ergonomia'.

While I started off my research career looking at issues of human-technology interaction, my current research interests are in the broad area of sustainability. I developed the term 'green ergonomics' and the 'Sustainable System-of-Systems framework' for helping us unpack complex sustainability problems. I have edited two books on HFE and sustainability: 'Ergonomics and human factors for a sustainable future: current research and future possibilities' and 'Human factors for sustainability: theoretical perspectives and global applications'. I regularly publish in 'Ergonomics' and 'Applied Ergonomics' as well as other journals in the sustainability field. I am a world-leading researcher on issues of sustainability and HFE and I am regularly invited as a Keynote speaker on this topic at international and local conferences including at the IEA Congress, and in the UK, Australia, China, Brazil, Malaysia, Singapore, Sweden, France, India, USA, and Nigeria.

Should I be elected as President of the IEA I have two goals to grow the internationalization of HFE. The first goal is to drive the IEA to continue to support existing federated societies (large and small) to help them grow their visibility, membership, and societal impact to help ensure their sustainability. Given my past work within the IEA, my membership and involvement with HFE societies of different sizes (understanding the diverse needs of these societies), and my focus on societal impact, I am well-placed to drive this goal. The second goal is to provide the groundwork to grow the number of national societies. There is tremendous growth potential across the African continent. There are 54 countries in Africa, but only 4 national HFE societies. As a long-standing member of one of those 4 national societies and as the leader of a postgraduate programme in HFE development at the University of Ghana I am well-placed to drive this goal. I believe this background would apply equally to other areas of the World.

Yours sincerely,



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