
Curriculum Vitae



Salah Kutieleh
11 Sundew Avenue, Craighburn Farm S.A. 5051
Phone: 0414190116
Salah.kutieleh@flinders.edu.au

ACADEMIC QUALIFICATIONS

PhD in Education 1996, following the successful completion of a thesis entitled: Foreign language Learners' perception of textual relationships in the process of reading. The flinders University of South Australia

Master of Education, 1985, The Flinders University of South Australia

Diploma of Education majoring in TESOL, 1980. The University of Damascus, Syria

BA in English Language and Literature, 1980. The University of Damascus, Syria

ADDITIONAL QUALIFICATIONS

1996, Flinders University - Adelaide

1986, Flinders University - Adelaide

1986, Flinders University - Adelaide

Multivariate Analysis and Text Analysis.

Sample Surveys and Field Studies

Non-degree course involving data analysis, research methods, and data collection

Research Methodologies, a non-degree course

CAREER APPOINTMENTS

Director, Transition 2012 - present – Flinders University

- Provided policy advice to the University on student retention, transition, academic support and success. I also contributed significantly to the revision and development of existing and new policies.
- Developed the operational framework for the Transition Office which included the whole-of-university approach to student transition, retention and success. This was adopted by the University's senior management.
- Initiated and co-developed the Student Success Program (SSP) which aimed to identify and support at-risk students through the use of emerging big data predictive analytics techniques. It required collaboration with a number of key areas within the University spanning both academic and professional ranks. It also necessitated collaboration with other Universities to refine and improve technical and non-technical aspects of the project.
- Established and chaired the Steering Group of the SSP which was tasked with monitoring the program and data sources.
- Established and Chaired the Student Success Program Advisory Group
- Established and supervised 'a call centre' staffed by continuing students and recent graduates to contact students identified as being at risk. The collected data was distributed regularly to the

relevant areas with a view of providing support to enable students to make informed decisions about their tertiary studies. This initiative reduced the rate of student attrition.

- Worked with college-based staff on the review, coordination and development, retention and transition programs.
- Presented the results at the University's committee meetings and at national and international conferences.
- Established the First-Year Teaching and Transition Advisory Group which included Chairs of Teaching and Learning Committees, Coordinators of First Year studies, and Heads and Directors of centrally-based student services units
- Established and chaired the O'Week Advisory Group (OWAG) which included representatives from all sections of the University. This ensured a whole-of-institution approach to O'Week which correlates with student retention.
- Collaborated with the Colleges and student support services to improve, develop and improve the centrally-run transition and academic support programs.

Program coordination

- Coordinated the Student Success Program and its variations
- Co-developed and co-coordinated Peer Mentoring Programs.
- Coordinated the University's O'Week Activities that included academic preparedness.
- Supervised the implementation of PASS at Flinders.

Program coordination and Teaching

- Coordinated the Flinders Foundation Studies Program (FSP)
- Coordinated and implemented the University's contractual arrangements with TAFE SA in relation to the delivery of the FSP.
- At the invitation of DFAT, I coordinated and delivered an academic program for Australia Award students in Timor-Leste, from 2015-2017.
- Continued to coordinate and deliver biannually the Introductory Academic Program for International Student (IAP). The program won the following national award:
 - Department of Education and Training Awards for University Teaching, Awards for Programs that Enhance Learning: *Global Citizenship and Internationalisation*, \$20,000. Department of Education and Training, 2016.

Research Programs and thesis supervision

- Reviewed, Modified and coordinated the Research Higher Degree Professional Training Program (RHDPTP) until 2013.
- Supervised successfully three PhD theses and several research projects.

Head, Student Learning Centre, 2005 – 2012, Flinders University

- Developed and implemented a new multi-directional service delivery model for the Student Learning Centre (SLC). This was received favourably by AQUA in 2006.
- Re-structured the Flinders Foundation Studies Program (FSP) at the University and TAFE SA campuses.
- Established the Writing and Maths Centers to support undergraduate and postgraduate students.
- Co-established two computer labs in the Central for research and academic writing workshops.
- Recruited, trained and managed staff and SLC's and TO's resources.
- Conducted staff annual reviews.
- Developed a Work Equalisation Scheme for the SLC and TO.
- Prepared and managed the SLC's and TO's budget.

- Generated funds through consultancies to renovate three areas at the University to expand the services of the SLC.

Program Coordination and Teaching

- Developed, coordinated and delivered the IAP since its inception 1996. The success of the program was recognised in 2007 by a Carrick Australian Award, \$10,000, for University Teaching, *Citations for Outstanding Contributions to Student Learning*. I delivered the research component of the program. I contributed to training in cross-cultural communication. I acted as a co-supervisor for research students at the request of their supervisors.
- Worked with undergraduate students on a 1:1 basis on academic skills such academic writing and critical thinking.
- Worked with postgraduate students on a 1:1 basis on research skills, academic writing, methods of data collection and analysis, and thesis writing.
- Took over the management and coordination of the FSP from its founder, Dr Vick Beasley, in 2005.
- Coordinated until 2013 the Research Higher Degree Professional Development Program which was designed for PhD students.
- Coordinated the EXCElerate program until 2012 (An academic preparation program for commencing students).
- Coordinated and co-delivered a lunch-time series for postgraduate and undergraduate students.
- Developed and co-delivered academic programs for students in the in different disciplinary areas.
- My expertise in the area of internationalization and international students was sought by colleagues across the university and by several international institutions (see below the list of lectures and seminars for details). I conducted workshops for staff on issues related to working with international students and the cultural roots of learning both at Flinders and overseas.
- Initiated and carried out consultancies for international institutions in Indonesia and Samoa.

Academic Advisor, 1996 – 2004,

- Coordinated academic support programs for international and commencing students.
- Provided academic support for international postgraduate students in the areas of the research process, research proposals, research methods, interacting with supervisors and peers, essay writing, oral presentation skills thesis writing, , and; presentations as required.
- Administrative duties; Liaised with discipline-based academic and with external agencies and organisations; conducted research in relevant areas; represented the SLC on committees and working groups relevant to SLC's remit.

Research Officer in the Law School 1996, Flinders University

- Duties included literature review, data collection and analysis; report writing for a research project entitled: An investigation into the needs of law students from non-traditional backgrounds.

Research Assistant, School of Education, 1995-1996, Flinders University

AWARDS AND GRANTS

- 2016, Department of Education and Training Awards for University Teaching, Awards for Programs that Enhance Learning: *Global Citizenship and Internationalisation*, \$20,000. Department of Education and Training.
- 2007, A Carrick Australian Award, \$10,000, for University Teaching, *Citations for Outstanding Contributions to Student Learning*.
- 2007, A grant, \$15,000, to investigate the impact of academic support programs on NESB students' decision to persist with University studies.
- 2007 – A transition grant, \$6000, from the office of the DVC (Academic) for a critical thinking booklet for commencing students.
- 2007, \$6000 **Consultancy**, David Unaipon College of Indigenous Education and Research, University of South Australia
- 2005-2006, \$10,000 grant from the DVC (A) to develop an on-line program for commencing students. The program, *Preparing to Study*, was completed in 2006.
- 2000–2001, URB Grant, \$8500.00 (2000 – 2001)
- 1982–1985, Postgraduate Scholarship, United Nations

PUBLICATIONS

- Adiningrum, T.S. & Kutieleh, S. (2012). How different are we? Understanding and managing plagiarism between east and west. *Journal of Academic Language and Learning*. 5(2): 88-98.
- Glenn, D., Patel, F., Kutieleh, S., Robbins, E., Smigiel, H. & Wilson, A.J. (2012). Perceptions of optimal conditions for teaching and learning: A case study from Flinders University. *Higher Education Research and Development*. 31(2): 201–215.
- Deller-Evans, K, Klinger, C., Kutieleh, S., Najar, R., Rao, V., Weatherford, E. and Zeegers, P. (2002). Make like a Chameleon. *Proceedings of the Language and Academic Skills Conference: Changing Identities*, University of Wollangong.
- Egege, S. & Kutieleh S. (2015). Let's agree on what mentoring is. *Proceedings of the STARS Conference*, Melbourne, July 2015.
- Egege S & Kutieleh, S. (2015). 'Peer mentors as a transition strategy at University: Why mentoring needs to have boundaries' *The Australian Journal of Education*. 59(.3): 265-277.
- Egege, S. & Kutieleh, S. (2008). Dimming down the difference...In M. Wallace and L. Dunn (Eds.) *Teaching in Transnational Higher Education: Enhancing Learning for international Students*. Routledge.
- Kutieleh, S., Bamford, D, & Wells, B. (1998). A preliminary investigation into the needs of law students from non-traditional backgrounds. First Year in Higher Education: Strategies for Success in Transition Years. *Proceedings of the Third Pacific Rim Conference*. Auckland, New Zealand.
- Kutieleh, S. & Egege, S. (2004). Critical thinking and international students: A marriage of necessity. *Proceedings of the 8th Pacific Rim Conference: Dealing with Diversity*. Monash University, Melbourne.
- Kutieleh, S. & Egege, S. (2004). Critical thinking: Teaching foreign notions to foreign students. *International Education Journal*. 4(4): 75-85.
- Kutieleh, S., Egege, S., and Morgan, D. (2003). To stay or not to stay: Factors affecting international and indigenous students' decision to persist with tertiary study. In K. Deller –Evans and P. Zeegers,

Proceedings of the Language and Academic Skills in Higher Education National Conference: In the Future (Volume 6). Adelaide, Australia.

- Kutieleh, S. (2017). Embedding learning analytics in targeted retention programs to enhance the University Experience for Commencing Students. *Proceedings of EDULEARN17, 9th International Conference on Education and New Learning Technologies*, July 3rd-5th, Barcelona, Spain.
- Kutieleh, S., Bamford, D. & Wells, B. (1997). An investigation into the needs of law students from non-traditional backgrounds. The Flinders University of South Australia.
- Kutieleh, S. & Morgan, D.L. (2004). Accommodating difference: A prescriptive response to the academic writing needs of students from non-Western cultures in Western higher education settings. *Proceedings of the EDU – COM 2004 New Challenges for Sustainability & Growth in Higher Education*, Khon Kaen, Thailand.
- Kutieleh, S. & Morgan, D.L. (2004). Academic writing for indigenous Australians and international students: A contextual approach to assist transition to Australian tertiary institutions. *Proceedings of the 8th Pacific Rim Conference: Dealing with Diversity*. Monash University, Melbourne.
- Miller, J., Arbon, V. & Kutieleh, S. (2007). Establishing good practice models of leadership. David Unaipon College of Indigenous Education and Research, University of South Australia (DEST-funded project, PRN 11834).
- Miller, J., Arbon, V. & Kutieleh, S. (2007). A Study of first year experiences of Indigenous students at Australian universities. David Unaipon College of Indigenous Education and Research, University of South Australia (DEST- funded project, PRN 12060).
- Savvas, M.X. & Kutieleh, S. (2015). Beyond bars: University preparation within prison. *The International Journal of Diverse Identities*, 14(3).
- Savvas, M.X. and Kutieleh, S. (2014). Enhancing student participation through day and night enabling programs. *Proceedings of the Foundation and Bridging Educators of New Zealand 2014 conference*, Tauranga, New Zealand. 2014:<http://www.eenz.com/fabenz14/SAV14032-paper.pdf>
- Seidel, E. & Kutieleh, S. (2017). Using predictive analytics to target and improve first year student attrition. *Australian Journal of Education*. 61(2).
- Teoh, K., Savvas, M.X. & Kutieleh, S. (2013). Preferred learning styles of non-traditional students: Implications for university preparation programs. *Proceedings the Building learning capacity for life.Conference*. Billund, Denmark, June 2013, 278–287.

CONFERENCE PAPERS (CONTRIBUTION TO THE ACADEMY)

- Adiningrum, T.S. & Kutieleh, S. (2012). Understanding plagiarism: Only if I have it. Paper presented at the Ninth International e Language, Development and Identity Conference. Institute Technology Bandung, Indonesia, 26-28 June.
- Kutieleh, S. (2017). Embedding learning analytics in targeted retention programs to enhance the University Experience for Commencing Students. Paper presented at the EDULEARN17, 9th International Conference on Education and New Learning Technologies, July 3rd-5th Barcelona, Spain.
- Kutieleh, S. (2016). Three partners in a successful cultural and educational partnership. Paper presented at the XVI World Congress of Comparative Education Societies: Dialectics of education, Comparative perspectives, Beijing, China.
- Kutieleh, S. & Egege, Y.S. (2015). Adapting western pedagogies to accommodate international students: how the IAP works, Australian Association of Language and Learning conference, Melbourne.

- Kutieleh, S. & Egege, Y.S. (2013). Up, down, turning around: The challenges of implementing a whole-of-university approach to transition. Paper presented at the First Year in Higher Education Conference 2013. New Zealand.
- Kutieleh, S. & Seidel, E. (2016). Using CHAID to shade students from the temptation of attrition. Paper presented at the Student Transitions Achievement Retention & Success Conference (STARS), Perth.
- Kutieleh, S. & Savvas, M. (2016). Reframing the selfie: the importance of developing confidence in foundation students. Paper presented at the Foundation and Bridging Educators of New Zealand Conference, New Zealand.
- Kutieleh S. & Seidel, E. (2015). Helping students to persist with and succeed in their first year of higher education. A paper presented at the *STARS Conference*, Melbourne.
- Kutieleh, S. & Egege, S. (2004). Critical thinking and international students: A marriage of necessity. Paper Presented at the 8th Pacific Rim Conference: *Dealing with Diversity*. Monash University, Melbourne.
- Kutieleh S. & Egege, S. (2007). Critical thinking and the international divide: Does it exist? Paper presented at the Higher Education Research and Development Conference. Adelaide, Australia.
- Kutieleh, S. & Egege, S. (2003). Knowledge and culture: Teaching foreign notions to foreign students. Paper presented at the Education Research conference. Adelaide, Australia.
- Kutieleh, S. & Goldfinch, M. (2004). Offenders or victims? An exploratory study into international students' perception of and attitude to plagiarism. Paper presented at Language and Academic Skills in Higher Education National Conference. Adelaide, November 24 - 25.
- Kutieleh, S. (2000). The mismatched expectations of lecturers and students and sources of confusion. A round table discussion paper. Presented at the Annual Conference of International Student Advisers' Network of Australia (ISANA). Sydney, Australia.
- Kutieleh, S. (1996). The Validity of the Cloze Procedure as a Measure of Intersentential Comprehension. Paper presented to Language and Learning Meeting on Academic Support. The Flinders University of South Australia, Adelaide.
- Kutieleh, S. (2019). Understanding Attrition in Higher Education from Students' Perspectives: A Case Study. Paper presented at the XVII Annual international Conference of the Bulgarian Comparative Education Society. Pormerie, Bulgaria.
- Kutieleh, S. (2018). Academic Writing: A response to cultural variation. Paper Presented at the XXVII Conference. Nicosia, Cyprus.
- Kutieleh, S. & Morgan, D. (2007). Addressing Indigenous and international students' plagiarism: Myth and reality. Paper presented at the WCCES XIII World Congress of Comparative Education Societies. Sarajevo, 3-7 September.
- Kutieleh, S. & Najjar, R. (2000). Bridging programs fostering academic and cultural transitions. Paper presented at the Communication Skills in University Education Conference. Fremantle, Australia.
- Kutieleh, S. & Najjar, R. (2001). The road to success: A three-way contract. Paper presented at the Higher Education Research and Development Conference. The University of Melbourne, Australia.
- Morgan, D. & Kutieleh, S. (2004). Academic writing for Indigenous Australians and international students: A contextual approach to assist transition to Australian tertiary institutions. Paper presented at the 8th Pacific Rim Conference: *Dealing with Diversity*. Monash University, Melbourne.
- Morgan D. and Kutieleh S. (2004). Addressing 'Cultural Exclusion' in Western higher education settings: A response to the academic writing needs of students from non-Western cultures. Paper presented at the World Congress of Comparative Education Societies. Havana, Cuba (Invited Paper).

- Morgan, D. & Kutieleh, S. (2004). A practical systematic approach to improving academic writing for Indigenous Australian and international students. Paper presented at the 8th Pacific Rim Conference: Dealing with Diversity. Monash University, Melbourne.
- Morgan, D. & Kutieleh, S. (2007). Teaching objective constructs such as academic writing to indigenous contextual learners. Paper presented at the WCCES XIII World Congress of Comparative Education Societies. Sarajevo, 3-7 September.
- Najar, R. & Kutieleh, S. (2001). Learning partnership facilitating academic transitions. Paper presented at the Higher Education Research and Development Conference. The University of Melbourne.
- Savvas, M.X. & Kutieleh, S. (2013). 'Widening horizons: Preliminary observations about a new university program in SA's Mobilong Prison'. Paper presented at the Australasian Corrections Education Association (ACEA) Conference. Sydney: ACEA.
- Seidel E. & Kutieleh, S. (2015). Using CHAID to shade first year students from the temptation of attrition. A paper presented at the annual conference of the Australian Association of Institutional Research. Wellington.

Thesis Supervision

- Alharthi, M. (2018). The Contributing factors to writing difficulties from the perception of Saudi students and teachers. (PhD, Flinders University).
- Alhumaid, H. (2019). Instruction for developing language proficiency: A mixed method study within Saudia Arabia and Australia. (PhD, Flinders University). Supervised with Dr Jeffery Gil and Dr Mirella Wyra.
- Adiningrum, T. (2008). Managing Plagiarism between east and west: A case study from Flinders University. A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.
- Holbah, W. (2016). Motivation for learning English in the Saudi Arabian context: Perceptions of learners, teachers and parents. (PhD, Flinders University). Supervised with Associate Professor Robyn Najar.
- Hardianto, R. (2001). The management of staff development programs for teachers of English in Indonesia: What we can learn from the Australian experience? A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.
- Murtiningsih S. R. (2007). An exploratory study into the contributing factors to transition to university and academic life in Australia: A case study from South Australia. A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.
- Sadlier, R. (2001). The changing exposition of vocational education and training in TAFE. A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.

Co-supervision

- Le Van An, (2000). Teaching English to speakers of other languages – The Australian experience and Implications for TESOL in Vietnam. A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.
- Maokhamphiou, K. (2001). Management and the development of improved English language teaching in Pakse Teacher Training College. A research project submitted in partial fulfilment for the degree of Master of Educational administration. School of Education, Flinders University.
- Kryanti, L. (2003). The effect of decentralisation on the education system in Indonesia. A research project submitted in partial fulfilment for the degree of Master of Educational administration. School of Education, Flinders University.

- Ouk, S. (2000). The application of project management to better achieve organisational outcomes. A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.
- Soulignavong, L. (2000). The potential of strategic planning for the development of management practices at the National University of Laos. A research project submitted in partial fulfilment for the degree of Master of Educational administration. School of Education, Flinders University.
- Syahidi (2003). An evaluation of current recruitment and selection procedures at IAIN. A research project submitted in partial fulfilment for the degree of Master of Educational Administration. School of Education, Flinders University.

Work in Progress

- *Dissecting and reconstructing international students learning style.* This longitudinal study involves 48 postgraduate students from 14 countries and is designed to better understand their education systems, learning habits and approaches to knowledge transmission.
- *Does university teaching affect student learning styles and habits? Evidence from Laos in collaboration.*

INTERNATIONAL SEMINARS AND LECTURES

- An introduction to qualitative and quantitative research (2002). A lecture given at the Ho Chi Minh University of Pedagogy, Vietnam.
- Applying for research grants (2009). A seminar presented at the BINUS University, Jakarta, Indonesia.
- Assessment methods and class size: The teacher's dilemma (1999). A seminar presented at the University Pendidikan Nasional Denpasar, Indonesia.
- Developing your research: Think before you jump (1999). A lecture given at the Sekolah Tinggi Ilmnn Statistik, Jakarta, Indonesia.
- Elitism or pragmatism: Should competent language learners be segregated from the poor ones? (2003). A seminar presented at the Institute of English as a Foreign Language, Syria.
- English University tests for university entry (2003). A seminar presented at the University of Sharjah, UAE.
- International students and postgraduate studies (2015). A seminar presented at the Knowledge Village, Dubai.
- Guiding your own research (2009). A seminar presented at the BINUS University, Jakarta.
- Let us research (2002). A lecture given at the National University of Laos.
- Management structure of university and faculty in Australia and Flinders (1999). A seminar presented at the University Pendidikan Nasional Denpasar, Indonesia.
- Organising the final product, (2002). A lecture given at the National University of Laos.
- Research report: The final product (2004). A seminar presented at the International Program for the Elimination of Poverty, Mongolia.
- Students' approaches to learning: Where does the Vietnamese learner fit? (2002). A seminar presented at the HoChi Minh Open University, Vietnam.
- Studying overseas: Student support Academic Services at Flinders University and their functions (2004). A seminar presented at the National University of Mongolia.

MEMBERSHIP OF COMMITTEES AND WORKING GROUPS AT FLINDERS UNIVERSITY

I had the following significant and sustained responsibilities

- Member of the AusAID Management Committee - established to monitor and manage the University's performance against the requirements of the AusAID contract. This role required regular contributions on issues pertaining to the AusAID students; briefing committee members and AusAID representatives on the performance and student needs and disseminating information to supervisors and teaching staff
- Member of the TLC of the Faculty of Social Sciences. I regularly contribute to issues related to teaching and learning and academic support
- Member of the Educational Matters Advisory Group
- Member of the University International Committee – I contributed to the discussion of issues relevant to international students
- Member of the Deputy Vice Chancellor's (Academic) working Group in Central Administration
- Member of the International Committee of the Faculty of Science and Engineering
- Member of the RHDPDP Reference Group
- Member of the Foundation Course Advisory Group
- Member of the Support Services Reference Group
- Member the Peer Review Reference Group
- Member of Learning Analytics Community of Practice
- Member of the College of Distinguished Educator
- Member of the First Year Teaching and Transition Advisory Group (FYTTAG) I drive the agenda and distribute discussion papers on policy matters relating to transition strategies.
- Chair of O'Week Advisory Group (O'WAG)
- Member of the Pathways Programs Governance Committee
- Chair of the Pathways programs Working Group
- Member of the Flinders Connect Senior Stakeholder Engagement Forum
- Member of Flinders Teaching Quality Network and College of Distinguished Educators Professional Organisations

MEMBERSHIP NATIONAL AND INTERNATIONAL SOCIETIES AND ORGANISATIONS

- 1998 - continuing Higher Education Research and Development Society of Australia.
- 2000 – continuing, UNESCO's Asia-Pacific Centre of Educational Innovation for Development (ACEID)
- 2015 - continuing Australasian Association for Institutional Research (AAIR): I contribute to the association through conference presentations and frequent consultations with its members
- 2017 – Continuing Bulgarian Comparative Education Society
- 2016 – Continuing Comparative Education Society in Europe
- NAEESA 2017 – continuing
- Australian Language and Learning Advisors (ALL)
- Australian Association of Institutional Research (AAIR)
- I am on the Select Register of the Department of Immigration and Multicultural Affairs.

REFEREES

Professor Andrew Parkin

College of Business, Government and Law
E: andrew.parkin@flinders.edu.au
Phone Number: (61) 82012801
Flinders University
Adelaide, Australia

Dr. Jeffery Gil

Senior Lecturer in ESOL/TESOL
College of Humanities, Arts & Social Sciences
E: jeffry.Gil@flinders.edu.au
PH: (61 8) 8201 2436
Flinders University, South Australia

Dr. Kung-Keat Teoh

Senior Lecturer
Student Learning Support Services
E: kung-keat.teoh@flinders.edu.au
(61) 8201 5267
Flinders University,
Adelaide Australia

Dr. Diah Wihardini

Binus Global Director
E: dwihardini@binus.edu
Phone number: +6221 534 5830 ext. 1320
Binus University
Jakarta, Indonesia