

# DR. TREVOR GERHARDT

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## INSTRUCTOR AND ACADEMIC PROGRAMME MANAGEMENT PROFESSIONAL OVER TEN YEARS' EXPERIENCE IN UNIVERSITY MANAGEMENT, TEACHING, AND RESEARCH

Academic Lead WIL and free-lance Senior Lecturer at leading London-based institutions of Higher Education enjoying over two decades experience on an international stage:

- Raised quality of Work Integrated Programmes (WIP) across different institutions, including curriculum and approaches to placement via delivery of high-impact strategies and leadership.
- Spearheaded establishment of comprehensive adult educational experiential learning platforms.
- Delivered expertise in non-profit organisations, lecturing, coaching, curriculum development, and pastoral care.
- Optimised student readiness and transition to professional environments in academic and examiner posts, voted academic of the year 2022.
- Created innovative process for various modules, module leadership and innovative teaching.
- Publications on professional development and transformative learning in WIL and adult education.

### CORE COMPETENCIES

Continuing Professional Development | Work Integrated Programmes (WIP) | Organisational Behaviour  
Inclusive Curricula | Pedagogic Research and Practice Enhancements | Human Resources | Examinations  
Project Management | Learning, Teaching, Assessment | Professional Engagement | Evaluations  
Transformative Learning | Student Support and Guidance | Mentoring | Training and Development

### CAREER SUMMARY

**BIRKBECK UNIVERSITY OF LONDON / UNIVERSITY OF ESSEX ONLINE (KAPLAN ONLINE) / PEARSON BUSINESS SCHOOL LONDON / UNICAF / KENT BUSINESS SCHOOL / CIM CYPRUS** **2019-Present**

#### Academic Lead and Free-lance Senior Lecturer

Teaching and module leadership of educational and business sector modules as well as placements and chartered management degree apprenticeships. Providing strategic counsel in academic issues within organisations. Orchestrate development of innovative approaches to Work-Based Learning (WBL) and project development (UG / PG). Ensure compliance with quality standards as well as consistency across relevant disciplines and programmes. Teaching and Supervision of UG / PG research.

#### Key Projects / Highlights:

- Research and Publication with global WIL academics on best practices and related programmes.
- Curriculum Development Lead and Degree Apprenticeship Curriculum Development.

**UNIVERSITY OF WEST LONDON / ROEHAMPTON & ULSTER UNIVERSITY (QAHE)**

**2019-2021**

#### Free-lance Senior Lecturer

Teaching and module leadership of business sector modules as well as placements and chartered management degree and senior leaders' management degree apprenticeships. Providing strategic counsel in academic issues within organisations. Teaching and Supervision of UG / PG research.

#### Key Projects / Highlights:

- Shaped Advance Practice Placement Process
- Curriculum Development Lead for new suite of modules started in Sept 2021

**GREENWICH SCHOOL OF MANAGEMENT, LONDON**

**2017-2019**

#### WBL Project Lead / Senior Lecturer

Drive planning and rollout of business sector projects as well as placements in addition to providing strategic counsel in regards to academic issues within organisation comprised of 300 staff and 7,000 students. Orchestrate development of innovative approaches to Work-Based Learning (WBL) and project development (UG / PG). Ensure compliance with quality standards as well as consistency across relevant disciplines and programmes.

#### Key Projects / Highlights:

- Met with WIL academics from Canadian universities, completing research on best practices and related programmes.
- Secured new industry projects for students, including collaborative venture for Travel and Tourism students with eco-tourism company Connect Ocean – Corporate Social Responsibility (CSR) management consulting firm in Costa Rica.
- Facilitated collaborative placement with Guefacic Lda in Angola for an oil and gas student.
- Honoured by senior management with 'Beyond Expectations' certificate of recognition.

**Assistant Director**

Functioned as Academic Programme Director, Module Leader, and Associate Tutor for collaborative partner programme with a 3 year placement as well as Continuing Professional Development Officer focused on training and development.

**Key Projects / Highlights:**

- Spearheaded effective induction, leadership development, and change management in support of professional development objectives of individual students.
- Authored annual organisational Research Conference Journal encompassing student assignments, internal peer reviewed essays from a CPD training day, and research conference abstracts.
- Headed smooth transition between three academically validated programmes and two universities.

*Additional experience includes roles in Community Development Pastoral Care, Youth Work, and Project Management (1996-2010)*

**SPECIAL APPOINTMENTS / COMMITTEE MEMBERSHIPS**

- **Chair** of the Guest Editorial Team for Special PCL Unconference Editions, Higher Education, Skills and Work-Based Learning (03/2022 – Present)
- **External Subject Reviewer**, Coventry University PG Apprenticeship Course (03/2022)
- **External Distance Learning Validation Panel**, Cyprus Marketing Institute (01-04/2022)
- **External Validation Panel**, Regent's University London (03/2021)
- **External Examiner**, BA (Hons) Working with Children and Young People / School of Education, University of Brighton (11.2017-09.2022)
- **External Examiner**, MA Member Care / School of Humanities, Redcliffe College, University of Gloucestershire (12.2017-12.2022)
- **Book / Journal Peer Reviewer**: Modern Believing (03.2018-Present); Higher Education, Skills and Work-Based Learning (03.2018-Present); Work-Applied Management (04.2019-Present); Studies in Continuing Education (01.2019-Present); International Journal of Educational Management (06/2021 – present); Wiley, Palgrave & IGI-Global Publications (06.2018-Present)
- **Elected Member**, Faculty Board GSM London (10.2017-10.2019) and **GSM Research Ethics Committee** (08.2017-Present)
- **Network Convener**, ESREA Working Life and Learning Network (09.2019-present)

**TRAINING AND DEVELOPMENT**

Producing Professional Podcasts	01.2022
Neurolinguistic Programming Practitioner Certificate	07.2021
Blended Learning Essentials: Digitally-Enriched Apprenticeships, Future Learn / UCL / University of Leeds	09.2020
Teaching Entrepreneurial Thinking, Future Learn / Queensland University of Technology	03.2020
Professional Resilience, Future Learn / Deakin University	08.2019
The Self-Aware Coach, Future Learn / Deakin University	03.2019
Leadership Coaching in Turbulent Times, Future Learn / Queensland University of Technology	09.2018
The Online Educator, Future Learn / The Open University, UK	08.2018
Blended Learning Essentials: Embedding Practice, Future Learn and University of Leeds, UK	11.2016
Blended Learning Essential: Getting Started, Future Learn and the University of Leeds, UK	09.2016
Liminal Leadership, Sarum College, UK	11.2014
European Union Erasmus Intensive Program (doctoral participant), Joensuu, Finland	06.2014
Working with the Unconscious, Sarum College, UK	01.2011

**EDUCATION AND QUALIFICATIONS**

<b>CANTERBURY CHRIST CHURCH UNIVERSITY, CANTERBURY</b>	<b>2013-2016</b>
Professional Doctorate in Education (EdD) (2012-2016)	
PgCert in Teaching and Learning (2013-2014)	
<b>UNIVERSITY OF BRIGHTON, BRIGHTON</b>	<b>2009-2011</b>
MA in Learning and Development	
<b>UNIVERSITY OF WALES, BANGOR</b>	<b>2005-2007</b>
PgCert in Faith and Education	
<b>UNIVERSITY OF PORT ELIZABETH, PORT ELIZABETH</b>	<b>1991-1995</b>
BA in Psychology and Biblical Studies	

**Additional Education:**

Diploma in Theology (DipTh), Baptist Theological College of Southern Africa

2001

<b>Certificate in Theology (CertTh), Baptist Theological College of Southern Africa</b>	<b>1997</b>
<b>Leadership Development School Certificate, University of the Nations, Hawaii</b>	<b>1996</b>
<b>Discipleship Training School Certificate, University of the Nations, Hawaii</b>	<b>1996</b>

## **PUBLICATIONS**

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**Gerhardt, T.** and Karson, S. (2022) "Talent management in private universities: the case of a private university in the United Kingdom", *International Journal of Educational Management*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJEM-05-2020-0222>

Weston, M. and **Gerhardt, T.** (2021) An ongoing critical understanding about the motivation of Degree Apprentices in Higher Education in order to aid student engagement in, ASET Annual Conference, UK (<https://www.asetonline.org/wp-content/uploads/2021/11/2021-ASET-Annual-Conference-Proceedings.pdf>)

**Gerhardt, T.** (2021) An exploratory study of a work-based learning reflection module and the potential links between student attendance and engagement and student success as an indication of the mastery of reflection, *Reflective Practice*

**Gerhardt, T.** and Annon, P. (eds) (2021) *Applications of Work Integrated Learning Among Gen Z and Y Students*, Hershey, iGi Global incl. **Gerhardt, T.**, Wallis, A. and Crouch, F. 'A Critical Analysis of Multi-logical Synergies' (Ch 7)

**Gerhardt, T.**, (2019) An evaluation of the implementation and continuity of WBL delivery evident in Capstone Projects in a private business college in the UK, *Journal of Higher Education, Skills and Work-Based Learning*

**Gerhardt, T.** (2019) Digital trends in education, in *Innovations in Technology and Marketing for the connected consumer*, IGI Global (2019) (chapter 17)

**Gerhardt, T.**, (2019) Professional identity and career development: A descriptive analysis of the Church of England, *Canadian Journal of Career Development*

**Gerhardt, T.**, (2019) An analysis of the impact of a leadership intervention on an undergraduate work-based learning project for human resource management students, *Journal of Work-Applied Management*

**Gerhardt, T.** and Mackenzie, L., (2018) The Challenges and Opportunities of ICT in WIL: A case study among priests exploring the correlation and trajectory between effective WIL and ICT Pervasiveness, *Journal of Higher Education, Skills and Work-Based Learning*

**Gerhardt, T.**, (2018) Evangelical Hegemony and Marginality: Discovering Liberalism for a Churchless Faith, *Journal of Modern Believing*

**Gerhardt, T.**, (2015) In What Ways does Theological Knowledge Contribute to Thinking about Theological Education? *Journal of Adult Theological Education*

**Gerhardt, T.**, (2015) The academic tail wagging the curacy dog: a theology of learning and formation. In: Hazel, B. and Worsley, H., (eds.) *Being Christian in Education*. Norwich: Canterbury Press. Ch. 9.

**Gerhardt, T.**, (2015) A Quilt of Meaning: The Changing Complexity of the Vocational Training of Church of England Clergy, in *International Conference of Education, Research and Innovation*, Seville, Spain (<https://library.iated.org/view/GERHARDT2015AQU>).

**Gerhardt, T.**, (2013) The Use, Effect and Further Development of the Tool of Reflection in Adult Theological Education in Relation to the Formation of Anglican Curates, *Journal of Adult Theological Education*

## **CONFERENCE PRESENTATIONS**

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<b>A critical understanding about the motivation of Gen-Z in Higher Education and the impact upon Transformative Learning, International Transformative Learning Conference, USA</b>	<b>04.2022</b>
<b>Narrating the Lived Experience, UOEO Conference, UK</b>	<b>10.2021</b>
<b>Poster Presentation, ASET Annual Conference, UK</b>	<b>09.2021</b>
<b>Research Symposium, UWL, UK</b>	<b>07.2021</b>
<b>WIL among GenY and Z Book Launch Conference</b>	<b>04.2021</b>
<b>The Future of the Business Landscape, Pearson Business College, UK</b>	<b>05.2020</b>
<b>Interrogating Transformative Processes in Learning and Education Network, Milan, Italy</b>	<b>06.2018</b>
<b>Research Network for Adult Educator, Tallinn University, Estonia</b>	<b>10.2017</b>
<b>Ecumenical Ministerial Research Network, Regent College Oxford, UK</b>	<b>11.2016</b>
<b>Church of England Faith in Research Conference, Novotel Birmingham, UK</b>	<b>05.2016</b>
<b>Life History and Biography Network, Canterbury Christ Church University, UK</b>	<b>03.2016</b>

## RESEARCH ACTIVITY

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Pracademia (Gerhardt, T.), Ongoing  
Resilience (Gerhardt, T.), Ongoing

### HE SUBJECTS TAUGHT / ASSESSED / DEVELOPED

Free-lance Academic / Senior Lecturer (09/2019-present)

**Module leader/tutor:** Understanding Organisations (UoL, L3), Strategic Management (UoK, L6), Self-Managed Learning (UoK, L6), Adding Organisational Value 1 (PBS, L7), Contemporary Project (PBS, L7), Principles of Management Online (UoL, L7),

**Tutor:** Management Studies (UoL, L4), Strategy and Business Planning (UoL, L3), Change Management (UoL, L4), Introduction to Research (PCL, L4), Self-Managed Learning (PBS, L6), Self-Managed Learning (CMDA UoK, L6), Research Projects (CMDA PBS, L6), Strategic Management (CMDA UoK, L6), Strategic Management (PBS, L6), Science of Learning (KOL, L7), Research Methods Teaching and Learning (KOL, L7), Research Project (KOL, L7), Principles of Organisations and Management (UoL/UoL Online, L7), Contemporary Project (PCL, L7), Adding Organisational Value 1 (PBS, L7), Adding Organisational Value 2 (PBS, L7), Change Management and Digital Transformation (UoK SMLDA, L7), Qualitative Research Methods (UniCAF, PhD)

**Supervision:** UG projects (UoK/PCL), MA (UoL), and PhD research (PU/UniCAF)

**Curriculum development:** Hospitality Placements (UniCAF, Level 6), WIL CDT (PBS, UG), CDTLead (UWL, UG)

**WIL:** Advanced Practice Internship Academic Supervisor (UU, Level 7)

Free-lance Senior Lecturer QAHE/UWL (2019-2021)

**Module leader/tutor:** Introduction to Business Management (UWL, L3), Personalised Learning (UWL, L3), Academic Practice (UWL, L3), Managing People and Systems (UWL, L3), Human Resource Management Professional Practice and Service Delivery (CMDA UWL, L5), Critical Inquiry into Sector Analysis (CLMDA UWL, L7), Leading People and Teams (SMLDA UWL, L7)

**Tutor:** Business Planning (RU, L6), International Business (UWL, L6), Global Policy and Strategy (QAHE/UU, L7), Leading People and Teams (UWL, L7)

**Supervision:** UG HR consultancy project (UWL), UG projects (UWL), MBA (SLMDA, UWL), MA consultancy projects (UWL)

**Curriculum development:** CDTLead (UWL, UG)

**WIL:** Advanced Practice Internship Academic Supervisor (UU, Level 7)

Project Lead GSM (2017-2019)

**Module leader/tutor:** Project/Placement Development Implementation (PPDI), Evaluation and Reflection (EVRE) and Capstone Projects (CAPP) taught across 9 programs: Human Resource Management, Business Management, Energy and Procurement, Marketing, Events and Entertainment, Travel and Tourism, Digital Innovation, Creative Enterprise and E-Commerce (level 5)

**Tutor:** PPDI project for Human Resource Management called Project DOne and PPDI project for Business Management and Marketing called Project 14; and all program resits.

**Module leader/tutor:** Research Methods (RMET), Research and the Professional (RPRO) taught across 10 programs: Human Resource Management, Business Management, Energy and Procurement, Marketing, Events and Entertainment, Travel and Tourism, Digital Innovation, Creative Enterprise, E-Commerce and Accounting and Finance (level 6)

**Module leader/tutor:** WBL Professional Management part of the BA(Hons) Professional Management program (level 6)

**Tutor:** Social Enterprise (level 6)

**Module leader:** Research Skills and Consultancy Project Proposal, Consultancy Project and Dissertation (PG) taught across 9 programs: Human Resource Management, Business Management, Energy and Procurement, Marketing, Events and Entertainment, Travel and Tourism, Digital Innovation, Creative Enterprise and E-Commerce (level 7) and MBA

**Tutor:** MSc Professional Leadership, Professional Skills for Leaders module.

UG, MA and PhD **Supervision** of project which included strategic management and globalisation such as Survease and Concern Worldwide.

Academic Programme Director Post (09/2015 – 05/2017)

St Augustine's College of Theology & Durham University, UK

**Module leader/tutor:** Research Methods (level 7), Independent Learning Project (level 6), and Dissertation (level 5)  
MA Supervision

University of Durham, UK

Program Leader for BA and PgDip in Theology, Ministry and Mission

**Module Leader/tutor:** Research Methods (level 7), Independent Learning Project (level 6) and Leadership and Oversight (level 6&7)

**MA Supervision**

Canterbury Christ Church University, UK

Program leader for BA and PgDip in Ordained Ministry

**Module leader/tutor:** Theological Reflection, Hermeneutics and contemporary culture, Leadership (level 6&7)

**MA Supervision**

South London Christian College, UK

**Tutor:** Ethics, Mission and Evangelism (level 6)

#### **HE CURRICULUM DEVELOPMENT / LEAD / CONSULTANCY**

2020: UG WIL DCT (PCL), UG BABS suite of modules revalidation Lead (UWL), Module digital transformation (UoL)  
WIL Course (Udemy)

2019: UG Placement module, Hospitality (UniCAF)

2018: PG Consultancy and Research modules (GSM London)

2017: UG Research Proposal and Capstone Project modules (GSM London)

#### **PEDAGOGICAL ONLINE PRACTICE**

Blended Learning Design and Teaching: Adobe Connect (2018-19); Teams, Zoom, Cisco WebEx and Blackboard Collaborate (2019-present)