

# CURRICULUM VITAE: Prof. EILEEN PIGGOT-IRVINE PhD

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## EMPLOYMENT HISTORY

2013-2015 Program Head, MA-Leadership, Royal Roads University, Canada  
2004-2012 Director New Zealand Action Research and Review Centre (NZARRC), Unitec  
2001-2004 Director New Zealand Principal and Leadership Centre (NZPLC), Senior Lecturer Massey University  
1998-2000 Senior Lecturer Massey University and private management consultant  
1994-1997 Part-time lecturer at Unitec and contract consultant in management education, then Head of Education Management Centre, Unitec  
1991-1994 Manager, Professional Development Unit, Northland Polytechnic, Whangarei  
1982-1990 Science senior lecturer, Northland Polytechnic  
1976-1981 Senior school biology teacher and middle manager.  
Trained marriage guidance counsellor and registered marriage celebrant.

## Current PROFESSIONAL ASSOCIATIONS

- ALARA International (Action Research, Action Learning Association) vice president (1995-1998), editor of Monograph Series (2009-2014)
- CES (Canadian Evaluation Society) current member
- ILA (International Leadership Association) current member
- NZEALS (NZ Educational Administration and Leadership Society) national council member (2000-2005); Northland committee member (1996-2003); Auckland committee member (2001-2005)
- And many more

## AWARDS and FELLOWS

- Visiting Fellow Griffith University (2016)
- Appointed Adjunct Professor, Royal Roads University, Victoria, Canada (2016-)
- Appointed Adjunct Professor, Griffith University, Queensland (2011-)
- Visiting Fellow Warwick University (April 2010)
- Adjunct Professor Unitec (2011-2014)
- NZPLC Fellow (2005)
- Action Design Institute, Boston (1998) – international scholarship to attend course on enhancing problem solving/conflict resolution at the personnel level in organisations
- Sole recipient of Northland Polytechnic Staff Study Award (1993).
- NZEALS national “Fellow of the Society” (2002)
- NZEALS national “President’s Research Award” (2002)

The latter two awards are presented to up to three to four people nationally every two years.

## GRANTS

Social Science and Humanities Research Council (SSHRC), (2013-14). Connection Grant. Project Title: Impact Evaluation of Action Research in the Asia and Pacific Rim. Collaborative project with international researchers including Judith Kearney, Griffith University. \$18,881

NZ Lotteries Commission (2010). Raukatauri Music Therapy Centre (RMTC) action research into goal setting. \$30,000

MoE\*, Evaluation of Effectiveness of Professional Development in Special Education (2005-2006), \$130,000

MoE, Evaluation of Board of Trustees Training and Support (2005-2008), \$30,000

Education NZ, Education New Zealand Leadership Development (2006-2007), \$30,000

Building Research Association NZ (BRANZ), Research advisor on the Building Industry Learning contract (2005), \$150,000

MoE, Evaluation of Tai Tokerau Special Education Services (2007), \$40,000

NZ Teachers Council, Evaluation of Induction of Teachers Success Case Studies (2007-2008), \$100,000

MoE, Evaluation of National Aspiring Principal Pilot (NAPP) (2008-2009), \$140,000

MoE, Evaluation of national Te Kauhua programme (2008-2009), \$100,000

MoE, Evaluation of Pasifika Leadership programme (2009-2011), \$40,000

MoE, Inquiry Project leader for Experienced Principal Development programme in collaboration with University of Auckland (2009-2010), \$30,000

\*MoE = National New Zealand Ministry of Education

## TEACHING PROFILE

**Programmes taught in leadership, education and research (other, broader, experience available on request)**

- Facilitation of innumerable programmes on research, leadership, evaluation during the last ten years, including research contracts based on collaborative approaches
- Development and facilitation of over 200 leadership courses throughout NZ (and Australia, Pacific, Canada).
- Co-ordination and teaching of blended and distance learning programmes for leaders in (Postgraduate Certificate; Postgraduate Diploma; MA-Leadership, Master in Educational Leadership and Management; PhD)
- Development and facilitation of new evaluation research course (Unitec)
- Senior lecturer in Master in Educational Administration (Massey Univ.) teaching in the following papers:-
  - Human resources (paper co-ordinator)
  - Research methods (paper co-ordinator)

- numerous guest lectures on leadership in other masters papers

### **Curriculum development and review**

- MA-Leadership (Royal Roads University, Canada) 5 year reviewer (2014) and member of core team redeveloping curriculum
- External masterate programme assessment moderator for four universities
- National level program developer

### **Research supervision and examination**

- External examiner for multiple masters and doctoral level theses
- Supervision and examination of approximately 55 research projects, 35 theses for MEdAdmin, MEdM, MA-Leadership and supervision and examination of four PhDs
- Supervision of 70 plus Action Research projects.

### **LEADERSHIP/MANAGEMENT PROFILE**

Extensive national directorship, organizational management/leadership profile available on request.

15 national contracts won in professional development, evaluation and research.

A highlight was a significant international aid contract secured for an exceptionally successful Pasifika leadership programme conducted in Fiji in July 2006 and research projects on Vanuatu and South Africa leadership development (2007 and 2011).

As well as the numerous long and short-term research contracts gained for both the NZPLC and NZARRC, a key role was that of 'research advisor' on an extensive number of committees convened nationally.

### **CONSULTANCY PROFILE**

I have also successfully directed a thriving consultancy (EPI) alongside university roles. Apart from facilitating multiple courses I have worked with over 80 leaders in a one to one approach combining counselling and development. I have also conducted 111 senior leadership performance reviews/appraisals.

## RESEARCH PUBLICATION AND PRESENTATION RECORD

### *Research Grants*

Social Science and Humanities Research Council (SSHRC), (2013-14). Connection Grant. Project Title: Impact Evaluation of Action Research in the Asia and Pacific Rim. Collaborative project with international researchers including Judith Kearney, Griffith University.

### *Books*

- Piggot-Irvine, E. (2015). *Goal pursuit in education using focused action research*. New York: Palgrave MacMillan. ISBN 9781137505125
- Piggot-Irvine, E. (2009). *Action research in practice*. Wellington: NZCER.
- Piggot-Irvine, E. & Bartlett, B. (2008). *Evaluating action research*. Wellington: NZCER.
- Piggot-Irvine, E. & Cardno, C. (2005). *Appraising performance productively: Integrating accountability and development*. Auckland: Eversleigh Publishing.
- Piggot-Irvine, E. & Gratton, R. (2005). *Action research: Stories from schools*. Auckland: Eversleigh Publishing.
- Cardno, C. & Piggot-Irvine, E. (1997). *Effective performance appraisal: Integrating accountability and development in staff appraisal*. Auckland: Longman.

### *Book Chapters*

- Piggot-Irvine, E. (2015). Collaboration, innovation and evaluation in action research: life with Ortrun for a better world. In, J. Kearney, *Lifelong action learning and research: A tribute to the pioneering life and work of Ortrun Zuber-Skerritt*. Sense Publisher. In press.
- Piggot-Irvine, E., Henwood, S., & Tosey, P. (2014). Introduction to leadership. In, S. Henwood, *Practical leadership in nursing and health care: A multi-professional approach*, (pp. 1-18). CRC Press, Taylor & Francis.
- Piggot-Irvine, E. (2014). Critical reflection. In D. Coghlan, & M. Brydon-Miller, *Encyclopedia of action research*, (pp.225-231). London: SAGE. DOI: <http://dx.doi.org/10.4135/9781446294406.n97>
- Piggot-Irvine, E. (2012). Creating authentic collaboration: A central feature of effectiveness. In O. Zuber-Skerritt, *Action research for sustainable development in a turbulent world* (pp.89-107). Bingley, UK: Emerald.
- Piggot-Irvine, E. (2009). Action research as an approach to development. In E. Piggot-Irvine, *Action research in practice*, (pp.11-30). Wellington: NZCER.
- Piggot-Irvine, E. (2008). Meta-evaluation of action research in a school leadership Programme. In E. Piggot-Irvine & B. Bartlett (Eds.) *Evaluating action research*, (pp. 147-166). Wellington: NZCER.
- Piggot-Irvine, E. (2008). Introduction: What is evaluation of action research? In E. Piggot-Irvine & B. Bartlett (Eds.) *Evaluating action research*, (pp. 9-52). Wellington: NZCER.
- Piggot-Irvine, E. (2008). Qualitative research methods for evaluating action research. In E. Piggot-Irvine & B. Bartlett (Eds.) *Evaluating action research*, (pp. 53-90). Wellington: NZCER.
- Piggot-Irvine, E. (1995). Reducing defensiveness by enhancing interpersonal effectiveness. In S. Pinchin & R. Passfield (Eds.) *Moving on: Creative applications of action learning and action research*, (pp. 138-151). Brisbane: ALARPM Association.

### *Journal articles – Refereed*

- Zornes, D., Ferkins, L., & Piggot-Irvine, E. (2015). Action research networks: Role and purpose in the evaluation of research outcomes and impacts. *Educational Action Research*. doi:10.1080/09650792.2015.1045538.

- Piggot-Irvine, E., Rowe, W., & Ferkins, L. (2015). Conceptualizing indicator domains for evaluating action research. *Educational Action Research*. doi:  
[doi:10.1080/09650792.2015.1042984](https://doi.org/10.1080/09650792.2015.1042984).
- Piggot-Irvine, E. (2015). Leader bullying through a different lens. *Sage Open*. doi:  
10.1177/2158244015589786.
- Youngs, H., & Piggot-Irvine, E. (2014). The merits of triangulation: The evaluation of a New Zealand school leadership development program using mixed methods research. *Method in Action Case Studies. SAGE Research Methods Cases*. doi:  
[10.1177/1558689811420696](https://doi.org/10.1177/1558689811420696)
- Piggot-Irvine, E., Howse, J. & Richard, V. (2013). South Africa principal role and development needs. *International Studies in Educational Administration*, 41(3), 55-72.
- Rowe, W.E., Graf, M., Agger-Gupta, N., Piggot-Irvine, E., & Harris, B. (2013). Action research engagement: Creating the foundations for organizational change. *Action Learning, Action Research Association, Monograph Series*, 5.
- Molyneux, C., Koo, N., Piggot-Irvine, E., Talmage, A., Travaglia, R., & Willis, M. (2012). Doing it together – collaborative research on goal-setting and review in a music therapy centre. *New Zealand Journal of Music Therapy*, 10, 6-38.
- Piggot-Irvine, E. (2012). Tackling problems with staff necessitates deep leadership development. *Perspectives on Educational Leadership*, 4, Australian Council for Educational Leaders.
- Marsden, N. & Piggot-Irvine, E. (2012). Using blogging and laptop computers to improve writing skills on a vocational training course. *Australian Journal of Educational Technology*, 28 (1), 30-47.
- Youngs, H. & Piggot-Irvine, E. (2011). Evaluating a multiphase triangulation approach to mixed methods: The research of an aspiring school principal development program. *Journal of Mixed Methods Research*, DOI: 10.1177/1558689811420696
- Piggot-Irvine, E., Connelly, D., Curry, R., Hanna, J., Moodie, M., Palmer, M., Peri, D., & Thompson, A., (2011). Building leadership capacity – sustainable leadership. *Action Research Action Learning Association (ALARA) Monograph Series*, 2, 1-40.
- Piggot-Irvine, E. & Youngs, H. (2011). Aspiring principal development programme evaluation in New Zealand. *Journal of Educational Administration*, 49(5), 513-541.
- Piggot-Irvine, E. (2011). Principal development: Self-directed project efficacy. *Educational Management, Administration and Leadership*, 39(3), 283 – 295, DOI: 10.1177/1741143210394001.
- Piggot-Irvine, E. & Bruce Ferguson, P. (2011). Comparative induction of primary and secondary school teachers in New Zealand: Indicators of success. *Journal of Educational Leadership Policy and Practice*, 26(1): 56-69.
- Piggot-Irvine, E. (2010). Confronting evaluation blindness: Evidence of influence of action science based feedback. *American Journal of Evaluation*, 31(3), 314-325, DOI: 10.1177/1098214010369251.
- Piggot-Irvine, E. (2010). Vanuatu principal development analysis. *International Studies in Educational Administration*, 38(2), 100-116.
- Piggot-Irvine, E. & Doyle, L. (2010). Organisational learning ‘in use’. *Journal of Educational Leadership and Policy*. 25(2), 55-72.
- Piggot-Irvine, E. (2010). One school’s approach to overcoming resistance and improving appraisal: Organisational learning in action. *Educational Management, Administration and Leadership*, 38(2), 229-245.
- Piggot-Irvine, E. (2009). Evaluation of a special education professional development program: part 2: Success case studies. *Evaluation Journal of Australasia*, 9(1), 20-30.
- Piggot-Irvine, E., Aitken, H., Ritchie, J., Bruce Ferguson, P. & McGrath, F. (2009). Induction of newly qualified teachers in New Zealand. *Asia-Pacific Journal of Teacher*

- Education*, 37(2), 175-198.
- Piggot-Irvine, E. (2008). Productive school governance: Success case studies from New Zealand. *International Electronic Journal for Leadership Learning*, 12(28), <http://www.ucalgary.ca/iejll/vol12>
- Piggot-Irvine, E. (2008). Triangulation in action. *Evaluation Journal of Australasia*, 8(1), 3-10.
- Piggot-Irvine, E. (2008). An action research based leadership professional development with depth: Hidden challenges for organisations and facilitators. *Australasian Journal of Business and Social Inquiry*, 6(1), 30-49, <http://www.academicglobalpublications.com/ajbsi/>
- Piggot-Irvine, E. (2006). Sustaining excellence in experienced principals? Critique of a professional learning community approach. *International Electronic Journal for Leadership Learning*, 10(16), <http://www.ucalgary.ca/~iejll>
- Piggot-Irvine, E. (2006). Establishing criteria for effective professional development and use in evaluating an action research programme. *Journal of In-service Education*, 32(4), 477-496.
- Piggot-Irvine, E. (2004). Growth, development and a way out of the principalship's isolation. *Management in Education*, 18(1), 24-33.
- Piggot-Irvine, E. (2003a). Key features of appraisal effectiveness. *International Journal of Educational Management*, 17(4), 170-178.
- Piggot-Irvine, E. (2003b). Appraisal training focused on what really matters. *International Journal of Educational Management*, 17(6), 254-261.
- Piggot-Irvine, E. (2002). The action research model used for guiding ICT in schools. *Computers in NZ Schools*, 14(3), 9-12.
- Piggot-Irvine, E. & Devaliant, L. (2001). Striving to become an effective school: How one principal is getting the most out of appraisal. *New Zealand Journal of Educational Administration*, 16, 22-26.
- Piggot-Irvine, E. (2000). Appraisal: The impact of increased control on the "State of play". *New Zealand schools. Journal of Educational Administration*, 38(4), 331-349.
- McMorland, J. & Piggot-Irvine, E. (2000). Facilitation as midwifery: Facilitation and praxis in group learning. *Systematic Practice and Action*, 13(2), 121-127.
- Piggot-Irvine, E. (2000). Is it possible to motivate staff? *New Zealand Journal of Educational Administration*, 15, 1-8.
- Piggot-Irvine, E. (1999). Innovative schooling rests upon effective middle management. *New Zealand Journal of Educational Administration*, 14, 5-9.
- Piggot-Irvine, E. (1998). Reflections on World Congress 4. *Action Learning and Action Research Journal*, 3(1), 25-26.
- Piggot-Irvine, E. (1998). Leader learning styles. *Educational Directions*, 5(1), <http://www.eddirect.com/tip>
- Piggot-Irvine, E. (1997). Learning styles of leaders – are New Zealanders different? *New Zealand Journal of Educational Administration*, 12, 36-40.
- Piggot-Irvine, E. (1996). Reflection – the key to successful action research teaching. *Action Research and Action Learning*, 2, 3-13.
- Piggot-Irvine, E. (1996). Teaching action research in distance learning programmes. *New Zealand Journal of Educational Administration*, 10, 26-31.
- Cardno, C. & Piggot-Irvine, E. (1996). Incorporating action research in school senior management training. *The International Journal of Educational Management*, 10(5), 19-24.
- Piggot-Irvine, E. (1996). The introduction of draft national guidelines for performance management in schools in New Zealand. *International Directions in Education*, p. 2.

Reviewer for eight books

Chief editor, *Action Research Monograph Series*, ALARA, International Journal (2007-).

Editorial team member, *Educational Action Research Journal*, EAR (2012-)

Editorial team member, *Action Research Action Learning*, ALAR Journal (2007-)

Editorial panel, International Electronic Journal for Leadership Learning, IEJLL (2006-2009)

Peer reviewer for *Education and Training* (UK CARFAX Journal) (2001-2004)

Peer reviewer for *Pastoral Care in Education Journal*

Peer reviewer for *Educational Research for Social Change* (2013-)

*Journal articles – Non-refereed*

16 non refereed articles

*Conference proceedings – Refereed*

12 refereed articles

*Research Reports*

8 published research reports

*Conference presentations*

Over 80 conference presentations, many as keynote (full list available on request)