



Gerrit J. Crafford

Curriculum Vitae



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38 Sharwood Street,
Summerstrand, Port Elizabeth,
6001, South Africa

PERSONAL PROFILE

I am a results-driven, independent, determined and resourceful construction economics academic. I enjoy analysing problems and responding to crises situations. I have an established domestic research track record and enjoy some international recognition for my research outputs' quality and impact. I have research interests in higher education teaching and learning and business strategy. In my ideal future, I envision driving strategic innovation in an international institution or organisation.

PERSONAL INFORMATION

Nationality: South African	Myers-Briggs Personality Type ISTP Energy direction (E-45 : 55-I) Types of Information (S-53 : 47-N) Decision Making (T-60 : 40-F) Life Organisation (J-46 : 54-P)
Date of Birth: 6 November 1977	
Marital Status: Married to Katharina Crafford	
Children: Patrick Crafford (6 years old)	
Languages: English (Fluent) Afrikaans (Fluent)	

EDUCATION

Tertiary

Master of Philosophy (Higher Education)



University of Stellenbosch

Research Title: Factors that Influence Quantity Surveying Honours Students' Academic Engagement: An Interactive Qualitative Analysis

Supervisor: Prof Liezel Frick

Current Registration

Master of Business Management and Administration *Cum Laude*



University of Stellenbosch

Research Title: A Strategic Architecture for Visual Art Start-Ups

Supervisor: Mr Johan Burger

Awarded on: 3 March 2016

Philosophiae Doctor in Construction Economics



Nelson Mandela Metropolitan University

Thesis Title: Clients' Views on Design Team Competencies

Promoter: Prof John Smallwood

Awarded on: 24 April 2007

Magister Scientiae in Quantity Surveying *Cum Laude*



University of Port Elizabeth

Dissertation Title: The Design Team's Views on Quantity Surveying Competencies

Supervisor: Prof Raymond Nkado

Awarded on: 19 April 2002

EDUCATION Continued

Tertiary

Baccalaureus Scientiae in Quantity Surveying



University of Port Elizabeth

Curriculum Specialisation: Computer Science

Awarded on: 21 April 2001

EDUCATION

Secondary

Senior Certificate



Gill College High School

Matriculation Year: 1995

Subjects Taken: English (HG)
Afrikaans (HG)
Mathematics (HG)

Aggregate: C

Physical Science (HG)
Biology (HG)
Accounting (HG)

ACADEMIC AWARDS AND ACHIEVEMENTS

2003	<ul style="list-style-type: none">• University of Port Elizabeth, Dean's Postgraduate Scholarship• University of Port Elizabeth, Postgraduate Bursary
2002	<ul style="list-style-type: none">• Association of South African Quantity Surveyors, Tobie Louw Postgraduate Bursary for PhD Students• University of Port Elizabeth, Dean's Postgraduate Scholarship• University of Port Elizabeth, Postgraduate Bursary
2001	<ul style="list-style-type: none">• Association of South African Quantity Surveyors, Tobie Louw Postgraduate Bursary for MSc Students• University of Port Elizabeth, Dean's Postgraduate Scholarship

MEMBERSHIP OF ASSOCIATIONS / INSTITUTES

- Associate Member of the Royal Institution of Chartered Surveyors – AssocRICS (Membership Number: 1288101)
 - Incorporated Member of the Chartered Institute of Building – ICIOB (Membership Number: 2010903)
 - Member of the Association of South African Quantity Surveyors – MAQS (Membership Registration Number: 45949620)
 - Member of the Institute of Directors Southern Africa - M.Inst.D (IoDSA Member ID: 49246561)
 - Member of the Research Ethics Committee Association of Southern Africa (Membership Number: 063)
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Position: Professor in Construction Economics

Nelson Mandela University

Location: Gqeberha, South Africa

Duration: January 2020 – Present

Duties:

- Learning and Teaching which involves:
 - Teaching, instruction, guidance and facilitation
 - Assisting and supporting students in their learning
 - Refining and developing new learning programmes and modules
 - The professional development of teaching practice and reflecting on the impact of teaching practices on student learning.
- Research which involves:
 - The creation of new knowledge through own research and supervising postgraduate students;
 - Working on the frontiers of a discipline to advance understanding
 - Bringing new and interdisciplinary knowledge together to understand and solve problems
- Academic engagement which involves:
 - Actively contributing to the work of the university (mentoring, planning, governance, leadership, committee membership, administration); that is, internal service
 - Using professional expertise and applying knowledge to advance understanding and solve problems (external service), preferably in partnership with communities/organisations, etc.



Secondary Appointment: Director of the School of the Built Environment and Civil Engineering

Duration: 1 January 2020 – 31 July 2021

Duties:

- Provided strategic management and leadership for the School
- Provided direction and management in respect of programme management and teaching/ learning in the School
- Provided direction and management in respect of research, technology and innovation in the School
- Co-ordinated and managed human resources in the School
- Co-ordinated and managed financial and physical resources in the School
- Co-ordinated and managed marketing, liaison and engagement of the School
- Managed the academic and administrative functions within the School in collaboration with the Academic Administration
- Performed functions as requested by and agreed with the Executive Dean
- Took responsibility for the Safety and Health related matters

Position: Associate Professor in Construction Economics

Nelson Mandela University

Location: Gqeberha, South Africa

Duration: July 2008 – August 2020

Duties:

- Learning and Teaching which involved:
 - Teaching, instruction, guidance and facilitation
 - Assisting and supporting students in their learning
 - Refining and developing new learning programmes and modules
 - The professional development of teaching practice and reflecting on the impact of teaching practices on student learning.
- Research which involved:
 - The creation of new knowledge through own research and supervising postgraduate students
 - Working on the frontiers of a discipline to advance understanding
 - Bringing new and interdisciplinary knowledge together to understand and solve problems
- Academic engagement which involved:
 - Actively contributing to the work of the university (mentoring, planning, governance, leadership, committee membership, administration); that is, internal service
 - Using professional expertise and applying knowledge to advance understanding and solve problems (external service), preferably in partnership with communities/organisations, etc.



Position: Quantity Surveyor

Rogerson Reddan & Associates

Location: Dublin, Republic of Ireland

Duration: June 2004 – June 2008

I carried out the following quantity surveying services:

- Attending meetings and site visits
- Contract administration and cost control
- Contract and dispute advice
- Cost reporting
- Estimating and cost planning
- Final account preparation
- Initial project monitor & interim reporting
- Interim valuations
- Procurement advice
- Tender document preparation
- Tender reporting



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Academic Experience

ACADEMIC EXPERIENCE

Please find below my academic experience under the core academic functions of "Learning and Teaching", "Research and Scholarship", and "Engagement".

LEARNING AND TEACHING

Awards

2010	School of Built Environment, Emerging Teacher of the Year
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New Module Design and Development

2017 - Present	<p>Professional Practice 410 (QPPV410): Previously, this module was presented by the Department of Architecture. I was tasked with the development and presentation of the module.</p> <p>Module purpose: This module aims to further the student's understanding of the processes and activities associated with the quantity surveying profession and prepare the student for the practical environment.</p>
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Module Review / Re-Design and Re-Development of Teaching Material

2012	<p>Property Economics 401 (QPE401) Module purpose: This module aims to expose students to apply the economic theories of valuations, capitalisation techniques, financial viability studies, and the preparation of developer's budgets.</p>
2009 - 2010	<p>Quantity Surveying 101 (QQS101) Module purpose: This module aims to establish a sound theoretical basis for the construction industry stakeholders.</p>
	<p>Quantity Surveying 201 (QQS201) Module purpose: This module aims to establish a sound theoretical basis for the various generic procurement systems and contracts available in the South African construction industry.</p>

Module-Group Head

2009 - Present	<p>Research head: As head of research, I am responsible for driving the Department's research portfolio and ensuring that we meet the SACQSP and RICS accreditation criteria.</p>
2008 - 2011	<p>Quantity Surveying (1st year to 4th-year modules) head: As module-group head, I was responsible for ensuring that the module content was current and that the content for the different modules did not overlap substantially.</p>

Module Teaching

2009 - Present	<p>Treatise 401 (QRS401) Module purpose: This module aims to expose students to the systematic process of collecting, analysing, and interpreting information (data) to increase their understanding of the phenomenon they are interested in.</p>
2017 - 2019	<p>Professional Practice 410 (QPPV410) Module purpose: This module aims to further the student's</p>

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Academic Experience

	understanding of the processes and activities associated with the quantity surveying profession and prepare the student for the practical environment.
2012 - 2015	Property Economics 401 (QPE401) Module purpose: This module aims to expose students to apply the economic theories of valuations, capitalisation techniques, financial viability studies, and the preparation of developer's budgets.
2009 – 2011	Research Methodology and Techniques 303 (QRS303) Module purpose: The module aims to expose students to develop a research proposal which shows that the proposed problem to be investigated is significant enough to warrant an investigation, the proposed method to be used is suitable and feasible, and the results are likely to prove fruitful.
2008 - 2011	Quantity Surveying 101 (QQS101) Module purpose: This module aims to establish a sound theoretical basis for the construction industry stakeholders.
	Quantity Surveying 201 (QQS201) Module purpose: This module aims to establish a sound theoretical basis for the various generic procurement systems and contracts available in the South African construction industry.

RESEARCH AND SCHOLARSHIP

Awards

2021	Best Overall Presentation Award: Tunzi, K. and Crafford, G.J. 2021. The causes and effects of skilled artisan shortages in South African construction firms. <i>Proceedings of the 11th South African Council for the Quantity Surveying Profession (SACQSP) International Research Conference</i> . 10 November 2021. Gqeberha, South Africa.
2019	The best overall contribution to the quantity surveying profession award: Crafford, G.J. and Dent, S. 2019. Predicting quantity surveying students' throughput rate: A cohort analysis. <i>The 11th Annual Quantity Surveying Research Conference</i> . Johannesburg, South Africa, 16-17 September 2019. Excellent paper award: Monyane, G., Emuze, F. and Crafford, G.J. 2019. Evaluating a collaborative cost management framework with lean construction experts. <i>The 10th International Conference on Engineering, Project, and Production Management</i> . Berlin, Germany, 2-4 September 2019.
2018	The best academic paper award: Mdudo, S. and Crafford, G.J. 2018. Benefits and barriers to implementing corporate social responsibility in quantity surveying practices. <i>The 10th Annual Quantity Surveying Research Conference</i> . Johannesburg, 1 October 2018.
2016	The best academic paper award: Esmeraldo, K. and Crafford, G.J. 2016. Competitive strategies and

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Academic Experience

	<p>performance of quantity surveying small medium enterprises in South Africa. <i>The 9th Annual Quantity Surveying Research Conference</i>. Port Elizabeth, 19 – 21 October.</p> <p>The best presentation and innovative paper award: Rasmeni, C. and Crafford, G.J. 2016. Managing unethical conduct in the quantity surveying profession. <i>The 9th Annual Quantity Surveying Research Conference</i>. Port Elizabeth, South Africa, 19 – 21 October.</p>
2015	<p>The best academic paper award: Dent, S.P. and Crafford, G.J. 2015. Predicting quantity surveying students' performance. <i>The 8th Annual Quantity Surveying Research Conference</i>. Bloemfontein, 15 – 16 October.</p> <p>The best transformation and sustainability paper award: Young, J., Dent, S.P. and Crafford, G.J. 2015. The role of the quantity surveyor in the green building process. <i>The 8th Annual Quantity Surveying Research Conference</i>. Bloemfontein. 15 – 16 October.</p>
2013	<p>The best conference paper award: Ndiokubwayo R., Crafford G. & Buys F. 2013. Alignment of Project objectives with incentives to achieve a successful delivery of infrastructures. <i>The 2nd International Conference on Infrastructure Development in Africa</i>. Johannesburg, 17 - 19 March.</p>
2010	School of Built Environment, Emerging Researcher of the Year

Supervision of Postgraduate Research - Completed Supervision

PhD (Construction Economics) Theses: x5 students

- Kabundu, E. 2020. A housing affordability and tenure of choice quantum deliverable model in South Africa
- Moyo, T. 2020. Integrating sustainability dimensions into construction labour productivity
- Monyane, G. 2019. A lean-led evaluation of infrastructure development improvement programme in South Africa
- Ndiokubwayo, R. 2014. An incentive motivational approach to enhance the successful delivery of construction projects
- Oni, O.J. 2014. The training of artisans for house building projects in South Western Nigeria

MSc (Construction Economics) Dissertation: x1 student

- *Dent, S.P. 2017. Performance and throughput rates of quantity surveying students: A cohort analysis

MSc (Built Environment) Treatises: x14 students

- Mokonyane, M.D. 2022. A strategic architecture for quantity surveying firms in South Africa
- Ferreira, R. 2022. Project management methodologies in the South African construction industry
- Mdalavu, Y. 2021. The utility of theory of constraint methodology in human settlements service delivery
- Mvandaba, N. 2020. Corruption elimination within the public infrastructure sector in the Eastern Cape
- Lombard, D. 2019. Critical success factors of South African construction

companies

- Nyoka, V. 2019. Constraints in the development of grade 1 civil engineering contractors in the contractor development programme in Nelson Mandela Bay Metropole
 - Tyindyana, X. 2019. The challenges of professional women in a male-dominated South African construction industry
 - Sisilana, O. 2018. Construction company joint ventures in South Africa
 - Nghona, Z. 2017. The impact of open-plan office design on the productivity of City of Cape Town employees
 - *Rossouw, J. 2017. Effective communication planning for high-performance civil engineering project teams
 - Dyariwe, A. 2015. Professional, personal and corporate ethics challenges during infrastructure delivery (Distinction)
 - Mpetshwa, N. 2015. The effectiveness of ESKOM's transmission project team relationships in the delivery process
 - Vanqa, I.B. 2014. The effects of skills labour shortage – A perspective in the construction industry
 - Moyo, A. 2010. The effects of hyperinflation on the Zimbabwean construction industry
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BSc (Quantity Surveying) Treatises: x115 students (*Distinction students listed below*)

- Verwey, J. 2020. The relationship between personality and conflict-handling styles amongst quantity surveying professionals
 - Surajbali, J. 2020. Marketing performance of quantity surveying firms in the Eastern Cape
 - Shikweni, N. C. 2019. The effect of ethical leadership behaviour on climate and employee commitment in quantity surveying firms
 - Coetzee, R. 2018. The influence of leadership style on South African quantity surveyors' job satisfaction
 - Jonas, M. 2018. Experiential learning and the academic performance of quantity surveying students at the Nelson Mandela University
 - Mabohe, K. 2018. Quantity surveyors' application of authentic leadership in South Africa
 - Hempel, C. 2017. Encouraging conflict management by quantity surveying professionals
 - Ferreira, R. 2017. The use of strategic planning in South African quantity surveying practices
 - Esmeraldo, K. 2016. Competitive strategies and the performance of quantity surveying small medium enterprises in South Africa
 - Gcwabaza, L. 2016. The silent killers of strategy implementation in quantity surveying firms
 - McIntyre, M. 2015. Critical success factors in the management of a quantity surveying consortium
 - Young, J. 2015. The role of the quantity surveyor in the green building process
 - Cloete, G. 2014. The marketing of quantity surveying services: Investigating the knowledge vacuum
 - De Jager, L. 2014. The leadership effectiveness of quantity surveyors in South Africa
 - Laporte, T.S. 2014. Strategic planning in quantity surveying practices: A South African approach
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- Chinyayi, S. 2012. Accessibility of Nelson Mandela Metropolitan University's library buildings to the visually impaired
 - Petzer, J. 2011. Job satisfaction: The client's quantity surveyor versus the contractor's quantity surveyor
 - Boschmans, S. 2009. Job satisfaction and career expectations of female quantity surveyors
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'*' – Staff member

Supervision of Postgraduate Research - Current Supervision

- BSc (Quantity Surveying) students: x4
 - MSc (Built Environment) students: x16
 - MSc (Construction Economics) students: x2
 - MBA students: x1
 - PhD (Construction Economics) students: x4
 - Ngonidzashé Karambakuwa: The performance of small construction firms in South Africa under the cost leadership strategy
 - Tanya van Schalkwyk: Ethical practices in the built environment: The impact of discounted professional fees on the quantity surveying profession in South Africa
 - Tholwana Koaho: A framework for engaging implementing agents to engender infrastructure project success in South Africa
 - Pierre Oosthuizen (UFS student – Research Fellow): Informative maturity assessment framework for micro Quantity Surveying enterprises in South Africa
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Publications under consideration

Jonas, M. and Crafford, G.J. *The Independent Journal of Teaching and Learning*.

Experiential learning style, adaptive flexibility and academic performance of Quantity Surveying students

Verwey, J., Cumberlege, R. and Crafford, G.J. *Journal of Construction Business*

Management. The relationship between personality and conflict-handling styles amongst quantity surveyors

Publications - Peer Reviewed Journal Articles (x13)

Kabundu, E., Mbanga, S., Botha, B. and Crafford, G. 2022. Housing quantum and innovative building systems in South Africa – affordability perspective for 2020. Critical Housing Analysis. *Accepted*

Kabundu, E., Botha, B., Mbanga, S. and Crafford, G. 2022. Application of Copulas to Improve the Modelling of Housing Tenure and Affordability. *Frontiers in Applied Mathematics and Statistics*, 15 March 2022. doi: 10.3389/fams.2022.805524

Moyo, T., Crafford, G., and Emuze, F. 2022. Sustainability learning for improved construction semi-skilled workers' safety in Zimbabwe. Built Environment Project and Asset Management. Vol. ahead-of-print No. ahead-of-print.
<https://doi.org/10.1108/BEPAM-02-2022-0024>

Moyo, T., Crafford, G. and Emuze, F. 2022. Significant decent work objectives for monitoring construction workers' productivity performance in Zimbabwe. *Journal of Construction for Developing Countries*. 27(1): 95–110.

Moyo, T., Crafford, G. and Emuze, F. 2021. People-centred management for improving construction labour productivity in Zimbabwe. *Built Environment Project and Asset Management*. 11(2): 350-368.

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- Moyo, T., Crafford, G.J. and Emuze, F. 2020. Assessing strategies for improving the social security of construction workers in Zimbabwe. *Journal of Construction*. 12(1): 4-13.
- Moyo, T., Crafford, G.J. and Emuze, F. 2019. Decent working conditions for improved construction labour productivity on Zimbabwean building projects. *Acta Structilia*. 26(2): 1-38.
- Monyane, T., Emuze, F. and Crafford, G. 2018. An identification of cost management challenges in the public sector projects. *Journal of Construction Management and Innovation*. 8(Special Issue): 2127-2137.
- Oni, O. and Crafford, G. 2017. Performance evaluation of the formal training system of construction operatives in Nigeria. *International Journal of Construction Engineering and Management*. 6(3): 87-93.
- Oni, O., van Wyk, J. and Crafford, G. 2016. Developing a roadmap for resolving construction workforce challenges in Nigeria. *Journal of Construction Project Management and Innovation*. 6(1):1310–1329.
- Ndihokubwayo, R., Crafford, G. and Buys, F. 2014. Model for setting priority construction project objectives aligned with monetary incentives. *Acta Structilia*. 21(1):79-116.
- Moyo, A. and Crafford, G.J. 2010. The impact of hyperinflation on the Zimbabwean construction industry. *Acta Structilia*. 17(2):53-83.
- Crafford, G.J. and Smallwood, J.J. 2007. Clients' views on quantity surveying competencies. *Acta Structilia*. 14(1):33–55.
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Publications - Peer Reviewed Published Conference Proceedings (x59)

- Coetzee, R., Stroebel, J. and Crafford, G.J. 2022. Leadership styles and their influence on job satisfaction of South African quantity surveyors. The 16th Built Environment Conference. Muldersrift, Gauteng, South Africa, 26-27 September.
- Surajbali, J. and Crafford, G.J. 2021. Marketing performance of quantity surveying firms in the Eastern Cape. *Proceedings of the 11th South African Council for the Quantity Surveying Profession (SACQSP) International Research Conference*. 10 November 2021. Gqeberha, South Africa.
- Tunzi, K. and Crafford, G.J. 2021. The causes and effects of skilled artisan shortages in South African construction firms. *Proceedings of the 11th South African Council for the Quantity Surveying Profession (SACQSP) International Research Conference*. 10 November 2021. Gqeberha, South Africa.
- Klaas, U. and Crafford, G.J. 2021. The influence of managing directors' leadership styles on employee performance in quantity surveying firms. *Proceedings of the 11th South African Council for the Quantity Surveying Profession (SACQSP) International Research Conference*. 10 November 2021. Gqeberha, South Africa.
- Surajbali, J. and Crafford, G.J. 2021. Marketing challenges faced by quantity surveying firms in the Eastern Cape, South Africa. *Proceedings of the 7th International Conference for Sustainable Ecological Engineering Design for Society*. 1st – 3rd September 2021. Leeds, UK: Leeds Beckett University.
- Crafford, G.J. and Dent, S. 2019. Predicting quantity surveying students' throughput rate: A cohort analysis. *The 11th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 16-17 September.
- Macanda, N., Slabber, J. and Crafford, G.J. 2019. Maintenance management challenges facing property in the South African Public sector. *The 11th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 16-17 September.
- Mokonenyane, D., Stroebel, J. and Crafford, G.J. 2019. Growth challenges among
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- construction small and medium-sized enterprises in the Eastern Cape. *The 11th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 16-17 September.
- Rampou, K.M., Dent, S., Crafford, G.J. and Crafford, K. 2019. User satisfaction of a green star-rated literary museum in South Africa. *The 5th International SEEDS conference*. Ipswich, United Kingdom, 11-12 September.
- Moyo, T., Crafford, G.J. and Emuze, F. 2019. The influence of people-centred management aspects on construction workers' productivity in Zimbabwe. *ARCOM Conference*. Leeds, United Kingdom, 2-4 September.
- Tyindyana, X. and Crafford, G.J. 2019. The challenges of professional women in a male-dominated construction industry. *The 13th Built Environment Conference*. Durban, South Africa, 2 – 3rd September.
- Nyoka, V. and Crafford, G.J. 2019. Constraints in development of grade 1CE contractors in Nelson Mandela Bay Metropole. *The 13th Built Environment Conference*. Durban, South Africa, 2 – 3rd September.
- Monyane, G., Emuze, F. and Crafford, G.J. 2019. Outcomes of current project management practices in South Africa. *The 10th International Conference on Engineering, Project, and Production Management*. Berlin, Germany, 2-4 September.
- Monyane, G., Emuze, F. and Crafford, G.J. 2019. Evaluating a collaborative cost management framework with lean construction experts. *The 10th International Conference on Engineering, Project, and Production Management*. Berlin, Germany, 2-4 September.
- Monyane, G., Emuze, F. and Crafford, G.J. 2019. Challenges to lean construction implementation in South Africa. *The 11th Construction Industry Development Board (CIDB) Postgraduate Research Conference*. Johannesburg, South Africa, 28-30 July.
- Monyane, G., Emuze, F. and Crafford, G.J. 2018. Towards a lean-led design of construction infrastructure projects. *The 10th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 1 October.
- Moyo, T., Crafford, G.J. and Emuze, F. 2018. Decent working conditions for improved construction labour productivity on Zimbabwean building projects: A pilot survey. *The 10th Annual Quantity Surveying Research Conference*. Johannesburg, 1 October.
- Ferreira, R.C. and Crafford, G.J. 2018. Strategic planning of South African quantity surveying practices in a dynamic competitive environment. *The 10th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 1 October.
- Hempel, C and Crafford, G.J. 2018. Encouraging conflict management by quantity surveying professionals. *The 10th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 1 October.
- Maboho, K. and Crafford, G.J. 2018 Quantity surveyor's application of authentic leadership in South Africa. *The 10th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 1 October.
- Mdudo, S. and Crafford, G.J. 2018. Benefits and barriers to implementing corporate social responsibility in quantity surveying practices. *The 10th Annual Quantity Surveying Research Conference*. Johannesburg, South Africa, 1 October.
- Sabbagh, D. and Crafford, G. 2018. Implementation of corporate social responsibility in South African small and medium construction businesses. *The 4th International SEEDS Conference*. Dublin, Ireland, 6-7 September.
- Monyane, T.G., Emuze, F.A., and Crafford, G. 2018. Identification of lean opportunities in a South African public sector projects cost management framework. *The 26th*
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Academic Experience

Annual Conference of the International Group for Lean Construction (IGLC).

Chennai, India, 16th - 22nd July.

Monyane, T., Emuze, F. and Crafford, G. 2018. An identification of cost management challenges in the public sector projects. *The 10th Construction Industry Development Board Postgraduate Conference*. Port Elizabeth, South Africa, 25 – 27 February.

Esmeraldo, K. and Crafford, G.J. 2016. Competitive strategies and performance of quantity surveying small medium enterprises in South Africa. *The 9th Annual Quantity Surveying Research Conference*. Port Elizabeth, South Africa, 19 – 21 October.

Gcwabaza, L.F. and Crafford, G.J. 2016. The silent killers of strategy implementation in quantity surveying firms. *The 9th Annual Quantity Surveying Research Conference*. Port Elizabeth, South Africa, 19 – 21 October.

McIntyre, M. and Crafford, G.J. 2016. Quantity surveying consortia: Critical success factors and economic benefits. *The 9th Annual Quantity Surveying Research Conference*. Port Elizabeth, South Africa, 19 – 21 October.

Rasmeni, C. and Crafford, G.J. 2016. Managing unethical conduct in the quantity surveying profession. *The 9th Annual Quantity Surveying Research Conference*. Port Elizabeth, South Africa, 19 – 21 October.

Mabala, K. and Crafford, G.J. 2016. The implementation of broad-based black economic empowerment in quantity surveying firms. *The 9th Annual Quantity Surveying Research Conference*. Port Elizabeth, South Africa, 19 – 21 October.

Collins, C. and Crafford, G.J. 2016. Determinants of small and medium contractor business failure. *The 5th Construction Management Conference*. Port Elizabeth, South Africa, 28 November – 29 November.

Massyn, D. and Crafford, G.J. 2016. Critical success factors of labour-intensive subcontractors in South Africa: An Eastern Cape study. *Proceedings of the 5th Construction Management Conference*. Port Elizabeth, South Africa, 28 November – 29 November.

Monyane, T., Emuze, F. and Crafford, G.J. 2016. Conceptual evaluation ideas for the infrastructure delivery improvement programme in South Africa. *The 5th Construction Management Conference*. Port Elizabeth, South Africa, 28 November – 29 November.

Young, J., Dent, S.P. and Crafford, G.J. 2015. The role of the quantity surveyor in the green building process. *The 8th Annual Quantity Surveying Research Conference*. Bloemfontein, South Africa, 15 – 16 October.

Van Vuuren, J. and Crafford, G.J. 2015. Effective leadership communication of quantity surveyors in South Africa. *The 8th Annual Quantity Surveying Research Conference*. Bloemfontein, South Africa, 15 – 16 October.

Ntuli, S. and Crafford, G.J. 2015. Quantity surveyors' ethical behaviour. *The 8th Annual Quantity Surveying Research Conference*. Bloemfontein, South Africa, 15 – 16 October.

Dent, S.P. and Crafford, G.J. 2015. Predicting quantity surveying students' performance. *The 8th Annual Quantity Surveying Research Conference*. Bloemfontein, South Africa, 15 – 16 October.

Dzadza, B. and Crafford, G.J. 2015. Artisans' perceptions of factors affecting construction labour productivity on building sites. *The 4th Construction Management Conference*. Port Elizabeth, South Africa, 29 November – 1 December.

Mbulawa, Y. and Crafford, G.J. 2015. Causes and effects of delay in the South African

- construction industry. *The 4th Construction Management Conference*. Port Elizabeth, South Africa, 29 November – 1 December.
- Ndihokubwayo R., Crafford G.J. and Buys, F. 2014. Perceptions on the importance of offering monetary and non-monetary Incentives to team members of construction projects. *The 8th CIDB Postgraduate Conference*. Johannesburg, South Africa, 10 – 11 February.
- Hackney, M., Buys, F. and Crafford, G.J. 2014. The ethical behaviour of the built environment stakeholders: Quantity surveyors' perceptions. *TG59 – People in Construction*. Port Elizabeth, South Africa, 6-8 April.
- Ndihokubwayo, R., Crafford, G.J. & Buys, F. 2014. The identification of priority deliverables for an outcome driven construction project procurement in a non-monetary incentive motivational working environment. *Re-Engineering Total Cost Management, ICEC 2014 – IX World Congress*. Milan, Italy. 20 – 22 October.
- Cloete, G. & Crafford, G.J. 2014. Marketing of quantity surveyor services: Investigating the knowledge vacuity. *The 7th Annual Quantity Surveying Research Conference*. Pretoria, South Africa, 21 – 23 September.
- De Jager, L. & Crafford, G.J. 2014. The leadership effectiveness of quantity surveyors in South Africa. *The 7th Annual Quantity Surveying Research Conference*. Pretoria, South Africa, 21 – 23 September.
- Ndihokubwayo R., Crafford G.J. and Buys, F. 2013. Alignment of project objectives with incentives to achieve successful delivery of infrastructures. *The 2nd International Conference on Infrastructure Development in Africa*. Johannesburg, South Africa, 17 – 19 March.
- Ndihokubwayo R., Crafford G.J. and Buys, F. 2013. Construction and consultant team members' motivational factors towards successful infrastructure delivery. *The 2nd International Conference on Infrastructure Development in Africa*. Johannesburg, South Africa, 17 – 19 March.
- Chinyayi, S. and Crafford, G.J. 2013. Accessibility of Nelson Mandela Metropolitan University's library buildings to the visually impaired. *The 6th Annual Quantity Surveying Research Conference*. Cape Town, South Africa, 20 – 21 June.
- Ndihokubwayo R., Crafford G.J. and Buys, F. 2013. Consultant team members' performance evaluation against incentives towards the achievement of green building principles. *The 6th Annual Quantity Surveying Research Conference*. Cape Town, South Africa, 20 – 21 June.
- Ndihokubwayo R., Crafford G.J. and Buys, F. 2013. Incentives as an activation agent for construction and consultant team members to enhance a successful construction project delivery. *The 7th Built Environment Conference*. Cape Town, South Africa, 28 – 30 July.
- Styan, J. and Crafford, G.J. 2011. Practitioners' perceptions of competencies possessed by quantity surveying graduates. *The 6th Built Environment Conference*. Johannesburg, South Africa, 31 July – 2 August.
- Niemandt, P. and Crafford, G.J. 2011. The influence of quantity surveyors on the construction industry's occupational health and safety. *The 6th Built Environment Conference*. Johannesburg, South Africa, 31 July – 2 August.
- Petzer, J. and Crafford, G.J. 2011. Job Satisfaction: The client's quantity surveyor versus the contractor's quantity surveyor. *The 3rd Annual Quantity Surveying Research Conference*. Port Elizabeth, South Africa, 2 September.
- Van Eyk, D., Crafford, G.J. and Slabber, J.M. 2010. International sub-contractors in the South African construction industry. *The 2nd Annual Quantity Surveying Research Conference*. East London, South Africa, 15 October.
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Gerrit J. Crafford

Academic Experience

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- Shaw, R., Slabber, J.M. and Crafford, G.J. 2010. Clients' views on quantity surveyors fulfilling the principal agent role. *The 2nd Annual Quantity Surveying Research Conference*. East London, South Africa, 15 October.
- Styan, J. and Crafford, G.J. 2010. Practitioners' perceptions of soft skills possessed by quantity surveying graduates. *The 2nd Annual Quantity Surveying Research Conference*. East London, South Africa, 15 October.
- Buys, F., Crafford, G. and Cumberlege, R. 2009. Performance of tertiary institutions in terms of managing their assets. *COBRA Research Conference*. Cape Town, South Africa, 10-11 September.
- Crafford, G.J. and Smallwood, J.J. 2009. Clients' views on construction management competencies. *The 4th Built Environment Conference*. Livingstone, Zambia, 17-19 May.
- Crafford, G.J. and Smallwood, J.J. 2009. Clients' views on architect competencies. *TG59 – People in Construction*. Port Elizabeth, South Africa, 12-14 July.
- Crafford, G.J. and Slabber, J.M. 2009. The evolution of the quantity surveying profession. *The 1st Annual Quantity Surveying Research Conference*. Durban, South Africa, 16 October.
- Crafford, G.J. and Nkado, R. 2003. The design team's view of quantity surveying competencies. *CIDB 1st Postgraduate Conference*, Port Elizabeth, 12–14 October.
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Research Grant Funding

Project Name: Quantity Surveying Honours students' perceptions of the factors that influence their engagement: An interactive qualitative analysis

Funder One Name: Teaching Development and Innovation (R62 700)

Funder Two Name: Teaching Relief Grant (R40 000)

Funding Years: 2021-2022

Received amount: R102 700

Project Name: JBCC Principal Building Agreement Case Study Competition

Funding Years: 2017 – 2019 (3 years)

Received amount for first year: R30 000

Project Name: Academic Writing Workshop

Funder Name: The Uphando Nophyliso Programme

Funding Year: 2016

Received amount: R25 000

Project Name: Modifying a Current Generic Quantity Surveying Business Strategy for Possible Futures Towards 2055

Funding Years: 2016 – 2018 (3 years)

Received amount for year 1&2: R120 000 (NRF indicated that the project is viable but did not have funding for the project. NMU funded 50% of the project though)

Project Name: Academic Writing Workshop

Funder Name: The Uphando Nophyliso Programme

Funding Year: 2016

Received amount: R25 000

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Academic Experience

ENGAGEMENT

“Engagement through Profession / Discipline-Based Service Provision”

Academic Committees at Nelson Mandela University

Institutional level

From 2020	Member of the Nelson Mandela University Postgraduate Studies Committee
	Member of the Nelson Mandela University Research and Engagement Committee (Secundus)
	Member of Nelson Mandela University Senate
2015 - 2018	Member of the Nelson Mandela University REC-H (Ethics) Committee

Faculty level

2014 - Present	Member of the EBET Faculty Postgraduate Studies Committee (Chairperson since 2020)
2020 - Present	Member of the EBET Faculty Research and Engagement Committee
2014 - 2022	Member of the EBET Faculty REC-H (Ethics) Committee (Chairperson between 2015-2018)
2020 - 2021	Member of the EBET Faculty Learning and Teaching Committee
2020 - 2021	Member of the EBET Faculty Management Committee
2020 - 2021	Member of the EBET Faculty Appeals Committee

School level

2009 - Present	Member of the BE & CE School Postgraduate Studies Committee
2009 - Present	Member of the BE & CE School Research and Engagement Committee

Departmental level

2009 - Present	Member of the Departmental EB17 Finance Committee
2009 - Present	Member of the Quantity Surveying Departmental Advisory Board

Statutory Council Committees

2019 - Present	South African Council for the Quantity Surveying Profession Co-opted member: Education, Research and Standard (ESR) Committee
2016 - 2018	Member of the University of Stellenbosch Council (Elected by the Convocation) - <i>The Council has an oversight responsibility over academic and operational issues, as well as institutional policy and strategy.</i> (Nov 2016- Jan 2018)

Journal Reviewer Panel Member

- Acta Structilia: Journal for the Physical and Development Sciences (Editorial Board Member)
- Construction and Human Settlements Management Journal (Scientific/Editorial Board Member)
- International Journal of Construction Management
- Journal of African Real Estate Research
- Journal of Construction
- Journal of Construction Business and Management (Editorial Advisory Board)

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Academic Experience

Member)

- Journal of Construction Project Management and Innovation
 - Town and Regional Planning
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Conference Reviewer Panel Member

- ASOCSA Built Environment Conference
 - CIDB Post Graduate Conference on Construction Industry Development
 - SACQSP Research Conference
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Conference Organisation

2021	12th SACQSP Research Conference (International Conference) – Academic Chair and Conference Secretariat
2016	9th SACQSP Research Conference (International Conference) – Academic Chair and Conference Secretariat
2011	4th SACQSP Research Conference (International Conference) – Academic Chair and Conference Secretariat
Annually	Annual Nelson Mandela University Quantity Surveying Honours Conference (Local Practitioners are invited)

External Moderator / Examiner at Other Institutions

2022 - 2027	External Examiner for Honours Research Projects at the University of Cape Town
2008 - Present	Ad-hoc PhD Thesis and MSc Dissertation External Examiner <ul style="list-style-type: none">• University of Cape Town• University of KwaZulu Natal• University of the Free State• Wits University
2016 - Present	Ad-hoc National Research Foundation (NRF) Peer Reviewer (Researcher Rating & Thuthuka Funding)
2017 - 2019	External Programme Examiner at the Department of Construction Economics, University of Pretoria
2015 - 2022	Masters Mini Dissertations External Examiner at the Department of Quantity Surveying and Construction Management, University of the Free State
2015 - 2017	Research Methodology Module Examiner at the Department of Quantity Surveying and Construction Management, University of the Free State
2011 - 2012	Research Methodology Module Moderator at the University of Kwazulu-Natal

“Engagement through Teaching and Learning”

Continuing Professional Development Presentations

- ASAQs CPD Lecture Presentation – “Quantity Surveying Competencies”
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Continuing Professional Development Attended Workshops/Courses

- Approaches to academic writing (Prof Louise Vincent)
 - Coding qualitative data (Prof Louise Vincent)
 - Data analysis with Excel for analysts, scientists and engineers (Mr Coos Bosma)
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Academic Experience

- Enhancing doctoral supervision practices (Prof Eli Bitzer)
- Excellence in service (Nelson Mandela University, Business School)
- Finding your gap and making the case for your question (Prof Louise Vincent)
- Instructional material design workshops (Dr Rayne Reid)
 - Feedback and Formative Assessment (Moodle; In class – auto multiple choice; Respondus)
 - How to create interactive content in PowerPoint
 - How to produce a video for quality education (Setting Practical demo; Classroom Screencast)
 - How to produce and incorporate audio and narrated content
 - How to support collaborative learning (groupwork) and social learning (Moodle; External educational resources; CatMe)
 - How to visualise content (Infographics; Word clouds; Interactive graphics)
 - Leveraging Moodle for interactivity and provision of learning paths
 - Scaffolding in an e-learning environment
 - SOTL overview of research process
- Introduction to postgraduate supervision (Prof Eli Bitzer)
- Joint Building Contracts Committee (JBCC) workshop (Mr Uwe Putlitz)
- Journal paper writing retreats x4 (Dr Christel Troskie-De Bruin & Dr Ruth Albertyn)
- Leadership effectiveness advancement programme (LEAP) certificate (72 contact hours) (Prof Paul Poisat)
- Literature review workshop (Prof Louise Vincent)
- Management skills for the 21st century leaders (Nelson Mandela University, Business School)
- Nailing your research question (Prof Louise Vincent)
- Preparing examiner reports for MSc dissertations and PhD theses (Prof Nonnie Botha)
- Raising the bar on your career (Nelson Mandela University, Business School)
- Speed reading workshop (University of Stellenbosch, Business School)
- Using interviews as a research technique (Prof Ruth Albertyn)

“Engagement through Community Interaction, Service and Outreach”

Participating in Collaborative Endeavours with Schools

2013 - Present	Charles Duna Primary School
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Engaging in Sustainable Community Development Activities

2019	Nelson Mandela Bay Chess Union (NMBCU) Elections Officer
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2008 - Present	Paying it Forward for Quantity Surveying Students
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2013	Wellington G-Voucher Project
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1996-1998	UPE Student Church Beach Mission
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