

## DR. HILDA DU PLOOY, PHD

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### PROFILE

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First name:	Hilda
Surname:	Du Plooy
Date of birth:	25 July 1978
Identification nr:	780725 0008 084
Place of birth:	Bloemfontein, South Africa
Address:	Current: Via Carlo Cipolla 32, Verona, Italy

#### *Current position*

Second year PhD student in Psychology at Department of Human Sciences, University of Verona, Italy.

#### *Research project title*

“Getting Back to Basics”: Dignity and Inclusion as Predictors of Student Well-Being in Higher Education.

### EDUCATION

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2023 – Present	PH.D. STUDENT IN WORK AND ORGANIZATIONAL PSYCHOLOGY, DEPARTMENT OF HUMAN SCIENCES - UNIVERSITY OF VERONA (second year) Ph.D. Thesis: “ <i>Getting Back to Basics</i> ”: <i>Dignity and Inclusion as Predictors of Student Well-Being in Higher Education</i> ”. Supervisor: Prof. Riccardo Sartori, Co-Supervisors: Dr. Francesco Tommasi, Andrea Ceschi.
2020-2022	LAUREA MAGISTRALE IN COGNITIVE NEUROSCIENCE AND CLINICAL NEUROPSYCHOLOGY - UNIVERSITY OF PADUA Thesis: “ <i>The role of emotional intelligence in the relationship between framing effects, financial anxiety and financial literacy</i> ”. Supervisor: Prof. Enrico Rubaltelli. Final grade: 110/110 cum Laude.

2013 -2017	PHD CHILD PSYCHOLOGY -UNIVERSITY OF THE FREE STATE SOUTH AFRICA Thesis: <i>"The role of emotional intelligence in the relationship between psychosocial factors and suicide behaviour in South African adolescents."</i> Supervisors: Dr. Florence Tadi, Dr. Ancel George.
2001-2003	M.SOC.SC. (CLINICAL PSYCHOLOGY) - UNIVERSITY OF THE FREE STATE, SOUTH AFRICA Thesis: <i>"The quality of life of nursing care-givers of Alzheimer patients."</i> Supervisor: Prof. Malan Heyns.
2000	B.SOC.SC (HONORS IN PSYCHOLOGY) - UNIVERSITY OF THE FREE STATE, SOUTH AFRICA Final grade: cum Laude.
1997-1999	B.SOC.SC IN SOCIAL SCIENCES - UNIVERSITY OF THE FREE STATE, SOUTH AFRICA Final grade: cum Laude.

## WORK EXPERIENCE

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15/02/2023-30/09/2023

Postdoctoral researcher (iNEST-PNNR) - Department of Human Sciences, University of Verona, Italy.

- **Project:** Organizational aspects in smart and sustainable manufacturing. Conducted a Systematic Literature Review on Industry 4.0 and risks to workers in the manufacturing sector.
- **Teaching:** Presenting a class for Psychology students on "Training the Trainer."

01/01/2021-01/10/2023

Member and Intern at Judgment and Decision making Lab (JDM Lab)- Department of Developmental Psychology and Socialization (DPSS), University of Padua, Italy (Director: Prof. Enrico Rubaltelli). This lab carries out research, consultancy, and dissemination activities aimed at improving decision making of individuals and society combining fields of behavioural economics and psychology.

- Research study on "How people use their emotions in a Public Goods Game" (under review).
- Part of the Recruitment team and a POD leader for South Africa and Ghana in Mental Accounting Multicountry study (under review).
- Nudging project: In group research for a project involving recycling.
- Part of an Orientation group that developed a guide for new members, established a Buddy system, and started a Brainstorming Research group.

14/03/2017 – 14/09/2019

Clinical Psychologist Private Practice, Knysna, South Africa.

- Clinical assessment and psychotherapy with children, adolescents, and adults;
- Collaboration with medical specialists in referrals, assessments, and intervention planning;
- Employee wellness provider for hospital staff at Private Hospital. This included providing individual sessions, workshops on stress management, substance abuse, etc. as well as critical stress debriefing in cases of trauma;
- Supervision of social worker for case management of children;
- Conducted various workshops at schools and private organizations;
- Organizer and coordinator of a journal club for professional group of psychologists as part of national requirements for continued professional development.

02/05/2011 – 30/03/2013

Head of therapeutic programme, Serenity Care Rehabilitation Centre, South Africa.

- Supervision of counsellors and Head of Therapeutic Programme i.e. planning and management;
- Psychological assessment, diagnostic formulation, and treatment planning of inpatients with substance abuse/dependence and co-morbid mental health disorders. Individual-, group-, and family therapy experience.

01/03/2010 – 30/07/2010

Clinical Psychologist, Psychiatric Unit at George Hospital, South Africa.

- Assessment of inpatients and certification under the Mental Health Care Act (acute admissions);
- Psychological assessment and treatment planning within a multidisciplinary team. Range of mental health disorders as well as comorbid medical conditions i.e Epilepsy, Neurocognitive diseases.

01/04/2006 – 31/07/2009

Senior Clinical Psychologist of Mental Health Programme / Central Karoo District, South Africa.

- Provided psychological services in community-based clinics and hospitals (children, adolescents, and adults);
- Implemented psycho-social rehabilitation programmes, training, and support groups in the community;
- Supervision of psychology student.

01/01/2005 – 31/12/2005

Psychology Clinic Manager, Phelophepa HealthCare Train (TRANSNET), South Africa.

- Travelling through South Africa to rural areas to provide community based work including assessment and counselling related to mood disorders, trauma, substance abuse/dependence, and HIV counselling (pre-test/post-test);
- Referral of clients to community resources for further intervention/support;
- Workshops in schools to promote mental health, training of health care workers;
- Supervision of Master students in Psychology.

01/04/2003 – 26/08/2004

Clinical Psychologist (Community Service), Elizabeth Donkin Psychiatric Hospital, South Africa.

- Practical experience and training in psychological assessments, diagnosis, and treatment interventions for children, adolescents, and adults with a variety of mental health disorders.
- Neuropsychological assessments in Forensic Psychology.
- Presented case presentations, academic journals, and lectures related to Clinical Psychology.

01/01/2002- 31/12/2002

Intern Clinical Psychologist at the Psychiatric Complex of the Free State in Bloemfontein, South Africa.

- Assessed (clinical and psychometric), diagnosed, and delivered appropriate psychotherapeutic interventions to the patients.
- Gained clinical experience working in various wards (i.e. Outpatient, Psycho-Social Neurotic unit, and Forensics).
- Presented case presentations, academic journals, and lectures to other health professionals.

## RESEARCH

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*Work submitted or under review*

### Empirical research studies

Sartori, R., Tommasi, F., **Du Plooy, H.**, Morandini, S., & Ceschi, A. (2025). Psychosocial competences as a means for organizational innovation: a narrative review

De Roni, P., Toscano, F., Garbi, G., Grillo, V.D., **Du Plooy, H.**, & Rubaltelli, E. (2025). The influence of trait emotional intelligence and maladaptive personality traits on cooperation and punishment in the public goods game.

Priolo, G., Vacondio, M., Stablum, F., D'Ambrogio, S., Caserotti, M., Conte, B., De Roni, P., **Du Plooy, H.**..., & Rubaltelli, E. (2023). The robustness of mental accounting: a global perspective.

### Book Chapter

Tommasi, F., Corvino, C., Gorli, M., **Du Plooy, H.**, & Du Plooy, E.J. (2025). Critical Perspectives On Individual Differences in *Handbook Of Critical Work And Organizational Psychology*.

### Book contribution

Introduction to Psychology: Critical and Global Perspectives (editors: Dr. Dawn Alberts and Dr. Jen Kinloch).

**Du Plooy, H.**, Sartori, R., & Tommasi, F. (2024). Suicide behaviour in South Africa: Advancing the sociocultural perspective.

### Published work

Sartori, R., Ceschi, A., Michailidis, E., **Du Plooy, H.**, & Campalone, T. (2024). Effect of superstition and anxiety on consumer decision-making in triathletes. *Informing Science: The International Journal of an Emerging Transdiscipline*, 27, Article 5. <https://doi.org/10.28945/5293>

**Du Plooy, H.**, Tommasi, F., Furlan, A., Nenna, F., Gamberini, L., Ceschi, A., Sartori, R. (2024). A human-centered perspective on individual risks for digital innovation management: an integrative conceptual review. *European Journal of Innovation Management*, 28(11), 49-76. <https://doi.org/10.1108/EJIM-09-2023-0821>

Abu Hamam, F., **Du Plooy, H.**, Marinaro, F., Rubini, S., Tokat, T., Zene, M., Tommasi, F., Sartori, R. (2024). Career Decidedness Scale: Validazione della Versione Italiana. *Counseling*, 17(1), 115-123. <https://dx.doi.org/10.14605/CS1712409>

Tommasi, F., Ceschi, A., **Du Plooy, H.**, Michailidis, E., Sartori, R. (2023). The influence of workday experience on mobile-phone use: a daily diary study on the role of recovery and work engagement in risky behavior while commuting from work. *Journal of Transportation Research Part F: Traffic Psychology and Behaviour*, 97, 268-277. <https://doi.org/10.1016/j.trf.2023.07.016>

### Work in progress

Zugehoehr, L., **Du Plooy, H.**, & Rubaltelli, E. (2025). Warm Heart, Green Earth: The role of trait emotional intelligence in pro-environmental attitudes and action.

**Du Plooy, H.**, Sartori, R., Ceschi, A., & Tommasi, F. (2025). (Re)imagining Higher Education with dignity and inclusion for all: a situational analysis of system-level strategies of a South African University.

**Du Plooy, H.**, Sartori, R., & Tommasi, F. (2025). Students' perspectives on dignity, inclusion, and wellbeing in Higher Education: A concept mapping study.

Scandola, M., **Du Plooy, H.**, Vlad, A., Azer, M., Andreata, A., Ceschi, A., & Sartori, R. (2025). Effects of cognitive training on the executive functioning, wellbeing, and sleep quality among university students: A cross-over study using the Mindtooth Touch EEG Wearable System.

Pellin, T., **Du Plooy, H.**, Ardizzone, S., & Du Plooy, E.J. (2025). Language and cultural mediators in Northern Italy: Bridging the gap between Chinese learners and equitable inclusive education.

### Reviewer experience

2025 Frontier in Psychology

2025 Informing Science: The International Journal of an Emerging Transdisciplines

2025 International Academic Forum (IAFOR), peer reviewer of 3 abstract submissions

to Paris Conference on Education.

2024 Journal of BMC Health Services Research

2024 International Academic Forum (IAFOR), peer reviewer of 3 abstract submissions to Barcelona Conference on Education.

### **English Language editing for manuscripts**

2023 The ideology of language awareness in China (Prof. Tommaso Pellin, University of Bologna, Italy).

2023 Sinophone comics as a Thridspace. *Primavere e Autunni* and *Easy Breezy* as case studies (Prof. Martina Caschera, University of Bergamo, Italy).

## **CONFERENCES**

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2025 (June) International Academic Forum (IAFOR) Paris Conference on Education, Paris, France.  
Presentation title: "*Transformation in Higher Education through DEI: System-Level Strategies of a South African University*"

International Academic Forum (IAFOR) Paris Conference on Arts & Humanities, Paris, France.  
Presentation title: "*Warm Heart, Green Earth: The Role Of Trait Emotional Intelligence In Pro-Environmental Attitudes And Action*"

2024 (July) Work and Organizational Psychology in the Era of Grand Challenges: Integrating Theories and Practices for Addressing Social Inequalities and Environmental Sustainability, Milan.  
Presentation title: "*Ubuntu: Exploring African Wisdom to address Social Equity and Environmental Sustainability in the Western World.*"

2024 (November) International Academic Forum (IAFOR) Barcelona Conference on Education, Barcelona, Spain.  
Presentation title: "*Students' Perspectives on Dignity and Inclusion in Higher Education: A Concept Mapping Study.*"

## **MEMBERSHIP TO A PROFESSIONAL BODY**

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2004 (September) - currently Registered with the Health Professions Council of South Africa (HPCSA) as a Clinical Psychologist (Independent Practice). Registration number **PS 0083615**.

## LANGUAGE PROFICIENCY

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English: Speak, Read and Write Excellent

Afrikaans: Speak, Read and Write Excellent

Italian: Speak, Read and Write Basic

## AWARDS

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2020 - 2022	Received Fee waiver for course fees based on merit from University of Padua.
2000	Received Academic Achievement Award from University of the Free State, South Africa for best academic performance in Bachelor degree (1997-1999).
1996	Received award for best Geography student in Grade 12 and Academic Honors from Fichardt Park High School, Bloemfontein, Free State Province, South Africa.

## SKILLS

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Organizational abilities, planning, and supervision

Networking skills

Interpersonal communication, problem-solving, and conflict resolution

Ability to work independently and within a team

Proficient in Computer skills (e.g. MS Word, Excel, Powerpoint, MS Teams, Qualtrics)

Basic knowledge of statistical packages (Jamovi, R-studio)

Research skills (planning studies, ethical application, pre-registering on Open Science Framework (OSF), data collection and analysis, and writing)

Knowledge and skills in both quantitative and qualitative research methodology

## REFERENCES

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**Dr. Francesco Tommasi** (Current PhD co-supervisor and co-researcher/author during post-doctoral position in 2023)

Department of Human Sciences

University of Verona, Italy

Email: [francesco.tommasi@univr.it](mailto:francesco.tommasi@univr.it)

Contact: +39 340 174 6061

**Dr. Ronèl van der Watt** (PhD coordinator in South Africa)(retired)

Previously from Department of Psychology

University of the Free State, Bloemfontein

Email: [hpvdwatt@gmail.com](mailto:hpvdwatt@gmail.com)

Contact: +27 82 771 8350

**Prof. Riccardo Sartori** (Current PhD supervisor and supervisor for post-doc position)

Department of Human Sciences

University of Verona, Italy

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