



Office of the DVC: Research, Postgraduate Studies and Innovation

29/06/2020

Honourable MP Mapulane, MP  
Chairperson: Portfolio Committee on Higher Education, Science and Technology  
National Assembly  
Parliament  
Cape Town  
8000

Dear Honourable Mapulane,

**RE: PARLIAMENTARY INQUIRY INTO APPOINTMENT OF PROFESSOR PETER MBATI AS THE VICE-CHANCELLOR OF THE SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY**

The letters of the Chairperson: Portfolio Committee on Higher Education, Science and Technology dated 17 June addressed to myself and another dated 23 June 2020 addressed to the Chairperson of the Council of Sefako Makgatho Health Sciences University refer.

In the Portfolio Committee's letter dated 17 June 2020, questions are posed to me as the former Chairperson of the Senate of the Sefako Makgatho Health Sciences University who presided over the consideration of the suitability of candidates for the position of Vice Chancellor as shortlisted by the selection panel.

I hereby respond as follows to the questions posed to me;

**1.1. Appointment process of the Vice-Chancellor**

**Ad question: 1.1.1. Whether the Senate members were aware of the allegations of sexual harassment levelled against Professor Mbatl?**

1. Leading up to the special senate meeting in which the senate members expressed their vote with respect to the suitability of the shortlisted candidates presented before it, all the senate members received an email on the 6<sup>th</sup> March 2020 from the office of the Registrar inviting senate members to a special meeting of senate scheduled for the 11<sup>th</sup> March 2020 (See attached **Annexure 1**).

The invitation emphasised that in terms of Policy and Procedures for the Appointment of the Vice-Chancellor, paragraph 2.2.3.1 and 2.2.3.2, Senate is required to meet with a view to considering the suitability of the candidates for appointment to the Selection Panel and Council. The specific provisions were cited as below for ease of reference:

***2.2.3.1 The Institutional Forum and the Senate consider the short listed candidates with a view to making a recommendation on the suitability for appointment of candidates to the SP and the Council.***

***2.2.3.2 The Senate and the Institutional Forum must, after all the short-listed candidates have addressed a joint meeting of the Council, the Senate and the Institutional Forum on a topic or topics as determined by the SP with due regard to the advertised requirements for appointment, through separate meetings make a pronouncement on the suitability for appointment of each of the short listed candidates. The full curricula vitae of the candidates and their declarations of intent must be made available to the members of the respective meetings before the voting is conducted.***

2. Subsequently, on the 8<sup>th</sup> March 2020, the senate members received another email from the office of the Registrar notifying members of the agenda of the special meeting of senate. The email contained an attachment that included the letter of intent and the curriculum vitae (CV) of each of the four shortlisted candidates, including Professor Mbatlana, with the agenda pack sequentially numbered 1-134 (See attached **Annexure 2**). It is to be noted that no mention was made nor was there any documentation included with the letter of intent or CV of Prof Mbatlana in relation to any allegation of sexual harassment (See pages 15-58).

3. The special senate meeting was convened shortly after the completion a series of presentations by three candidates to a joint sitting of Council, Senate and Institutional Forum. I, as the chair then introduced the only matter on the agenda as the consideration of the shortlisted candidates and recommendation to the selection panel and council on their suitability for appointment as Vice Chancellor of Sefako Makgatho Health Sciences University. In accordance with the procedure, the senate members were to apply their minds and indicate by vote their recommendation on suitability of each of the three candidates presented to them, since one of the four earlier shortlisted candidates had withdrawn from continuing with the application process. Considering the fact that I as the Chair and the senate members did not have any documentation on allegations related to sexual harassment as at the time suitability for appointments were considered, it is a reasonable assumption that senate members were not aware of an allegation of sexual harassment levelled against Prof Mbatlana.

**Ad question 1.1.2. How were the Senate members informed about the allegations and who informed them?**

Senate members were not informed about the allegations

**Ad question 1.1.3. At what point of the recruitment process were the Senate members informed about the allegations?**

As indicated earlier, senate members were not informed of the allegations

**Ad question 1.1.4. How did the Senate members deal with the information on the allegations and at what point of the recruitment process was the information deliberated on?**

The information on the allegation was not shared with senate members as such it was not deliberated on (see **Annexure 3**- draft minutes of the special senate meeting of 11<sup>th</sup> March 2020).

(i) **What were the outcomes of the deliberations?**

There were no deliberations.

- (ii) Whether there was a unanimous support amongst the Senate members to support the recommendations of the selection panel recommending that Prof Mbatl continue with the recruitment process or was it a case of the majority rule?

There was a majority support amongst Senate members for the recommendation of Prof Mbatl as being a suitable candidate for appointment as the Vice Chancellor. In terms of our policy and procedures, the senate members' vote was not to determine nor could it determine, if a candidate could continue with the recruitment process.

- (iii) If the Senate members were not aware of the allegations of sexual harassment levelled against Professor Mbatl, was that going to influence their voting in any way?

I would not know if this would have influenced the senate members' voting.

## **1.2. Poor infrastructure governance at the University of Venda**

- (i) Whether the Senate members were aware of the Report of the Department of Higher Education and Training on poor infrastructure governance at the University of Venda, during the tenure of Professor Mbatl?

Senate members were not aware of this information.

- (ii) If so, how did they become aware and who made them aware?

As indicated above, the senate members were not aware of this information.

- (iii) Whether the information contained in the Report used during the appointment process or not?

This information was not contained in the report that reached the senate, which was used as part of the appointment process. I would not know why the information was not included

in the report or documentation that reached the senate. I would imagine this was not in the public domain if it was addressed only to the Department of Higher Education and Training.

(iv) If the Senate members did not have this information during the recruitment process, was the information as contained in the Department's report going to influence its decision to appoint Prof Mbatlana and why?

I would not know if the information would have influenced the senate members.

Yours Sincerely,



Prof Olalekan Ayo-Yusuf, BDS, MSc, MPH, PhD

Deputy Vice Chancellor: Research, Graduate Studies & Innovation

# ANNEXURE 1

**From:** [Bridget Ratsaka](#)  
**To:** "[Lekan Ayo-Yusuf](#)"; "[Patrick Demana](#)"; "[Eunice Seekoe](#)"; "[Sebi Lekalakala](#)"; "[Lionel Green-Thompson](#)"; "[Stephen Hendricks](#)"; "[Natalie Schellack](#)"; "[Lawrence Obi](#)"; "[nana.agyei@smu.ac.za](#)"; "[chantelle.baker@smu.ac.za](#)"; "[lesiba.baloyi@smu.ac.za](#)"; "[wilner.basson@smu.ac.za](#)"; "[dhaneshwar.bhagwandass@smu.ac.za](#)"; "[sonja.boy@smu.ac.za](#)"; "[rose.burnette@smu.ac.za](#)"; "[naume.manchidi@smu.ac.za](#)"; "[paul.chelule@smu.ac.za](#)"; "[Eddie DALton](#)"; "[sandra.duplessis@smu.ac.za](#)"; "[elzbieta.osuch@smu.ac.za](#)"; "[Carina Eksteen](#)"; "[Livi Feller](#)"; "[Perumal Gopalraj](#)"; "[Sam Golele](#)"; "[Leon Hay](#)"; "[Keven Hlaise](#)"; "[Donald Tanyanyiwa](#)"; "[Piet King](#)"; "[Daniel Kocks](#)"; "[Zacharia Koto](#)"; "[Greg Lebona](#)"; "[Patrick Lekgwara](#)"; "[Peter Sethusa](#)"; "[Honey Mabuza](#)"; "[Nomandla Madala](#)"; "[Harold Majane](#)"; "[Douglas Maleka](#)"; "[John Child](#)"; "[Mpho Motlhake](#)"; "[Rebecca Mhlongo](#)"; "[Alfred Mogale](#)"; "[Pindile Mntla](#)"; "[Mathildah Mokgatle](#)"; "[Andile Mokoena](#)"; "[Kebogile Mokwena](#)"; "[Sam Monokoane](#)"; "[Vanessa Moodley](#)"; "[Pagollang Motloba](#)"; "[Selina Mudau](#)"; "[Irene Munzhelele](#)"; "[Shingai Mutambirwa](#)"; "[Maphoshane Nchabeleng](#)"; "[Anna Oettle](#)"; "[Eye Clinic](#)"; "[Jan Olivier](#)"; "[Joshua Olowoyo](#)"; "[Alfred Ramukumba](#)"; "[Solomon Rataemane](#)"; "[Hannelie Meyer](#)"; "[Annalie Pistorius](#)"; "[Petrus Rautenbach](#)"; "[Tinyiko Nkhwashu](#)"; "[Solly Seeletse](#)"; "[Mapaseka Seheri](#)"; "[Gloria Selabe](#)"; "[Malmsiy Sengane](#)"; "[Nomathemba Taukobong](#)"; "[Elsie Vanaswegen](#)"; "[Frederick Veldman](#)"; "[Neil Wood](#)"; "[Maggie Aphane](#)"; "[Alex Dandadzi](#)"; "[Anna-Marie Wium](#)"; "[Irene Mohasoa](#)"; "[Carmen Milton](#)"; "[Gerda Botha](#)"; "[Casper Jonker](#)"; "[Mamza Mothibe](#)"; "[Liziwe Mugivhisa](#)"; "[Bassy Marvey](#)"; "[Sarah Kibirige](#)"; "[Sandile Williams](#)"; "[Nicolette Jordaan](#)"; "[Melvin Govender](#)"; "[Megwaiswa@gmail.com](#)"; "[daliwonga.magazi@smu.ac.za](#)"; "[albertina.mbokazi@smu.ac.za](#)"; "[setheme@mweb.co.za](#)"; "[motswaledi1@mweb.co.za](#)"; "[erich.raubenheimer@smu.ac.za](#)"; "[ent.hod@smu.ac.za](#)"; "[nyaweleni.tshifularo@smu.ac.za](#)"; "[ignitius.makgoka@smu.ac.za](#)"; "[gavin](#)"; "[Tshepo Mofokeng](#)"; "[Mercia Makgati](#)"; "[Henno Croucamp](#)"; "[Erica Ehlers](#)"; "[Marutla Kekana](#)"; "[Mpinane Makhoathi](#)"; "[Vuyiswa Mokgoko](#)"; "[Penuel Kunene](#)"; "[Raisibe Mphahlele](#)"; "[Brenda Ledwaba](#)"; "[merche.roux@smu.ac.za](#)"; "[queen.mabando@smu.ac.za](#)"; "[chaukerisa@hotmail.com](#)"; "[betty.difeto@smu.ac.za](#)"; "[corrie.vanstaden@smu.ac.za](#)"; "[sannie.manale@smu.ac.za](#)"; "[rina.dalton@smu.ac.za](#)"; "[joyce.jele-khoza@smu.ac.za](#)"; "[Anette Debeer](#)"; "[johannes.mmola@smu.ac.za](#)"; "[elize.vanzyl@smu.ac.za](#)"; "[matsatsi.modise@smu.ac.za](#)"; "[jean.fisher@smu.ac.za](#)"; "[mathilda.howard@smu.ac.za](#)"; "[tshepiso.matlou@smu.ac.za](#)"; "[honeymanyosi@gmail.com](#)"; "[christinah.mokogwa@smu.ac.za](#)"; "[dinah.nkoana@smu.ac.za](#)"; "[leandre.beukes@smu.ac.za](#)"; "[leonie.strauss@smu.ac.za](#)"; "[rose.leballo@smu.ac.za](#)"; "[Tebogo Kgomari](#)"; "[maphuti.sinthane@smu.ac.za](#)"; "[pietro.vanrooyen@smu.ac.za](#)"; "[lebogang.selabe@smu.ac.za](#)"; "[semakaleng.montwedi@smu.ac.za](#)"; "[jeanette.tladi@smu.ac.za](#)"; "[maria.mosia@smu.ac.za](#)"; "[olivia.mcdonald@smu.ac.za](#)"; "[secretary.psychiatry@smu.ac.za](#)"; "[colleen.begeman@smu.ac.za](#)"; "[Lethabo Kudumane](#)"; "[Thabang Phasha](#)"; "[Elsie Mfete](#)"; "[Vakele Nobongoza](#)"; "[marubinidd@gmail.com](#)"; "[s.nkonyane@gmail.com](#)"; "[charmaine.serepong@smu.ac.za](#)"; "[taiwo.akindipe@gmail.com](#)"; "[Nozipho Nyakale](#)"; "[Donald Tanyanyiwa](#)"; "[Hester Bruwer](#)"; "[Charmaine Serepong](#)"; "[Rose Burnett](#)"; "[Ignatius Makgoka](#)"; "[Jeffrey Mabelebele](#)"; "[Bridget Ratsaka](#)  
**Subject:** NOTIFICATION OF SPECIAL SENATE MEETING  
**Date:** Friday, March 6, 2020 4:50:32 PM  
**Attachments:** [Notice for Special Senate meeting after presentation by shorlisted candidates for VC position 11 March 2020.pdf](#)

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## Dear Members of the Senate

Please find notification of the Special Senate meeting. The agenda will follow shortly.

Regards

Ms Bridget Ratsaka  
Office of the Registrar  
Sefako Makgatho Health Sciences University  
Tel: 012 521 3783  
Email: [bridget.ratsaka@smu.ac.za](mailto:bridget.ratsaka@smu.ac.za)  
[www.smu.ac.za](http://www.smu.ac.za)



**TO: MEMBERS OF SENATE**

**FROM: DR JM MABELEBELE, REGISTRAR**

**DATE: 6 MARCH 2020**

**SUBJECT: INVITATION TO A SPECIAL MEETING OF SENATE TO CONSIDER THE SHORTLISTED CANDIDATES AND RECOMMEND TO COUNCIL ON THE SUITABILITY FOR THE APPOINTMENT OF THE CANDIDATES TO THE SELECTION PANEL AND COUNCIL**

In terms of Policy and Procedures for the Appointment of the Vice-Chancellor, paragraph 2.2.3.1 and 2.2.3.2, Senate is required to meet with a view to considering the suitability of the candidates for appointment to the Selection Panel and Council. The specific provisions are cited below for your ease of reference:

***2.2.3.1 The Institutional Forum and the Senate consider the short listed candidates with a view to making a recommendation on the suitability for appointment of candidates to the SP and the Council.***

***2.2.3.2 The Senate and the Institutional Forum must, after all the short-listed candidates have addressed a joint meeting of the Council, the Senate and the Institutional Forum on a topic or topics as determined by the SP with due regard to the advertised requirements for appointment, through separate meetings make a pronouncement on the suitability for appointment of each of the short listed candidates. The full curricula vitae of the candidates and their declarations of intent must be made available to the members of the respective meetings before the voting is conducted.***

Accordingly, you are invited to a special meeting of Senate to be held as follows, immediately after the shortlisted candidates have made their presentations to joint meeting of Council, Senate and Institutional Forum:

**DATE: WEDNESDAY, 11 MARCH 2020**

**TIME: 15H00 – 16H00**

**VENUE: AUTOPSY DEMONSTRATION AUDITORIUM, S020 (GROUND FLOOR, NEXT TO DEPARTMENT OF NUCLEAR MEDICINE) CLINICAL PATHOLOGY BUILDING, SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY**

Kindly indicate your availability for the special meeting. The agenda of the special meeting will be circulated shortly.

**DR JM MABELEBELE**  
**REGISTRAR (sent electronically and therefore unsigned)**

# SENATE



Voting on the suitability of the shortlisted candidates for the position of the Vice-Chancellor

## AGENDA

of a special meeting to be held on

**Wednesday, 11 March 2020**

**at 15:00 – 16:00**

in the Autopsy Demonstration Auditorium, S020  
(Ground Floor, next to Department of Nuclear Medicine)  
Clinical Pathology Building, Sefako Makgatho  
Health Sciences University



<b>1.</b>	<b>OPENING AND WELCOME</b>	
<b>2.</b>	<b>ATTENDANCE AND APOLOGIES</b>	
<b>3.</b>	<b>CONSTITUTION OF THE MEETING</b>	
<b>4.</b>	<b>DISCLOSURE OF MATERIAL OR PERSONAL INTEREST</b>	
<b>5.</b>	<b>AGENDA</b>	
<i>P 1</i>	5.1.	<b>HR Advertisement – Vice-Chancellor’s position</b>  <u>For noting.</u>
<i>Pp 2 – 14</i>	5.2.	<b>Appointment procedures – Vice-Chancellor</b>  <u>For noting.</u>
	5.3	<b>Shortlisted candidates – Position of the Vice-Chancellor</b>  <u>For noting</u>
<i>Pp 15 – 58</i>	5.3.1	Mbati PA
<i>Pp 59 – 69</i>	5.3.2	Moche G
<i>Pp 70 – 92</i>	5.3.3	Parekh A
<i>Pp 93 – 134</i>	5.3.4	Songca SP
<b>6.</b>	<b>Voting procedure, process, counting of votes and announcements of results</b>  Registrar/Internal Audit and Risk Department to oversee the process.	
<b>7.</b>	<b>Closure</b>	



# A new dawn... an opportunity to shine

In the 5 years of being a new standalone institution, the Sefako Makgatho Health Sciences University, a fully comprehensive university, has set outstanding physical and human infrastructure that will serve to catapult the institution into an exciting future. The opportunity now exists for an innate leader to optimise these resources and set a new benchmark in primary health care. What belies the **Sefako Makgatho Science Health University (SMU)**, the country's only comprehensive and stand-alone health sciences university, is pride, professionalism and spirited enthusiasm.

**VICE-CHANCELLOR** | **5-year contract** | **AP560**

**Building on a legacy of contributing to high-quality primary health care**, while advancing health sciences' research, education and affiliated services, would be a primary focus of yours. Surrounded by technical expertise, your inspirational management style and the respect you earn will serve to drive evidence-based methods of curriculum development and ensure effective benefits to surrounding communities – the individual, the family, the local community and the South African population as a whole. All achievable through creating a cadre of health professionals beyond reproach and optimising the full power of technology. You are known to deliver holistic health sciences education with purpose and dedication.

**Contrasted against your dynamic and visionary leadership is a doctoral degree**, outstanding research-focussed academic track record and 10 years senior management experience gained in either an academic or research institution. You are known for your collaborative style and understanding of partnerships with staff, students and external bodies. Transformation and empowerment feature high on your agenda. Your verbal adeptness, influencing style, commitment, integrity, resilience and transparency all bode well in terms of equality, social mobility and inducing critical change within the higher education arena. You are lauded for taking well-considered risk, as you are for maximising opportunity through institutional stakeholders inter-activeness and relations – especially when it comes to Council.

**The stage has been set for a visionary leader yearning to navigate SMU to new heights of excellence in primary health care. The time to shine has never been better!**

**Genevieve Michel, Academic Partners' Managing Director** stands eager to assist you with further information and to guide you on this exciting journey. In the first instance, please provide her with a letter of motivation, together with your CV to **email: [vc.smu@talenting.co.za](mailto:vc.smu@talenting.co.za)** quoting reference **AP560**.  
*All applications will be treated as strictly confidential. We correspond with all our candidates.*



gnar\_advertising-2324



## POLICY AND PROCEDURES

### APPOINTMENT OF THE VICE-CHANCELLOR

<b>POLICY NUMBER</b>		<b>POLICY OWNER</b>	<b>Council</b>
<b>APPROVAL DATE</b>	<b>October 2015</b>	<b>REVISION DATE</b>	<b>September 2020</b>

#### POLICY STATEMENT

This policy provides guidelines regarding the delegation of authority and the procedure pertaining to the appointment and reappointment of the Vice-Chancellor.

## INSTITUTIONAL RULES PERTAINING TO THE APPOINTMENT OF THE VICE-CHANCELLOR

### 1. INTRODUCTION

In this regulation reference to Vice-Chancellor includes the Principal as contemplated in section 30 of the Higher Education Act, 1997, as amended, and paragraph 49 (1) of the Standard Institutional Statute, 2002.

Should any of the constituent parts of the University referred to not been constituted or unable to perform the functions designated to them, this regulation is adapted and applied with the changes required by the context.

In terms of sections 1 and 30 of the Higher Education Act, 1997, as amended, the Principal is *ex officio* the chief executive and accounting officer of the University, and is responsible for the management and administration of the Institution.

#### 1.1 FUNCTIONS OF THE VICE-CHANCELLOR (PRINCIPAL)

Paragraph 50 (1) to (5) of the Standard Institutional Statute describes the functions of the Vice-Chancellor (Principal) as follows:

- “(1) The Principal is responsible for the day-to-day management and administration of the institution and has all the powers necessary to perform these functions.
- (2) The Principal reports to the Council.
- (3) By way of his or her office the principal is (subject to the Rules) a member of all the committees of the Council and the Senate.
- (4) The Council may assign additional functions, and grant additional powers and privileges to the Principal.
- (5) When the Principal is absent or unable to carry the duties, the Vice-Principal designated by the Council takes over or the Council may appoint an acting Principal.

#### 1.2 APPOINTMENT AND TERM OF OFFICE OF THE VICE-CHANCELLOR (PRINCIPAL)

Paragraphs 51 and 52 of the Standard Institutional Statute provide as follows with regard to the appointment and the term of office of the Principal:

##### “51 Appointment of the Principal

Subject to section 31 (1) of the Act, the advertising of the post, the invitation for nomination of candidates, the search for suitable candidates, the criteria for the shortlisting of candidates and the interviewing and appointment are in the manner determined by the Council.”

##### “52 Term of office of the Principal

The Principal is appointed by the Council for such period as agreed upon in his or her contract.”

The aim with the Institutional Rules is to give effect to the provisions of the Act and the Statute and to regulate related matters.

## **2. APPOINTMENT PROCEDURE**

The Procedure as set out below is applicable to the advertising of, calling for nominations and filling of the position of Vice-Chancellor at the Sefako Makgatho Health Sciences University (SMU).

### **2.1 RECRUITMENT**

#### **2.1.1 Advertisement**

2.1.1.1 When a vacancy arises, the Executive Director: Human Resources, acting on the instructions of the Council or a delegated Committee of the Council, must place an advertisement in the national and international press. The vacancy must also be advertised on the Sefako Makgatho Health Sciences University website. In addition to the customary exposition of the duties and responsibilities of the Vice-Chancellor and the requirements for appointment to the position, the advertisement should also contain an exposition of the required documentation and a reference to the applicable Appointment Regulation and Procedure.

2.1.1.2 Candidates should submit their applications to the Executive Director: Human Resources by no later than 12:00 on the closing date stated in the advertisement. Applications should be accompanied by –

- (a) a full *curriculum vitae*; as well as
- (b) an abbreviated (no more than two pages) *curriculum vitae*;
- (c) the candidate's declaration of intent;
- (d) the names and contact details of at least three referees (provided that the University reserves the right to appoint and consult its own referees); and
- (e) an indication in writing by the candidate that he/she accepts the applicable Appointment Regulation and Procedure of the University.

#### **2.1.2 Nominations**

- 2.1.2.1 Acting on the instructions of the Council or a delegated Committee of the Council, the Executive Director: Human Resources directs a communiqué to the members of the Senate, the Institutional Forum and the Council containing the following:
- 2.1.2.1.1 a reference to the University website where a copy of the advertisement for the post appears and the date upon which the post may be filled;
  - 2.1.2.1.2 a reference to the University website where a copy of the applicable Appointment Regulation and Procedure appears and a summary of the main events of the appointment procedure;
  - 2.1.2.1.3 an invitation to members of the Institutional Forum, the Senate, and the Council to submit nominations to the Executive Director: Human Resources by no later than 12:00 on the closing date stated in the advertisement; and
  - 2.1.2.1.4 the requirements for a valid nomination, namely that it should consist of the following:
    - (a) a nomination; and
    - (b) a secondment, each under signature of no less than two members of the Senate and/or of the Council and/or of the Institutional Forum, which must be accompanied by –
    - (c) a full *curriculum vitae* of the nominee; as well as
    - (d) an abbreviated (no more than two pages) *curriculum vitae* of the nominee;
    - (e) a declaration of intent by the nominee;
    - (f) the names and contact details of at least three referees (provided that the University reserves the right to appoint and consult its own referees); and
    - (g) an indication in writing by the nominee that he/she accepts the applicable Appointment Regulation and Procedure of the University.

### 2.1.3 Recruitment Agency

Besides internal and external advertising, a search campaign, which may include the use of external recruitment agencies, can be undertaken at any stage under the direction of the Council or a delegated committee of the Council. The names of the candidates thus recruited accompanied by the required documentation (see clause 2.1.1.2) must be submitted to the

Executive Director: Human Resources on the date determined in the time frame referred to in clause 3 below, provided that the procedure described in clause 2.2 below must, with the necessary changes, be followed.

## **2.2 CONSIDERATION OF CANDIDATES**

### **2.2.1 Selection Panel (SP)**

The Selection Panel (SP) for purposes described in clause 2.2.2 and 2.2.4 is appointed by the Council and will consist of:

- 2.2.1.1 The Chairperson and Deputy Chairperson of the Council and five further members of the Council, representing at least (if not already represented through the Chairperson and Deputy Chairperson of the Council) the Department of Higher Education and Training, the Management, the Senate, the Student Representative Council and the Employees of the University. The SP is chaired by the Chairperson of the Council or in his/her absence the Deputy Chairperson of the Council or in his/her absence a member of the SP elected by the Panel;
- 2.2.1.2 At least two external experts in higher education with appropriate stature and knowledge;
- 2.2.1.3 In the event that any member of the SP is a candidate for the vacancy, the Chairperson of the Council shall substitute such member with another member of the Council, with due consideration of the representation prescribed in clause 2.2.1.1 above, as applicable; and
- 2.2.1.4 The quorum for the meeting of the SP is one representative from each of the constituencies mentioned in clause 2.2.1.1 and 2.2.1.2.

### **2.2.2 Initial consideration**

- 2.2.2.1 A meeting of the SP shall be convened as soon as possible after the closing date for applications and nominations, in accordance with the time frame for the implementation and finalisation of the appointment process approved by the Chairperson of Council (see clause 3 below).
- 2.2.2.2 The SP shall consider all the candidates for appointment in accordance with the requirements for appointment as advertised on account of their *curricula vitarum* and declaration of intent.

- 2.2.2.3 The full *curriculum vitae* and declaration of intent of each candidate shall be made available to the SP.
- 2.2.2.4 The SP shall compile a short list of possible candidates with a view to inviting the short-listed candidates to address a joint meeting of Council, Senate and the Institutional Forum at a time and place as determined in accordance with the time frame for the implementation and finalisation of the appointment process approved by the Chairperson of Council (see clause 3 below).
- 2.2.2.5 The SP is entitled (but not obliged) to request all candidates on the short list to submit themselves to competency assessment to be conducted by a qualified service provider operating in the employment field. The said service provider is to be appointed by the SP or a committee designated by the Council. The report or other formal documentation of the assessment is confidential and will only be available to members of the SP of Council. All documentation in this regard must be destroyed after the appointment process has been finalised.
- 2.2.2.6 In the event that the SP is of the opinion that none of the applicants or nominees should be short listed –
- 2.2.2.6.1 the appointment process must commence *de novo* as soon as practicable, while appropriate transitional measures shall, depending on the circumstances, be instituted pending the finalisation of the process; or
- 2.2.2.6.2 the SP must make a recommendation to Council on an appropriate alternative process to proceed with the appointment.
- 2.2.2.7 The full *curriculum vitae* and declaration of intent of each candidate on the short list is placed on the Intranet of the University and is accessible to members of the Council, the Senate, the Institutional Forum, staff and students.

## **2.2.3 Consideration by the Institutional Forum and the Senate**



- 2.2.3.1 The Institutional Forum and the Senate consider the short listed candidates with a view to making a recommendation on the suitability for appointment of candidates to the SP and the Council.
- 2.2.3.2 The Senate and the Institutional Forum must, after all the short-listed candidates have addressed a joint meeting of the Council, the Senate and the Institutional Forum on a topic or topics as determined by the SP with due regard to the advertised requirements for appointment, through separate meetings make a pronouncement on the suitability for appointment of each of the short listed candidates. The full *curricula vitarum* of the candidates and their declarations of intent must be made available to the members of the respective meetings before the voting is conducted.
- 2.2.3.3 The Chairperson of the Council, or in his/her absence, the Deputy Chairperson of the Council, or in his/her absence, a member of the Council designated by the Chairperson, will act as chairperson of the joint meeting of the Council, the Senate and the Institutional Forum. The joint meeting will take place on a date and time determined in accordance with the time frame for the implementation and finalisation of the appointment process approved by the Chairperson of the Council (see clause 3 below).
- 2.2.3.4 A candidate will be deemed to be suitable for appointment by the Senate or the Institutional Forum if 50% plus 1 (one) of the members of the relevant body present vote in favour of his or her suitability.
- 2.2.3.5 Voting will be conducted by means of a closed ballot under the supervision of the Registrar. In the event that the Registrar is a candidate for the vacancy, the Chairperson of the meeting appoints an official of the University to tally the votes. Prior arrangements may be made for the University's external auditors to supervise the voting process should the Registrar or official appointed to tally the votes deem this to be necessary.
- 2.2.3.6 The results of the polls conducted in the Senate and Institutional Forum will be communicated to the Senate and the Institutional Forum respectively, and be made available to the SP with the inclusion of the number of votes each candidate obtained.

## 2.2.4 Second consideration

- 2.2.4.1 A second consideration of the short listed candidates by the SP takes place by means of interviews with the short listed candidates.
- 2.2.4.2 Before candidates on the short list are interviewed, the Executive Director: Human Resources must take appropriate steps to confirm all the candidates' qualifications.
- 2.2.4.3 A meeting of the SP must be convened as soon as possible after the joint meeting of the Council, the Senate and the Institutional Forum. The SP will at this meeting conduct interviews with all the candidates short listed.
- 2.2.4.4 All members of the Council are entitled to attend the meeting of the SP to participate in proceedings, but only members of the SP may be present or vote when the SP deliberates or takes a decision.
- 2.2.4.5 The SP must consider the full *curriculum vitae*, declaration of intent and the referee reports in respect of each candidate on the short-list, as well as the results of the voting by the Senate and the Institutional Forum on the suitability for appointment of the short-listed candidates and the report of the qualified service provider (if applicable) referred to in clause 2.2.2.5.
- 2.2.4.6 After the interviews with the candidates, the members of the SP must make a substantiated recommendation to Council regarding the suitability for appointment of the candidates. The members of the SP must cast their votes by way of closed ballot. Should the SP be of the opinion that more than one candidate is suitable for appointment in accordance with the advertised requirements these candidates may be rated in order of preference. If the votes are tied between two candidates, the Chairperson in all instances casts the deciding vote. After voting, the Chairperson of the SP announces the results of the ballot to the SP.

## **2.2.5 Consideration by the Council**

- 2.2.5.1 The Council must be convened as soon as possible to decide on the appointment of the Vice-Chancellor. If the matter cannot be finalised in time to serve at a scheduled meeting an extraordinary meeting of the Council may be convened.
- 2.2.5.2 The Council shall at this meeting –

2.2.5.2.1 take note of the recommendation of the SP with regard to:

2.2.5.2.1.1 an appropriate alternative process to proceed with the appointment where the SP was of the opinion that none of the applicants and nominees should be short listed in accordance with the advertised requirements for appointment; or

2.2.5.2.1.2 the appointment of a candidate or the order of preference, if applicable.

2.2.5.2.2 review and confirm, if appropriate, the processes and procedures that had been followed thus far;

2.2.5.2.3 consider all the nominations and applications that have been received;

2.2.5.2.4 take note of the results of the voting by the Senate and the Institutional Forum on the suitability for appointment of the candidates on the short-list;

2.2.5.2.5 take note of all information that was at the disposal of the SP (the Chairperson of the SP must, if applicable, give feedback on the competency assessment referred to in clause 2.2.2.5 above in an appropriate manner);

2.2.5.2.6 take note of the minutes of the meetings of the SP, especially the minutes of the meeting at which the candidates on the short list were interviewed;

2.2.5.3 The Council must at the meeting referred to in clause 2.2.5.2 and after considering all recommendations and relevant documentation, decide to:

- proceed with the alternative process referred to in clause 2.2.2.6.2; or
- appoint a candidate; or
- after conducting further interviews with the candidates, appoint a candidate; or
- not make an appointment. In this instance the Council may decide to commence with the appointment process as set out in clause 2 herein *de novo* as soon as practicable, or to proceed with an appointment by means of an appropriate alternative

process, while appropriate transitional measures shall, in accordance with the circumstances, be instituted pending the finalisation of the process and appointment; and

- determine the term of office of the Vice Chancellor; and
- determine the conditions of service, privileges, responsibilities of the Vice-Chancellor; and
- subject to University policy, the academic status and title of the Vice-Chancellor.

2.2.5.4 The position of Vice-Chancellor will be offered to the candidate who enjoys the support of the majority of Council members present at the meeting.

2.2.5.5 In the event that no candidate enjoys the support of the majority of the Council members who are present at the meeting during a first or subsequent round of voting, the candidate with the lowest number of votes in a specific round is eliminated. Where there is a tie between two candidates with the lowest number of votes, Council votes in a separate round on which of the candidates proceeds to the next round. The candidate with a simple majority of the votes cast, goes through to the next round. The process is repeated until one candidate enjoys the support of an absolute majority of the Council members present; provided that where only one candidate remains and is unable to obtain an absolute majority of the votes of the Council members present, no appointment will be made and the provisions set out in clause 2.2.5.3 above (fourth bullet) will apply.

2.2.5.6 If the votes are tied between two candidates, the Chairperson in all instances casts the deciding vote.

2.2.5.7 Voting takes place by way of a closed ballot. The Registrar is responsible for tallying the votes. In the event that the Registrar is a candidate for the vacancy, the Chairperson appoints an official of the University to tally the votes. Prior arrangements may be made for the University's external auditors to supervise the voting process should the Registrar or official appointed to tally the votes deem this to be necessary.

2.2.5.8 Where the preferred candidate does not accept the offer of appointment, no appointment will be made and the provisions set out in clause 2.2.5.3 above (fourth bullet) will apply.

## **2.3 PARTICIPATION OF NOMINEES/APPLICANTS IN PROCEEDINGS**

- 2.3.1 With regard to proceedings at which candidates are discussed and/or voted for in accordance with this procedure, a candidate or nominee who is a member of the Senate and/or the Council and/or the SP and/or the Institutional Forum, should recuse him/herself from the proceedings of the relevant body.
- 2.3.2 In the event that such a candidate represents an interest group on the Institutional Forum or the Senate, such interest group shall be entitled to appoint a substitute.

## **2.4 APPOINTMENT PROCEDURE FOR A FURTHER TERM**

- 2.4.1 The appointment of a serving Vice-Chancellor for a further term is, subject to the provisions of the Act and the Statute, further regulated in accordance with clause 2.4 of this regulation.
- 2.4.2 At least six months before the expiry of the term of office of a serving Vice-Chancellor, and where he/she has indicated that he/she would be available for a further term, the SP appointed by the Council in accordance with clause 2.2.1.1 (excluding the external members: See clause 2.2.1.2) must consider the possibility of appointing said Vice-Chancellor for a further term.
- 2.4.3 The contents of the following documents must be borne in mind when reappointment is considered:
- 2.4.3.1 a self-appraisal by the serving Vice-Chancellor in respect of the expired term;
  - 2.4.3.2 the serving Vice-Chancellor's vision for a possible further term;
  - 2.4.3.3 a report prepared by the Chairperson of the Council in accordance with appropriate assessment criteria, including the University's performance indicators and the agreed-upon personal performance objectives and outcomes of the serving Vice-Chancellor during the expired term.
- 2.4.4 After considering the documentation referred to in clause 2.4.3, the SP (excluding the external experts) must decide either:
- 2.4.4.1 to continue with the reappointment process as set out in clause 2.4.6 to 2.4.13 below; or
  - 2.4.4.2 to make a recommendation to the Council to advertise the position of Vice-Chancellor. In such instance, the serving Vice-Chancellor will be entitled to *de novo* apply for the position.

- 2.4.5 Where the SP decides to recommend to the Council that the position be advertised as envisaged in clause 2.4.4.2, the recommendation and the documentation referred to in clause 2.4.3 shall be submitted to the Council at the first possible opportunity. Should the Council not approve the recommendation to advertise, the matter is referred back to the SP to proceed with the appointment in accordance with this Regulation.
- 2.4.6 Where the SP decides to continue with the process as envisaged in clause 2.4.4.1, or where the matter was referred back to the SP in accordance with clause 2.4.5, the SP must consult the Senate and the Institutional Forum at separate meetings of said bodies regarding the possible reappointment of the serving Vice-Chancellor and may decide to undertake any other consultation process (including a 360 degree evaluation by a qualified service provider) it deems appropriate.
- 2.4.7 For the purpose of consultation with the Institutional Forum and the Senate, the self-appraisal, vision and *curriculum vitae* of the serving Vice-Chancellor must be made available to members, and both groupings must by way of voting at their respective separate meetings make a pronouncement on the possible reappointment of the serving Vice Chancellor. The envisaged meeting of the Senate will be chaired by the Deputy Chairperson of the Senate, or in his or her absence, a member of the Senate elected by the Senate.
- 2.4.8 Voting at the meeting of the Senate and the Institutional Forum will be conducted by means of a closed ballot under the supervision of the Registrar. In the event that the Registrar is not in attendance, the Chairperson of the Council appoints an official of the University to tally the votes. Prior arrangements may be made for the University's external auditors to supervise the voting process should the Registrar or official appointed to tally the votes deem this to be necessary.
- 2.4.9 The results of the polls conducted in the Senate and the Institutional Forum shall be communicated to the Senate and the Institutional Forum respectively and made available to the SP. The results may only be announced after the meetings of both the Senate and the Institutional Forum have taken place.
- 2.4.10 The SP must conduct an interview with the serving Vice-Chancellor with due consideration of –
- the results of the voting in the Senate and the Institutional Forum or any other appropriate consultation process;
  - the documents referred to in clause 2.4.3 above.

- 2.4.11 The SP must submit a substantiated recommendation to Council regarding the reappointment, or not, of the serving Vice-Chancellor.
- 2.4.12 The Council must consider the documents referred to in clause 2.4.10 above, as well as the recommendation of the SP and may decide either to reappoint the serving Vice-Chancellor for a further term as determined by the Council, or not to make an appointment. Voting takes place by way of a closed ballot. Where the votes are tied, the Chairperson casts the deciding vote.
- 2.4.13 In the event that the Council decides not to reappoint the serving Vice-Chancellor for a further term, the procedure as set out in clauses 2.1 – 2.3 above comes into effect and appropriate transitional measures must be instituted pending the finalisation of the process.

### **3. TIME FRAME**

The Executive Director: Human Resources, in consultation with the Chairperson of the Council, is responsible for setting a time frame with a view to the implementation and finalisation of the appointment process.

2<sup>nd</sup> September 2019

Professor Peter A Mbatl  
Deputy Pro-Vice Chancellor (Academic and Quality)  
Botho University, PO Box 501564  
Gaborone, Botswana  
Cell: +26775911519  
E-mail [peter.mbatl@bothouniversity.ac.bw](mailto:peter.mbatl@bothouniversity.ac.bw)  
[peteramungambatl@gmail.com](mailto:peteramungambatl@gmail.com)

Ms. Genevieve Michel  
Managing Director  
Academic Partners  
[vc.smu@talenting.co.za](mailto:vc.smu@talenting.co.za)

Dear Ms. Michel

**RE: DECLARATION OF INTENT FOR THE POSITION OF VICE CHANCELLOR AND PRINCIPAL – SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY (REF: AP560)**

I am currently the Deputy Pro Vice Chancellor Academics and Quality at Botho University, Gaborone Botswana the largest private higher education institution in Botswana, with campuses in Lesotho, Namibia and Eswatini. From 2008 – 2018 I served as the Vice Chancellor and Principal of the University of Venda, one of the 26 public Universities in South Africa where I served the mandatory two five-year terms.

I have extensive experience working at Senior and Executive Management that spans over 22 years acquired at both Science Councils and Universities. This includes working as a Senior Research Scientist and later as the Acting Director of the Biomedical Sciences Research Centre of the Kenya Medical Research Institute in Nairobi, Kenya; Campus Principal and member of the Executive Management Team of the University of the Free State, South Africa; Group Executive Livestock at the Agricultural Research Council, South Africa; Vice Chancellor and Principal of the University of Venda, South Africa and currently as DPVC Academics and Quality at Botho University, Gaborone, Botswana.



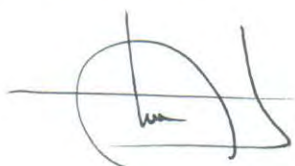
I am a prolific researcher and, have attracted a lot of external competitive grants through well-crafted research proposals, resulting in several research outputs such as peer reviewed accredited journal articles, post graduates at Masters and doctoral level and many conference proceedings. I have held the prestigious title of a National Research Foundation (NRF)-rated researcher in South Africa for about 15 years and which lapsed at the end of 2017. I was a lead researcher for a WHO grant in the development of refined Direct Agglutination Test that was adopted for sero-diagnosis of visceral leishmaniasis by the World Health Organization. I have also been at the fore-front of developing diagnostics and vaccines for various parasites of medical and veterinary importance.

I have acquired critical skills that would be invaluable for the position of Vice Chancellor Sefako Makgatho Health Sciences University should I be appointed. These include among others:

- a) Strategic Planning and implementation through development of business plans, operational plans and performance contracts. Ultimately reporting on institutional performance through Annual Reports with the direct oversight of the Vice Chancellor.
- b) Resource mobilization and fund raising from both the public sector and the private sector. I raised over R1.5 billion for the period I was VC at UNIVEN for various infrastructure projects and; R67 million for a new BCom accounting programme
- c) Compliance with various pieces of legislation including the Public Finance Management Act; Labour Relations Act; King III on corporate governance etc
- d) Excellent writing skills
- e) Excellent interpersonal skills
- f) Excellent networking at regional and international level.

I would be grateful should my application be considered favorably.

Yours sincerely



**Professor Peter A Mbat**

## Curriculum Vitae

Peter Amunga Mbatl (BEd Hons (Sc), MSc, PhD)  
Professor of Parasitology

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### Personal Data

Name: Professor Peter Amunga Mbatl  
Date of birth: January 10<sup>th</sup> 1962  
Marital status: Married August 31<sup>st</sup> 1991, with children  
Citizenship: South African  
Current status: Deputy Pro-Vice Chancellor Academic and Quality  
Contact address: Botho University, PO Box 501564, Gaborone, Botswana  
Cell:+26775911519;E-mail [peter.mbatl@bothouniversity.ac.bw](mailto:peter.mbatl@bothouniversity.ac.bw)  
or [Peteramungambatl@gmail.com](mailto:Peteramungambatl@gmail.com)  
Residential address: 975 Marlin Street, Garsfontein, 0081, Pretoria East,  
Republic of South Africa

### Professional and Academic Qualifications

1997: Advanced studies in protozoan diseases. Research Centre for Protozoan Molecular Immunology, Obihiro University of Agriculture and Veterinary Medicine, Japan, 5<sup>th</sup> November 1996 - 7<sup>th</sup> September 1997  
1994: Doctor of Philosophy (Parasitology). Kenyatta University  
*Thesis:* Use of chelators in experimental chemotherapy of visceral leishmaniasis.  
1989: Master of Science (Parasitology). Kenyatta University  
*Thesis:* Destabilization of phosphoenol pyruvate carboxykinase in *Leishmania donovani* engulfed in mouse peritoneal macrophages as a means of treatment  
1987: Bachelor of Education Honours (Botany & Zoology). Kenyatta University

### Board memberships

2018 – present: Chairperson of the Ruforum TAGDev Steering Committee  
2016 – present: Academic Advisory Board Member of the Academic Research Centre based in Harare, Zimbabwe.

- 2016 – 2018: Member of the Council of the University of Swaziland
- 2010 – 2017: Chairperson of the Limpopo Province Premier's Employment Growth and Development Advisory Council – Skills for the Economy Technical Working Group.
- 2014 – 2017: Chair of the HESA Higher Education Leadership and Management programme.
- 2008 – 2018: Director Universities South Africa (Ussaf)
- 2014 – 2017: Executive Board member of the Association of African Universities
- 2014 – 2017: Executive Board member of the Regional Universities Forum for Capacity Building in Agriculture
- 2015 – 2017: Appointed as Chair of the HESA Admissions Committee
- 2013 – 2015: Appointed to serve on the HESA Transformation Committee

### Awards

- 2017: RUFORUM IMPRESSA Award (First runner up). Recognition award to Professor Mbatlana for excellence in research, institutional transformation and building Africa's human resource capacity. The award comprised of a trophy, a certificate and US\$ 15,000.00. Award ceremony was held in Lilongwe Malawi on 26 October 2017.
- 2013: The Limpopo Black Management Forum honoured Professor Peter Mbatlana with an award for Excellent Leadership at a dinner held at Khoroni Hotel, Thohoyandou on Friday 21<sup>st</sup> June 2013.
- 2012: Gold medal award; University of Venda Black Management Forum (BMF) Student Chapter awarded me a gold medal and trophy for 'Exceptional work in transforming the University of Venda to be a centre of academic excellence'. 19<sup>th</sup> November 2012 University of Venda, Council Chambers.
- 2012: The International Socrates Committee of Europe Business Assembly (Oxford, UK) recommended the Vice Chancellor and Principal Prof. Peter Mbatlana to join the members of the Club of the Rectors of Europe. The Nomination Committee of Europe Business Assembly further recommend the University of Venda to be awarded with the International "European Quality Award". The award ceremony was held on 12<sup>th</sup> July 2012 under the auspices of Dublin City Councils' Summit of Leaders, Dublin, Ireland
- 2011: I was awarded the "La Matinal Educational Excellence Award for outstanding contribution to Education" at the inaugural Africa-India Partnership Summit held at the Sugar Beach Resorts, Mauritius on 14<sup>th</sup> December 2011. The award included a trophy and a citation.

- 2007: Award on “Outstanding Leadership” bestowed during the 25<sup>th</sup> Silver Jubilee Celebrations of the University of the Free State, Qwaqwa campus on 14<sup>th</sup> September 2007
- 2004: Research Award: Recognition for Research Excellence, University of the Free State
- 2000: Recognition award: Marquis Who's WHO in Medicine and Healthcare. 3<sup>rd</sup> Edition, 2000-2001
- 1999: University of the North, Qwa-Qwa campus: Established Investigator of the Year Award
- 1998: University of the North, Qwa-Qwa campus: Recognition Award for commitment to post-graduate supervision
- 1997: Prof. Keizo Asami Memorial Research Award, Ohyama Health Foundation, Japan

### Research Professional Responsibilities

#### National/International level

- 2000-2003: Member of the NRF Advisory Committee for University of the North, (Qwa-Qwa Campus) funding.
- 2001-2002: Research Management Team 'Linking Urban Sanitation Agencies with poor community needs in Southern Africa: a study of Zambia, Zimbabwe and South Africa'
- 2001-2002: Chairman, Local Organizing Committee, Parasitological Society of Southern Africa (PARSA) Conference.
- 2001-2005: Reviewer for Research Proposals submitted to the NRF for consideration for funding.
- 2000-2002: Member, Parasitology Working Group (South Africa). Developing a policy document on parasitology for the National Health Laboratory Services

### Work Experience in Senior and Executive Management

Deputy Pro Vice Chancellor Academics and Quality. Botho University, Botswana. February 2018 – present

Botho University is a private international tertiary institution with campuses in Botswana, Lesotho and Namibia. It has three campuses in Botswana (Gaborone, Francistown, Maun). The DPVC is responsible for the teaching, learning, research and community engagement activities of the university which are spread over five Faculties: Faculty of Health and Education; Faculty of Engineering and Applied Sciences; Faculty of Business and Accounting; Faculty of Hospitality and Sustainable Tourism; Faculty of

Computing. I oversee the development of Faculty Strategic Plans. I also chair the University Research, Monitoring and Evaluation Committee.

2018 – present: Member, University Academic Board

2018 – present: Member, Botho University Advisory Council

2018 – present: Chair, Botho University Research Committee

### Vice Chancellor and Principal – University of Venda, South Africa. February 2008 – January 2018.

The Vice-Chancellor is the Chief Executive Officer and is supported by an Executive team. The Vice-Chancellor is responsible to Senate for the academic work of the University, and to the Council for the general management of the institution. As Vice-Chancellor I was accountable for:

- The University's ongoing development guided by a clear sense of mission and strategic direction which is well understood and sensitive to changes in the social, economic and political environment within which it operates;
- Ensuring that the University's academic activities, spanning a wide range of disciplines divided into 8 schools, are properly resourced - with both funding and talented people who are provided with the necessary resources (facilities, budgets and other equipment) to achieve the stated objectives of the institution;
- The university's staff and students feeling genuinely part of a vibrant and closely knit academic community;
- Representing the University locally, nationally and regionally, by interacting with Government, other institutions of higher learning, and commerce and industry;
- Together with other leaders of higher education institutions, positively influencing the policy development and strategic agenda for higher education within the country;
- Taking a leading role in developing the University's sources of funding, both nationally and internationally;
- Actively seeking and participating in collaboration opportunities with other higher education institutions in the region;
- Being the driving force in the University's system of governance with key governing bodies such as Council, Senate and the Institutional Forum: and
- Leading and managing a proficient senior management team by ensuring that policy issues are thoroughly examined and addressed,

appropriate decisions made, communicated and implemented promptly and effectively.

- As Vice Chancellor was a Director of the Board of Higher Education South Africa (HESA) which later changed to Universities South Africa Forum (Ussaf).

### Administrative Responsibilities

- 2008 – 2018: Chair of Senate
- 2008 – 2018: Chair of Executive Committee of Senate
- 2008 – 2018: Chair of Senior Management Committee
- 2008 – 2018: Chair of Executive Management Committee
- 2008 – 2018: Director of the Board of Higher Education South Africa
- 2009 – 2018: Director UNIVEN Innovation and Growth Company
- 2008 – 2018: Member of Council and all its subcommittees (Executive Committee of Council; Audit and Risk; Finance; Human Resources; Student Affairs; Convocation)
  
- 2008 – 2018: Trustee of the University of Venda Foundation

### High lights (2008 – 2018)

#### General Administration:

- Developed and successfully implemented the following strategic plans: 2009 – 2013, 2012 – 2016 and, currently the 2016 – 2020 plan.
- Conceptualized and implemented accredited modules on “ Higher Education Leadership Management” for members of Senior and Executive Management and, middle management and senior academics
- Developed and successfully implemented the Univen Infrastructure Project plan.
- Conceptualized and oversaw the creation and functioning of the Univen Income Generating Company (UIGC).
- Successful Fund Raising initiatives, for example:
  - o R22 mil from Construction CETA towards community training centre, development of new programme in construction technology, and technology laboratory
  - o R64 mil towards SAICA accredited BCom Accounting programme for the production of Chartered Accountants at Univen
- Developed and refined an appropriate senior and executive management structure, with a careful balance between



- administrative and academic structures in support of the academic core project. Implemented a divisional executive structure. New posts created were: DVC Operations; Director Institutional Planning and Quality Assurance; Director International Relations; Director Legal Services; Director Community Engagement; Director Office of the Vice Chancellor; Director Centre for Higher Education Teaching and Learning; Co-sourced model for Internal Audit; Director Safety and Security
- Initiated the University Town concept for Thohoyandou
  - Clean unqualified audits from 2008 to date
  - Growth in reserves from R 30 mil to R 700 mil
  - Increased internationalization projects
  - Rebranding of UNIVEN – with a new website, new logo
  - Implemented an on campus integrated security plan with emphasis on IT technology
  - Review of the Deed of the Foundation
  - Reviewed twice the Univen Statute
  - Review and development of new policies for staff and students
  - Introduction of performance management
  - Introduced detailed Quarterly reports “Vice Chancellor's State of the Campus Reports”
  - Strengthened an institutional culture at Univen focusing on the academic core project
  - I invited *Prof. Mervyn E King* who delivered a paper on “Corporate Governance” at the University of Venda Senate Chambers on Wednesday, 24 October 2012.
  - Bestowed the title ‘Vhavhenda vho Mbatl’ by King MPK Tshivhase of the Tshivhase Royal Council on 14<sup>th</sup> December 2008.

#### Academic Division:

- Academic re-engineering from a traditional university to a comprehensive university.
- Creating special positions of academics to improve the research output of the university such as Research Professors, Adjunct Professors, visiting professors, Professor Emeriti etc
- Introduction of various Vice Chancellors awards for the following categories: Research; Teaching; Community Engagement, and, Student Excellence Awards.
- Exponential growth in research outputs from 0,0017 to 0.50 per capita units

- Increase in NRF-rated researchers from one (Prof Mbat) to 24
- Carefully planned growth of student numbers from 10,000 to current 15,000 (12% post gradual level)
- Pass rates from 78% to 87%

#### Operations Division:

- Growth in bandwidth from 08 megabits/sec to 10Gigs/sec
- Implemented rollout of tablet pcs to all undergraduates, honours and **Masters'** students. PhD students are given laptops
- Council approved Integrated Transformation Plan
- Revamped informative, attractive and user-friendly Univen website
- Implemented on-line student registration
- New Infrastructure Development to the value of R1.5 billion rand (e.g Life Sciences building; Lecture hall complex; Female residence; Environmental Sciences buildings; School of Agriculture; School of Education; Student Academic Administration; Campus Clinic; Research Conference Hall; Academic Community Training Centre; Office Complex etc)
- Grew the property, plant and equipment from R500 mil to R 2 billion
- Appointed Debt Tracker to collect outstanding student debts
- Enhanced teaching and learning facilities in the Unit for Students with Disabilities
- Developed a financial model for UNIVEN

International visits undertaken in support of Univen's **core** business

#### CUMT AND CCTEG (China)

I travelled to China from 7<sup>th</sup> – 11<sup>th</sup> March 2011 to engage with the China University of Mining and Technology (CUMT), and the China Coal Technology and Engineering Group (CCTEG) for the purpose of working towards developing a fully-fledged mining engineering programme at the University of Venda.

#### SA – USA Drug delivery training programme

On the invitation of the NRF, I visited Emory University in Atlanta Georgia and Scynexis in North Carolina as part of group of 5 scientists from South Africa on a SA – USA drug discovery training programme from 17 – 21 August 2009. The purpose of the programme is to accelerate the training of PhDs in this scarce skills area in South Africa.



National Pingtung University of Science and Technology in Taiwan  
 President Guu of the National Pingtung University of Science and Technology and I signed an MoU between our two sister institutions on 12<sup>th</sup> October 2009. Areas of collaboration with NPUST will include collaborative research, co-supervision of students, staff and student exchange programmes particularly for visiting professorships and extra ordinary professorships.

KNUST and UCC – Ghana

Together with the Chair of Council Judge Yvonne Mokgoro I visited Ghana between 19 – 22<sup>nd</sup> October 2009. We signed an MoU with the Kwame Nkrumah University of Science and Technology. An MoU was also signed with the University of Cape Coast will be signed in the near future.

Visit to the Netherlands (2<sup>nd</sup> – 5<sup>th</sup> October 2012)

The purpose of the visit was to explore a number of policy issues in the Netherlands relevant to the South African Higher Education sector, particularly the role of professional education institutions (HBO). The visit also sought to establish partnerships in the areas of career focused programmes, staff and student exchange in career focused and traditional degree programmes, staff development, and in PhD training to achieve the 75% target for PhDs in faculties by 2030 as reflected in the national development plan. Institutions visited included the Institute for Social Studies, The Hague University of Applied Sciences, Wageningen Research University and, Van Hall Larenstein University of Applied Sciences.

Visit to the Management Centre Innsbruck Austria (7 – 9 October 2012)

Management Centre Innsbruck (MCI) also known as the entrepreneurial school is located in Innsbruck, Austria and works with over 130 partner universities world-wide and has a deliberate international orientation of its curricula. It offers programmes in the broad areas of Management, Engineering and Life Sciences and, Executive Education (Executive MBA). Identified academic areas of collaboration include Tourism and Social, including staff and student exchange. Another interesting project proposal on development of a collaborative accredited tailor-made Management Development Programme for University middle and senior managers.

Zimbabwe

As part of our deliberate drive to increase the share of students from SADC, Between 4<sup>th</sup> – 10<sup>th</sup> October 2013 I led a team composed of Director International Relations and Director Communications and Marketing to a tour of Zimbabwe in which we met with Vice Chancellors and Executives of the following Universities where MoUs were entered into:

- Women's University in Africa
- The Manicaland University of Applied Science and Technology
- Midlands State University
- The Great Zimbabwe University

#### Botswana

As part of our deliberate drive to increase the share of students from SADC, Between 23<sup>rd</sup> – 30<sup>th</sup> November 2013 I led a team composed of Director International Relations and Director Communications and Marketing to a tour of Botswana in which we met with Vice Chancellors and Executives an MoU with Botho University was entered into.

Visits and discussions on possible collaboration were also held with the following:

- University of Botswana,
- Botswana college of Agriculture
- Botswana Tertiary Education Council.

#### Univen admitted to RUFORUM

In 2014 I spearheaded the admission of Univen into Ruforum – a Pan African regional Universities forum that focusses on capacity building in Agriculture

#### Masinde Muliro University of Science and Technology, Kenya

I met the Vice Chancellor & Principal Prof Fred Otieno and members of his Executive Management on 18<sup>th</sup> February 2014. A MoU to enhance collaboration between the two sister universities was signed.

#### University of Swaziland

As part of our deliberate drive to increase the share of students from SADC, I led a team composed of Director International Relations and Director Communications and Marketing to a visit of the University of Swaziland from 4<sup>th</sup> – 5<sup>th</sup> November 2014 where I engaged with both Vice Chancellor Magagule and his executive team. A MoU between our two institutions was signed.

#### Eduardo Modlane Universtiy, Mozambique

As part of our deliberate drive to increase the share of students from SADC, I led a team composed of Director International Relations and Director Communications and Marketing to a visit of the Eduardo Modlane in Maputo Mozambique from 6<sup>th</sup> – 7<sup>th</sup> November 2014. I engaged with both Vice Chancellor (Magnifico Reitor) Prof Orlando Antonio Quilambo and his executive team. A MoU between our two institutions was signed.

#### Instituto Investigacao Agraria de Mozambique

I led a team to Maputo, Mozambique where a MoU was signed with the Mozambican Agriculture Director General Dr Inacio Maposse in July 2014. Univen is to provide assistance in capacity building and training in the area of assisted animal reproduction.

#### United States of America

Together with the Chairperson of Council Mrs Shirley Mabusela I visited the following institutions between 8<sup>th</sup> – 12<sup>th</sup> July 2013 as part of a marketing and fund raising strategy by engaging with philanthropic organizations, Trusts and other potential donors.

- Medtronic which specializes in advanced medical equipment in Washington DC
- Presentation by VC to the Executive Council on Diplomacy in Washington DC
- Christie Company in New York that deals with PPP infrastructure projects
- Infinite family – New York, an NGO on community work in developing countries
- Elma Philanthropies in New York
- The Coca Cola Company in New York
- University of Columbia, New York

#### Exploring linkages with the National University of Nicaragua.

I visited Universidad Nacional Agraria in Nicaragua in October 2014. The University integrates its core teaching and research activities very closely with the “real agricultural world” by not only providing extension services, but also making available technologies and products to the farmers.

#### Erasmus+ EU-funded Internationalization and Modernization Programme for Academics, Leaders and Administrators (IMPALA), 25 – 30<sup>th</sup> June 2017

Engagements, lectures and tours with the University of Graz in Austria and, the Universities of Antwerp and, University Colleges Leuven-Limburg in Belgium on broad areas of internationalization strategies, internationalization of research, teaching and community engagement.

#### UNIVERSITY OF IBADAN, NIGERIA (10<sup>th</sup> – 17<sup>th</sup> July 2017)

I led a delegation from UNIVEN to the University of Ibadan from 10 – 14<sup>th</sup> July 2017 as part of increasing our foot print on the African continent, and to pursue collaboration with the University of Ibadan, Nigeria. During the visit at the University of Ibadan, the delegation had the opportunity of interacting with academic staff members from various Faculties, which included Agriculture, Humanities and Arts, Education and Law. One of the

focal areas of the visit was collaboration between the Univen's emerging Center of Excellence in Agriculture and the University of Ibadan's Faculty of Agriculture. Areas in which intensified academic co-operation is planned include Aquaculture and Fisheries Management as well as Food Science and Technology.

On Monday, 17 July 2017, and as part of the University's mission to increase its footprint on the African Continent, I steered the launch of the University's forum known as "Friends of the University of Venda in Nigeria", which aims to strengthen Univen's stakeholder relations in Nigeria. The event took place at the Sheraton Hotel, Ikeja. This was intended to offer an opportunity to members of the public and potential students who are interested in pursuing their university education at both undergraduate and post-graduate levels through the University of Venda. A structure comprising current and potential partners and Univen alumni was established to link the University with its strategic stakeholders in Nigeria.

### Group Executive – Livestock Business Division, Agricultural Research Council, Pretoria. July 2006 – January 2008

My role was to lead the Livestock Business Division and related Research and Technology Development and transfer activities currently delivered by two institutes, namely the Animal Production Institute (focus on animal improvement, animal nutrition; and range and forage), and the Onderstepoort Veterinary Institute (focus on diagnostics and vaccines). I was further required to foster multi-disciplinary research and coordinate effective communication and interaction with stakeholders. I drove innovation, commercialization and marketing of the ARC's livestock research services. I served on the Executive Management Committee of the Agricultural Research Council. The Livestock Division had 900 employees. Nine (9) Senior Managers reported directly to me and these were: two Research and Technology Managers, a Divisional Finance Manager, two Facilities Managers, a Divisional HR Manager, a Sustainable Rural Livelihoods Manager and a Business Development and International Relations Manager. I was accountable for the Division's financial performance with an annual budget of R 202 million.

2006: Part of the ARC Executive Management team that presented the ARC Annual Report to the Parliamentary Portfolio Committee on Agriculture and Land Affairs in Cape Town, 30 – 31<sup>st</sup> October 2006

2006 – 2008: Participated in the ARC Strategic Planning Processes: 27<sup>th</sup> November – 1<sup>st</sup> December 2006, ARC Central Office; 15<sup>th</sup> – 18<sup>th</sup> January 2007, ARC Central Office; 8<sup>th</sup> – 12<sup>th</sup> January 2008, ARC Central Office.

Campus Principal – University of the Free State, QwaQwa Campus, Office of the Vice Chancellor. January 2003 – June 2006

I was responsible and accountable for the overall and effective functioning of the Qwa-Qwa campus, and served as a full member of the Executive Management of the UFS. As Campus Head I was administratively responsible for the following:

- Strategic Management which included:
  - Leading the campus management in Annual Strategic Management Workshops. This included a review of our performance against set targets for key performance areas including financial performance, external income, equity status, student pass rates, research outputs, infrastructure development, etc
  - Developing a management model for the Qwa-Qwa campus of the University of the Free State
  - Formation of the campus alumni with a view to assisting in the developmental activities of the campus
- Chair *Secundus* for Campus Monitoring Committee. The committee assisted students in the registration process by attending to exceptional cases that could not be assisted through the normal registration channels
- Teaching, learning, research and community service (with particular reference to ensuring that the 'enablers' were of sufficient quality to ensure good outputs as measured by better pass rates of students, increased good quality publications, attendance of national and international conferences, and participation in community service projects.
- Human Resources and administration with special focus on Recruitment, Labor Relations and Industrial Relations.
- ICT: Ensuring that ICT supported the core business of the campus. Investments for upgrades (both soft and hard ware) was always done against availability of budgets and the value added to our core business as a campus.

- Financial Management
  - Responsible for the annual budgeting of the campus
    - Regular monitoring of the campus budget (income vs expenditure), and alignment to the strategic objectives of the university
    - Decision-making by integrating financial management in the decision making process following annual strategic planning meetings
    - Understand the budgeting process and forecasting techniques
    - Internal financial controls (audits)
    - Monitoring student finances and ensuring recovery of money due to the university

*Examples that demonstrate financial Management Skills at an Executive Level*

Following the incorporation of the campus into the University of the Free State, the campus had a deficit of R 23 million. Within the period that I served as Campus Head, this was turned around and we had surpluses of over R4 million in 3 years. This was achieved by the following:

- (i) Aligning salaries of Qwaqwa staff with those on the main campus. The harmonization process resulted in substantial savings on the salary costs. For some employees this meant effectively no salary increment over a period of time, with a 'sweetner' offered as an inducement in the negotiation process.
- (ii) Moratorium on appointments, with short-term fixed contracts preferred over permanent appointments.
- (iii) Preference of 'Leasing' over purchasing campus pool vehicles.
- (iv) Controls over telephone and internet costs for staff and students
- (v) Contracting a substantial portion of the maintenance and cleaning department
- (vi) Aggressive recovery of student debts
- (vii) Aggressive marketing with increased student numbers.

2005: Organized and facilitated the University of the Free State - Qwaqwa Campus Management Committee retreat held at the Graceland Lodge, 1-2 December 2005. Included was a presentation on "Change Management" by Mr. Johan Fleischmann of Con Brio Trust Ltd.

2003-2006: Member of the UFS Executive Management Committee. The Executive Management is responsible for the strategic management

of the University of the Free State as far as its focus areas, key success factors, faculties, support services and portfolios are concerned. Executive Management is responsible for recommendations concerning issues referred to it by Senate and Council, as well as issues which have been approved by Senate and Council.

2003-2006: Member of the UFS Senate. The Senate is accountable to the Council for the academic and research functions of the University of the Free State. Its full function is contained in the Statute of the University of the Free State as amended (Government Gazette 20383 Nr 1937 of 17 August 1999).

2003-2006: Chairperson: UFS Qwa-Qwa Cam Management Committee

2003: Convenor: Task Team on developing a management model for the Qwa-Qwa campus of the University of the Free State

2003-2006: Attended and participated in the Executive Management Retreats. (January 18-20 2006, Letsatsi Game Lodge, Smithfield (incorporating a workshop on 'change leadership'; January 19-21 2005, Maselspoort Resort and Conference Centre; January 22-24 2004, Golden Gate National Parks Hotel; January 22-24 2003, Tabanchu Sun Resort)

2004: Convenor: Task team to determine the causal factors for unprecedented poor 2003 first year exam results on the UFSQwaqwa campus.

**Acting Executive Director: Academic, University of the North, QwaQwa Campus. January 2002 – December 2002**

I served as a member of the campus' Executive Management. This called for *inter alia*, vision, creative thinking, resourcefulness and executive management skills. Duties and responsibilities included: Implementing campus teaching, learning and evaluation of programs; Implementing academic staff development programs; Overseeing research administration, admissions and student registration (undergraduate and post graduate); Overseeing examinations; Scheduling executive responsibilities for library and information services; Overseeing staffing establishments and requirements in the faculties; Chairing committees responsible for library, admissions, academic support and development programs; Deputise for the Campus Head in chairing the Campus Senate and committees of Senate (eg University Research Committee, Post Graduate Committee, Executive Committee of Senate, etc); Deputise for the Campus Head in his/her absence; Work closely with the Campus Head in ensuring the efficient day-to-day running of academic programs; Act as

the strategic academic planner of the campus; Act as the contact person, on behalf of the campus, on matters concerning the Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA); Represent the campus on the Free State Higher and Further Education Training Trust (FSHFETT); Represent the campus on Board of the Provincial Education and Training Council (PETC) of the Free State Department of Education; Oversee linkages and other exchange programs, for both staff and students in liaison with the Executive Deans and Executive Management; undertake any other duties and responsibilities as may be assigned, from time to time, by the Campus Head.

#### Management Responsibilities

- Member of the Campus Executive Management Committee
- Chairperson: Examination Infringement Committee
- Chairperson of the Library Management Committee
- Chairperson of the Board of Management of the Centre of African Renaissance and Development Studies
- Chairperson of the Board of Management of the Centre for Community Colleges
- Chairman of University Senate
- Chairman Executive Committee of Senate
- Chairman University Post Graduate Board
- Chairman Examination Infringement Committee
- Chairman University Graduation Committee
- Chairperson of the Internal Task Team on the merger between University of the Free State (UFS) and UNIQWA
- Chairperson of the Academic Task Team on the merger between UFS and UNIQWA
- Member of the Interim Advisory Committee (IAC) on the merger between UFS and UNIQWA
- Member of the Disciplinary Committee

### WORK EXPERIENCE IN ACADEME AT THE UNIVERSITY OF THE FREE STATE QWAQWA CAMPUS

August 2005 – July 2006

Full Professor (Parasitology). Department of Zoology and Entomology

Sept 1999-Feb 2002

Associate Professor (Parasitology), Parasitology Research Programme,  
Department of Zoology and Entomology



*Post graduate teaching subjects:* parasitology, immunology, soil biology, molecular immunogenetics

*Undergraduate teaching subjects:* parasitology, immunology, arthropoda, insect physiology

June 1998–Aug 1999

Senior Lecturer (Parasitology), Parasitology Research Program, Department of Zoology and Entomology

Unique responsibilities included the development of new syllabi and curricula in parasitology and immunology

2003-2006: External examiner for various higher education institutions:

- University of Kwazulu Natal, School of Biochemistry, Pietermaritzburg campus
- Graduate School – Midrand University, South Africa in the subjects of Zoology and Animal Physiology
- University of Namibia, Department of Biology.
- Kenyatta University, School of Public Health and Epidemiology

### *Academic Professional and Research Administrative Responsibilities*

2002 (Jan-Feb): Deputy Dean, Faculty of Natural and Applied Sciences,

2002 (Jan-Feb): Head, Zoology Teaching Unit

2001: Member, Research Executive

2001: Faculty of Science Research Facilitator & Chairman of Research Committee

1999-2002: Member of senate

1999-2002: Member, University Post Graduate Executive

1999-2002: Member, University Post Graduate Board

1999-2001: Chairman & Coordinator, Faculty Post Graduate Board

1999-2002: Member, Faculty Promotions and Appraisal Committee

1998-1999: Secretary, School of Life Sciences Board meetings

1999-2006: Editor-in-Chief '*UNIQUWA Bulletin of Parasitology*'

1998-2003: Manager, Qwa-Qwa campus Animal House

1998- 2001: Research Coordinator, School of Life Sciences

### Research Related Activities

2006: Research visit to collaborating institutions in Japan: (i) The National Research Centre for Protozoan Diseases, Obihiro University of Agriculture and Veterinary Medicine, Japan, (ii) Research Centre for Zoonosis Control, Hokkaido University, Sapporo, Japan, 23 March – 1 April 2006

- 2006: Research visit to Harare and Bulawayo, Zimbabwe. Study sites for PhD student Fungai Makoni based at the Institute for Water and Sanitation and Development. 6<sup>th</sup> – 10<sup>th</sup> March, 2006
- 2000 - 2018: National Research Foundation research rating of category C2 and C3 'Established researchers with a sustained recent record of productivity in the field who are recognized by their peers as having:
- produced a body of quality of work, the core of which has coherence and attests to ongoing engagement with the field
  - demonstrated the ability to conceptualize problems and apply research methods to investigating them
- 2005: Research visit to the National Research Centre for Protozoan Diseases, Obihiro University of Agriculture and Veterinary Medicine, Japan under the auspices of the South Africa – Japan Science and Technology Network in which a formal research collaborative initiative between our two institutions was approved.
- 1998-2006: Project Leader, Parasitology Research Program, QwaQwa campus. Major achievements to date include:
- (i) Establishment of fully fledged research laboratories for parasitology and molecular immunology
  - (ii) Establishment and supervision of an animal house facility
  - (iii) Initiation of research projects and supervision of post graduate students at honours, masters and PhD level
- 2000: Chairman of Session, Leishmaniasis. 21<sup>st</sup> African Health Sciences Congress, Nairobi, Kenya, 24<sup>th</sup> - 28<sup>th</sup> April 2000
- 2000: Research visit to the Institute of Water and Sanitation Development, Harare, Zimbabwe, 18<sup>th</sup> - 25<sup>th</sup> March, 2000
- 1998: Chairman of session, Parasitic Diseases: Onchocerciasis. 19<sup>th</sup> African Health Sciences Congress, Arusha, Tanzania
- 1996-1998: Secretary, African Journal of Health Sciences' Technical Committee
- 1995: Rapporteur, 16<sup>th</sup> African Health Sciences Congress, Epidemiology session, KEMRI, Nairobi, Kenya

Acting Director, Biomedical Sciences Research Centre (BSRC) – Kenya Medical Research Institute (KEMRI), Nairobi. January – June 1998

Responsible for the administrative coordination and management of the research activities of the following research laboratories: (i) Malaria (ii) Schistosomiasis (iii) *Leishmania* (iv) Immunology laboratory (mandated to carry out services such as HLA tissue typing for organ transplants & paternity tests).

## Other appointments at KEMRI

- 1998: Head, KEMRI-BSRC Immunology & Molecular Biology Labs. Responsible for the budget and all the research activities of the laboratory
- 1997-1998: Officer-in-charge of the KEMRI-JICA HIV-AIDS project on Particle Agglutination Diagnostic Assay and Immunology studies
- 1996-1998: Senior Research Officer, Kenya Medical Research Institute. The main tasks were to initiate, develop and manage primarily projects in *Leishmania* on aspects of diagnosis, vaccine initiatives, *invitro/invivo* drug screening and, epidemiology of the disease. It was also mandatory to mentor younger researchers.
- 1990-1996: Research officer, Kenya Medical Research Institute. Duties as those indicated for Senior Research Officer.

## Consultancy

- 2011: Member of a CHE-constituted PhD Task Team to review doctoral degrees in South Africa with a view to introducing a new professional doctorate, and possible conversion of DTech into a professional doctorate. 4<sup>th</sup> October 2011, CHE Offices, Pretoria
- 2005: Part of the discussion group interviewed by an International Panel that reviewed the NRF. 8<sup>th</sup> February 2005, NRF, Pretoria
- 2003: Expert Review Panel member that evaluated the Amoebiasis Research Unit of the Medical Research Council, Durban, 28<sup>th</sup> August 2003
- 2002: Expert Review Panel Member that evaluated the Malaria Research Lead Program of the Medical Research Council, Durban, 28<sup>th</sup> August 2002
- 2001: Consultative research meeting, Lusaka, Zambia. 'Linking Urban Sanitation Agencies with poor community needs in Southern Africa: a study of Zambia, Zimbabwe and South Africa'. International Conference Centre, Lusaka, Zambia, 25<sup>th</sup> August 2001
- 2000: Consultative research meeting, Harare, Zimbabwe. 'Linking Urban Sanitation Agencies with Poor Community Needs'. Institute of Water and Sanitation Development, 16<sup>th</sup> - 18<sup>th</sup> August 2000
- 1999: Chairman, UNIQWA strategic committee on internationalisation
- 1996: World Health Organization Temporary Advisor to the Central Health Laboratory, Asmara, Eritrea. I trained three technicians on the 'Serological diagnosis of visceral leishmaniasis using the Direct

- Agglutination Test (DAT). A WHO sponsored training course, 16<sup>th</sup> - 23<sup>rd</sup> April 1996
- 1992-1995: Judge of chemistry exhibits at the 'Annual National Students Science Congress on Science and Technology' held at the Kenya Sciences Teacher College, Nairobi
- 2005: I trained three research technicians at the Onderstepoort Veterinary Institute, Pretoria, South Africa on diagnosis of canine leishmaniasis using the Direct Agglutination Test (DAT), 27<sup>th</sup> – 29<sup>th</sup> July 2005.

#### Post-Doctoral & Visiting Researcher Supervision

- 2005: Dr. Mohamed Bakheit: Post doctoral fellow from the University of Khartoum, Sudan. July 2005 – December 2006
- 2003: Prof. Dr. Noboru Inoue of the National Research Centre for Protozoan Diseases, Obihiro University of Agriculture and Veterinary Medicine, Japan spent time a brief sabbatical from 30<sup>th</sup> July – 24<sup>th</sup> August 2003 in my molecular parasitology laboratory at the UFS Qwaqwa Campus where he offered training to my PhD, MSc and BSc honours students. His visit was sponsored through my NRF grant.

#### Post Graduate Student Supervision as Major Supervisor (unless indicated otherwise)

##### PhD (3)

- Hlatshwayo, M. (2000-2004). Identification and characterization of candidate vaccine antigens against *Amblyoma hebraeum*. University of the Free State, Qwa-Qwa Campus
- Mtshali, S.M. (2003-2006). A study of the morphology and development of *Anaplasma centrale* (Rickettsiales: Anaplasmataceae) in *Boophilus decoloratus* and *Rhipicephalus simus* ticks and in cattle. University of the Free State, Qwa-Qwa Campus
- Makoni, F.S. (2005 – 2009). Cost benefit analysis of urban wastewater use in urban agriculture irrigation in Zimbabwe. University of the Free State, Qwa-Qwa Campus

##### MSc (20)

- Hlungwani HA. (2016). Multi-locus genotyping of cryptosporidium species isolated from human, animal and environmental samples in the Limpopo and Gauteng provinces. University of Venda (co-supervisor)
- Mogane L.K. (2015) Molecular characterization of cryptosporidium surface glycoprotein genes from human and animal stool isolates in the Limpopo province. University of Venda (co-supervisor)
- Davhana NC. (2015). Molecular characterization of *Entamoeba Histolytica* tRNA genes. University of Venda (co-supervisor)

- Mashau F. (2013). Occurrence and Molecular Characterization of *Cryptosporidium* among New Born Babies in Relation to Malnutrition from the Mal-Ed Cohort Study in Vhembe District, Limpopo Province, South Africa. University of Venda (co-supervisor)
- Moloi, P. (2006). Molecular diagnosis of equine piroplasmosis. University of the Free State, Qwa-Qwa Campus (co-supervisor)
- Moloi, T.P. (2006). Molecular epidemiology of equine piroplasmosis. University of the Free State, Qwa-Qwa Campus (co-supervisor)
- Papli, N. (2005 – 2007). Comparison of Real Time PCR and other DNA-based techniques in the diagnosis of *Theileria parva* in South Africa. University of the Free State, Qwa-Qwa Campus
- Ngema, P. (2005 – 2007). Entomological studies in understanding the Re-emergence of *Theileria parva* in South Africa. University of the Free State, Qwa-Qwa Campus (co-supervisor)
- Motloang, M.Y. (2002-2003). Optimization of PCR in the diagnosis of equine piroplasmosis. University of the Free State, Qwa-Qwa Campus
- Nyaile, F.S. (2002-2003). The role of anti-salivary gland molecules as a possible tick vaccine. University of the Free State, Qwa-Qwa Campus
- Thekiso, O. (2002). A strategy to vaccinate free ranging village chickens against New Castle Disease in Qwa-Qwa district of the north eastern Free State Province. University of the North, Qwa-Qwa Campus
- Masangane, F.E.S. (2002). Equine helminths of veterinary: prevalence, socio-economic and climatic influences in the Qwa-Qwa district. University of the North, Qwa-Qwa Campus
- Makoni, F.S. (2002). An assessment of water and sanitation facilities and related diseases among poor urban communities in Zimbabwe. University of the North, Qwa-Qwa Campus
- Leeto, P. (2002). Experimental vaccine studies against induced murine cutaneous leishmaniasis. University of the North, Qwa-Qwa Campus
- Tsotetsi, A. (2002). Parasitic helminths of veterinary importance in cattle and small stock in the north eastern Free State, South Africa. University of the North, Qwa-Qwa Campus
- Mtshali, M.S. (2001). A sero-epidemiological survey of parasites in cattle in the north eastern Free State, South Africa. University of the North, QwaQwa Campus
- Mogaswane, K.H.R. (2001). A sero-epidemiological survey of parasites in small stock in the north-eastern region of the Free State province, South Africa. University of the North, Qwa-Qwa Campus
- Hlatshwayo, M. (2000). Studies on ticks (Acari: Ixodidae) infesting cattle in the eastern Free State province of South Africa: Epidemiology, Biology and Control. University of the North, Qwa-Qwa Campus

- Tonui, W. (2000). Use of major surface glycoprotein (gp63), lipophosphoglycan and whole parasite antigens as candidate transmission blocking vaccines against *Leishmania major* in BALB/c mice. Kenyatta University \*(Co-supervisor)
- Wahinya, D.N. (1996). Relationship between parasite load status and immune responses in early stages of *Leishmania donovani* infection in BALB/c mice. National Higher Diploma, Kenya Polytechnic

### Pre – and Post-doctoral Training with Attendant Certification

- 2008: Finance for Non-Financial Managers. Graduate School of Business Administration, University of the Witwatersrand, Johannesburg. 25<sup>th</sup> – 29<sup>th</sup> February 2008
- 2007: Industrial Relations Training. Modules covered included Initiating Disciplinary Enquiries, Chairing Disciplinary Enquiries and Rules of Evidence. Agricultural Research Council, Central Office, Pretoria, 23<sup>rd</sup> – 25<sup>th</sup> April 2007
- 2005: Public Presentation Skills. Congruence Training (Pty) Ltd, South Africa. A one day practical participative presentation skills workshop. Benito Khotseng Building, University of the Free State, 5<sup>th</sup> October 2005.
- 2005: New Development in Project Management: An International Perspective. Workshop presented by Prof. Roland Gareis of Vienna, Austria, Hosted by the University of the Free State, Department of Quantity Surveying and Construction Management, 10<sup>th</sup> May 2005
- 2005: International Course on Laboratory Animal Science, FELASA Category C, Sao Paulo, Brazil. Organized by the Brazilian Association for Laboratory Animal Science (COBEA), and the Universiteit Utrecht, Netherlands. Hosted by the Medical School of the University of Sao Paulo, 10<sup>th</sup> – 22<sup>nd</sup> March, 2005.
- 2005: Media-training Course. Noreen Alexander - Coaching for Performance. Centenary Complex, University of the Free State, Bloemfontein. 18<sup>th</sup> February, 2005.
- 2004: NRF-sponsored sabbatical to the Department of Parasitology, Faculty of Medicine, Chiang Mai University, Thailand. 'Molecular cloning'. 20<sup>th</sup> November – 15<sup>th</sup> December, 2004
- 2002: NRF-sponsored sabbatical to the Department of Veterinary Pathology, Molecular-Immunology Laboratory, Universidade Estadual Paulista, Jaboticabal Campus, Brazil. 'Molecular diagnosis of *Babesia equi*'. 24<sup>th</sup> January – 26<sup>th</sup> February, 2002

- 2001: 11<sup>th</sup> International Course: Biology of Disease Vectors. Institute of Parasitology, University of South Bohemia, Ceske Budjovice, Czech Republic, 16<sup>th</sup> –30<sup>th</sup> June 2001
- 2000: Applied Veterinary Helminthology. Onderstepoort Veterinary Institute, Department of Parasitology, South Africa, 29<sup>th</sup> February - 2<sup>nd</sup> March 2000
- 1999: Regional training course on molecular techniques for diagnosis and control of communicable diseases. Department of Medical Biochemistry, University of Stellenbosch, Cape Town, South Africa, 119<sup>th</sup> November 1999
- 1999: Basic and advanced techniques in veterinary helminthology. Onderstepoort Veterinary Institute, Department of Parasitology, South Africa, 6-9<sup>th</sup> July 1999
- 1998: Analysis of CD4/CD8 antigens on lymphocytes using Fluorescent Activated Cell Sorter (FACS)-Calibur (Flow Cytometer). Kenya Medical Research Institute, Biomedical Sciences Research Centre, 27<sup>th</sup> February 1998
- 1996: Intensive Japanese Language Course. Hokkaido International Centre, Obihiro & Japan International Cooperation Agency, Japan. 7<sup>th</sup> October - 1<sup>st</sup> November 1996
- 1996: Fire drill for preventing disaster. Japan International Cooperation Agency (JICA), Hokkaido International Centre, Obihiro (HICO). Japan, 21<sup>st</sup> October 1996
- 1996: PCR Training Workshop. Kenya Medical Research Institute, Nairobi, 19<sup>th</sup> -23<sup>rd</sup> August 1996
- 1992: ICRO-UNESCO International Training Course on Biochemistry of Parasitic Protozoa. University of Nairobi & International Laboratory for Research on Animal Diseases (ILRAD), 10-26<sup>th</sup> August 1992
- 1990: Basic immunology and related techniques. Institute of Primate Research, National Museums of Kenya, 23<sup>rd</sup> - 28<sup>th</sup> July 1990
- 1990: Research Development Workshop. Kenya Medical Research Institute, 20<sup>th</sup> April - 4<sup>th</sup> May 1990

### Workshops

- 2019: ISO 9001:2015 Quality Management System Training. Conducted by Quality Growth Services Pvt. Ltd. of New Delhi India. Botho University, Gaborone, Botswana, 04 May 2019
- 2019: Change Management Workshop presented by Skills Builders, Botswana. Botho University, Gaborone, Botswana. February 2019
- 2019: Leading for the Future Programme, 2019. A leadership management training programme offered to Botho Senior Management Team. 14 – 16 August 2019, Botho University, Gaborone, Botswana.

- 2019: TAGDEV Annual Review and 15<sup>th</sup> Technical Committee meeting, 26 - 27 June, 2019, Ruforum Secretariat, Kampala, Uganda
- 2018: 13<sup>th</sup> Ruforum Technical Committee & 1<sup>st</sup> TAGDev Steering Committee meeting, 6 – 7 June 2018, Ruforum Secretariat, Kampala, Uganda.
- 2018: Higher Education Providers Consultative Workshop (facilitated by the Botswana Qualifications Authority). Tlotlo Hotel & Conference Centre, Gaborone. 1<sup>st</sup> June 2018
- 2018: ISO 9001:2015 Management Awareness Programme. Workshop facilitated by Surendra Tiwari of Quality Growth Services, Ltd., New Delhi, India. Botho University, Gaborone, Botswana, 4<sup>th</sup> May 2018
- 2018: Workshop on re-engineering of Research Permits facilitated by the Botswana Ministry of Tertiary Education, Research Science and Technology. Oasis Motel, Gaborone, 24<sup>th</sup> – 25<sup>th</sup> April 2018.
- 2018: Resuscitation of the Advisory Network on Intellectual Property Rights, Facilitated by the Botswana Ministry of Tertiary Education, Research Science and Technology, Fairgrounds Office Park, Medical Mews, Gaborone. 22<sup>nd</sup> February 2018
- 2017: Ruforum Executive Board and key technical experts prepare for the Summit of the Committee of Ten Heads of State to Champion Education, Science and Technology, Lilongwe, Malawi. 1<sup>st</sup> – 6<sup>th</sup> May 2017
- 2017: King IV code on corporate governance. Facilitated by Peter Goos of SizweNtsalubaGobodo, Meropa Casino Conference Centre, Polokwane, 31<sup>st</sup> January 2017
- 2016: RUFORUM: Strengthening African University Leadership and Management Capacity for Higher Education and Economic Transformation of Africa. Facilitated by Deloitte, Century City Conference Centre, Cape Town, 15<sup>th</sup> October 2016
- 2016: "The Entrepreneurial African University". Association of African Universities' workshop, Maputo, Mozambique. 29<sup>th</sup> – 31<sup>st</sup> March 2016.
- 2015: University of Venda Council Induction Workshop. The purpose of the workshop was provide guidance and direction pertaining to the operations, roles and functions of Council in the next five years to the new Council. The workshop sessions were facilitated by the Chief Executive Officer (CEO) of Council on Higher Education (CHE), Mr Ahmed Essop. Roodevallei Conference and Meeting Hotel, Pretoria. 19 – 20 February 2015
- 2014: Association of African Universities Leadership Development Workshop (LEDEV) in Kampala Uganda from 10 – 14 February 2014.
- 2012: Engineering skills summit. The theme of the summit was 'developing a national strategy to increase engineering graduate outputs'. 16<sup>th</sup> October 2012, Protea Hotel, Johannesburg



- 2011: Public Sector Governance: State-owned companies: Companies Act, PFMA and King III in perspective. PriceWaterHouseCoopers (PwC) facilitated workshop, Polokwane, 3<sup>rd</sup> October, 2011
- 2010: International workshop on strategic management of change in turbulent times. Plaza Hotel, Mombasa, Kenya. 29<sup>th</sup> November – 3<sup>rd</sup> December 2010
- 2010: Southern African Regional Universities Association (SARUA) Leadership Dialogue Series 3. Rebuilding Higher Education in Zimbabwe: Implications for Regional Collaboration. Southern Sun The Cullinan Hotel, Cape Town. 24<sup>th</sup> April 2010
- 2010: University of Venda Change Management Strategy. Senior Managers Strategy Alignment Workshop. Facilitated by Laetoli. 1<sup>st</sup> October 2010, Khoroni Hotel, Thohoyandou.
- 2010: University of Venda Risk Management Workshop facilitated by Price Waters Coopers for Executive and Senior Management. UNIVEN Council Chambers, 23<sup>rd</sup> March 2010
- 2009: Strategic Organizational Risk Management assessment workshop for the UNIVEN Foundation. University of Venda Council Chambers, 19<sup>th</sup> November 2009
- 2009: Workshop on South Africa – Argentine Relations Seminar titled “Realising the true potential of South Africa – Argentine Relations: Bilateral and Multilateral Engagement for a Global Impact”. Hosted by H.E. Ambassador Dr. R.C.J. Sersale di Cerisano, Argentine Ambassador to the Republic of South Africa. FABE Building, University of Pretoria. 16<sup>th</sup> - 17<sup>th</sup> July 2009
- 2008: Workshop on implementation of Univen's Performance Management System. Facilitated by Dr. Tim Hutton of Learning Strategies. Mambedi Country Lodge, Livhubu Valley, Vhembe. 29<sup>th</sup> November 2008
- 2008: South Africa Japan Universities Forum (SAJU), Cape Town International Conference Centre, Cape Town. 28<sup>th</sup> – 30<sup>th</sup> April, 2008
- 2007: Balance Scorecard Workshop. Presented by Dirk Ehlers. Agricultural Research Council, Hatfield, Pretoria. 06-08 August 2007
- 2007: ‘Excellence Model’ as a performance Tool. IDEAS Management, Mabalingwe Game Lodge, Warmbaths. 17<sup>th</sup> July 2007
- 2007: Enterprise Risk Management Training. KPMG, Mabalingwe Game Lodge, Warmbaths, 18<sup>th</sup> July 2007
- 2007: National Rangeland Monitoring Workshop. ARC Central Office, Hatfield, Pretoria, 21-22 February 2007
- 2007: National workshop on the Integrated Registration and Genetic Information System (INTERGIS). Organized by the National Department of Agriculture, Directorate: Animal and Aquaculture

- Production, Protea Hotel c/o van der Walt & Visagie, Pretoria, 26<sup>th</sup> January 2007
- 2007: First ARC – INTA (Instituto De Tecnologia Agropecuaria, Argentina) R&D collaborative workshop. 6<sup>th</sup> – 9<sup>th</sup> November 2007, ARC Head Quarters, Pretoria, South Africa
- 2005: 'Emotional Intelligence Workshop' for the Campus Principal's Advisory Team. Facilitator Dr. Gawie Minnaar. QQ Campus Senate Hall, 5-6 December, 2005.
- 2004: New Funding Framework in Higher Education. 10<sup>th</sup> June 2004, Senate Hall, UFS-QwaQwa Campus
- 2004: Telephone Etiquette Workshop. 7<sup>th</sup> June 2004, Senate Hall, UFSQwaQwa Campus
- 2003: Workshop on Health Research Ethics in Africa. Sponsored by the Africa Malaria Network Trust (AMANET). Hosted by the Institute of Endemic Diseases, University of Khartoum, Sudan, 12-16 January 2003
- 2000: National Forum: Veterinary Helminthology for South Africa. Roode Vallei Country Lodge, Pretoria, 17<sup>th</sup> - 18<sup>th</sup> April 2000
- 2000: Staff Orientation and Teaching Development Workshop. UNIQWA Senate Hall, 3<sup>rd</sup> - 4<sup>th</sup> January 2000
- 1999: Stakeholders retreat on business plan for development and quality improvement of UNIQWA for the period 2000-2009. De Hoop Farm and Resort, Harrismith, 8<sup>th</sup> - 9<sup>th</sup> October 1999
- 1999: Mini-summit on 10-year development strategic plan for UNIQWA. University of the North, QwaQwa Campus, 23<sup>rd</sup> & 27<sup>th</sup> August 1999
- 1999: Workshop on the challenges and prospects of inculcating African perspectives into academic and research programs at UNIQWA. Organized by the centre for African Renaissance Studies, University of the North, QwaQwa Campus, 30<sup>th</sup> June 1999
- 1999: Workshop on presentation of programs according to the SAQA format. Organized by the Faculty of Natural and Applied Sciences, University of the North, QwaQwa Campus, 3<sup>rd</sup> June 1999
- 1998: SAQA Workshop. University of the North, QwaQwa Campus, 30<sup>th</sup> November 1998
- 1998: FRD-sponsored Parasitology Workshop. University of the Free State, Department of Zoology and Entomology, South Africa, 21<sup>st</sup> October 1998
- 1998: Direct Agglutination Test (DAT) Workshop organized by the Institute of Tropical Medicine, Antwerp and the World Health Organization. Prince Leopold Institute of Tropical Medicine, Antwerp, Belgium, 25<sup>th</sup> - 27<sup>th</sup> March, 1998
- 1996: Programming seminar for the regional project on the use of advanced nuclear and biological techniques for the diagnosis and

- control of human communicable diseases in Africa. Hosted by the International Atomic Energy Agency and the Kenya Medical Research Institute, Pan-Afric Hotel, Nairobi, 1<sup>st</sup> - 4<sup>th</sup> April 1996
- 1993: KEMRI-Kuvin Centre Research Protocol Development Workshop. Kuvin Centre, Hebrew University, Israel, 27<sup>th</sup> April - 3<sup>rd</sup> May 1993

### Conferences Attended

- 2018: RUFORUM Biennial Conference 2018 and incorporating the Sixth Higher Education Week. Theme – **Aligning African Universities to accelerate attainment of Africa's agenda 2063**. Kenyatta International Conference Centre, Nairobi, Kenya. 22 – 26 October 2018.
- 2017: Global Forum on Higher Education for Diversity, Social Inclusion, and Community: A Democratic Imperative. LUMSA University, Rome, 15 – 16 June 2017
- 2016: The 4<sup>th</sup> IKS Interface conference. Hosted by the University of Venda in conjunction with the DST/NRF South African Research Chair in Development Education, UNISA. University of Venda, 2<sup>nd</sup> – 5<sup>th</sup> December 2016
- 2016: Kenya Diaspora Investment Conference South Africa. Indaba Hotel, South Africa. 26<sup>th</sup> – 27<sup>th</sup> November 2016
- 2016: The 5<sup>th</sup> African Higher Education Week and RUFORUM Biannual Conference, Century City Conference Centre, Cape Town, 17 – 21 October 2016
- 2014: Third Higher Education South Africa (HESA) Biannual Research and Innovation Conference. Theme **"Higher Education engaging with the National Development Plan (NDP): Exploring the possibilities and limits in Research and Innovation**. CSIR Conference Centre, Pretoria, 02 – 03 April 2014. Served as Moderator in the session **"Supporting the renewal of the academic profession"**.
- 2013: AAU Senior Executive Programme, Accra, Ghana. Association of African Universities-sponsored study visit for Senior Executives of African Universities held in Accra Ghana on 9<sup>th</sup> May 2013. Delegates were taken through the emerging importance of the Advancement and Development offices, and the special set of skills required to ensure the success of such a unit.
- 2013: Higher Education South Africa (HESA) Transformation colloquium hosted at the Bloemfontein campus of the University of the Free State from 6 – 8 May 2013 on **"The University of the Future"**.
- 2013: Association of African Universities 13<sup>th</sup> General Conference under the theme **"Transforming African Higher Education for Graduate**

- Employability and Socio-Economic Development" in Libreville, Gabon, 28<sup>th</sup> – 31<sup>st</sup> May 2013.
- 2013: German-South African Rectors Forum in Leipzig Germany held on 15<sup>th</sup> April 2013.
- 2013: Closing event of the German-South Africa Year of Science 2012/2013 held at the Museum of Technology in Berlin on 16<sup>th</sup> April 2013. Address by Dr. Johanna Wanka, Minister of Education and Research of the Federal Republic of Germany and by Mr. Derek Hanekom, Minister of Science and Technology, Republic of South Africa
- 2012: International Conference on Higher Education and Economic Development. Le Meriden Hotel, Mauritius, 3<sup>rd</sup> – 5<sup>th</sup> September 2012
- 2012: Association of Commonwealth Universities Association (ACU) members' day. Theme 'Towards a glocal institution', London, 6<sup>th</sup> July 2012
- 2012: The 2<sup>nd</sup> Higher Education South Africa (HESA) Biennial Research and Innovation Conference. Theme "enabling further collaboration between higher education, government and industry for research and innovation". CSIR International Conference Centre, Pretoria, 3 – 4<sup>th</sup> April 2012
- 2011: 6<sup>th</sup> SAHARA Conference – HEAIDS Summit. Theme 'Are we turning the tide towards the new National Strategic Plan (NSP)? Nelson Mandela Metropolitan University, Port Elizabeth. 28<sup>th</sup> November 2011
- 2010: Stakeholder Summit on Higher Education Transformation, Cape Peninsula University of Technology, 22<sup>nd</sup> – 23<sup>rd</sup> April 2010. I presented a paper on *Institutional Differentiation in the South African Higher Education Sector* and was also part of a team guided by the DG Prof. Mary Metcalfe that developed a summit declaration.
- 2010: Higher Education HIV-AIDS Conference. Taking responsibility: Reflections on HIV-AIDS in Higher Education. Sandton Sun – Johannesburg. 28<sup>th</sup> – 30<sup>th</sup> March 2010
- 2010: Higher Education, Government and Industry Research and Innovation Conference. CSIR International Conference Centre, Pretoria. 11<sup>th</sup> – 12<sup>th</sup> March 2010.
- 2009; 17<sup>th</sup> Conference of Commonwealth Education Ministers with the theme "Education in the Commonwealth: Towards and Beyond Global Goals and Targets". Kuala Lumpur, Malaysia. 15<sup>th</sup> – 19<sup>th</sup> June 2009
- 2007: The 36<sup>th</sup> Annual Conference of the Parasitological Society of Southern Africa, Pestana Kruger Lodge, Malelane, 18<sup>th</sup> – 20<sup>th</sup> September 2007
- 2007: African Agriculture Science Week and FARA General Assembly, Sandton Convention Centre, South Africa. 10 – 16 June 2007

- 2007: Six International Congress for the Animal Feed Industry, Sun City, South Africa. 13<sup>th</sup> – 16<sup>th</sup> March 2007
- 2006: Global Forum on Agricultural Research (GFAR) Triennial Conference. National Agricultural Science Centre (NASC), New Delhi, India. 9<sup>th</sup> – 11<sup>th</sup> November 2006
- 2006: Integrated Consortium on Ticks and Tick-borne diseases, Kwa Maritane Lodge, Pilanesburg, South Africa, 24-25 September 2006
- 2006: Genetic Improvement Symposium: Pigs. 5-7 September 2006, Kopanong Hotel and Conference Centre, Benoni, South Africa
- 2006: 21<sup>st</sup> Annual Red Meat Producers Annual Congress, Spier Wine Estate, Stellenbosch, Western Cape, 1<sup>st</sup> – 2<sup>nd</sup> August 2006
- 2006: 1<sup>st</sup> Sustainable Rural Livelihoods Division Conference. ARC-LNR Head Office, Pretoria, South Africa, 4<sup>th</sup> – 6<sup>th</sup> July 2006
- 2005: The 20<sup>th</sup> International Conference of the World Association for the Advancement of Veterinary Parasitology. Christchurch, New Zealand. 16<sup>th</sup> – 20<sup>th</sup> October 2005,
- 2005: 34<sup>th</sup> Annual Congress of the Parasitological Society of Southern Africa, Magoebaskloof Hotel, 25<sup>th</sup>–28<sup>th</sup> September, 2005
- 2004: Joint International Tropical Medicine Meeting, Ambassador Hotel, Bangkok, Thailand, 29<sup>th</sup> November – 1 December, 2004
- 2004: IX European Multicolloquim of Parasitology (EMOP IX). Valencia Convention Centre, Faculty of Pharmacy, University of Valencia, 18<sup>th</sup> – 23<sup>rd</sup> July 2004
- 2004: 33<sup>rd</sup> Annual Congress of the Parasitological Society of Southern Africa, Manyane, Pilanesberg National Park, 12<sup>th</sup>–15<sup>th</sup> September, 2004
- 2002: 31<sup>st</sup> Annual Parasitological Society of Southern Africa (PARSA) conference, Golden Gate National Parks Hotel, Golden Gate, 7<sup>th</sup> – 11<sup>th</sup> October 2002
- 2001: 30<sup>th</sup> Annual Parasitological Society of Southern Africa (PARSA) conference, Villa Via, Gordon's Bay, Cape Town, 9<sup>th</sup> – 12<sup>th</sup> September 2001
- 2000: 29<sup>th</sup> Annual Parasitological Society of Southern Africa (PARSA) conference, University of the Orange Free State, Bloemfontein, South Africa. 27<sup>th</sup> - 29<sup>th</sup> September 2000
- 2000: 21<sup>st</sup> African Health Sciences Congress, KEMRI Headquarters, Nairobi, Kenya. 24<sup>th</sup> - 28<sup>th</sup> April 2000
- 1999: 28<sup>th</sup> Annual Parasitological Society of Southern Africa (PARSA) conference, Augrabies Falls National Park, South Africa, 20<sup>th</sup> - 21<sup>st</sup> October 1999
- 1999: 17<sup>th</sup> International Conference of the World Association for the Advancement of Veterinary Parasitology, Copenhagen, Denmark. 15<sup>th</sup> - 19<sup>th</sup> August 1999

- 1999: Zoological Society of Southern Africa (ZSSA) conference. Ranch Hotel, Pietersburg. Organized by the University of the North, Pietersburg, South Africa
- 1998: 19<sup>th</sup> African Health Sciences Congress, incorporating the 16<sup>th</sup> Annual Joint Scientific Conference. Arusha International Conference Centre (AICC), Arusha, Tanzania, 14<sup>th</sup> - 18<sup>th</sup> April 1998
- 1997: The 7<sup>th</sup> Hokkaido Protozoan Research Meeting. Taisetsu National Youth House, Hokkaido, Japan, 7<sup>th</sup> - 8<sup>th</sup> August 1997
- 1996: XIV<sup>th</sup> International Congress for Tropical Medicine and Malaria. Nagasaki, Japan, 18<sup>th</sup> - 22<sup>nd</sup> November 1996
- 1994-1996: African Health Sciences Congress, Kenya Medical Research Institute, Nairobi
- 1994: International Centre for Insect Physiology and Ecology (ICIPE) 24<sup>th</sup> Annual Research Conference. Duduville, Nairobi, 9<sup>th</sup> - 12<sup>th</sup> May 1994
- 1987-1993: KEMRI-KETRI Annual Medical Scientific Conference, Kenya Medical Research Institute, Nairobi (Total: 7 meetings)
- 1992: International Conference for Infectious Diseases (ICID). Kenyatta International Conference Centre, Nairobi, 7<sup>th</sup> - 11<sup>th</sup> June 1992

#### Presentations Given in Seminars

- 2018: "Basics of Research Proposal Writing". Botho University, Otse Lecture Hall. A workshop seminar presented to staff of Botho University on 26<sup>th</sup> and 27<sup>th</sup> April 2018
- 2017: "Transforming a University to meet National Development Goals: The case of the University of Venda, South Africa". 71<sup>st</sup> Interdisciplinary Research Discourse of the University of Ibadan. Tuesday, 11<sup>th</sup> July 2017, University of Ibadan Conference Centre Main Hall.
- 2013: "Walking down memory lane as first Campus Principal". Kovsies the Multi-Campus University – 10 Year celebrations of a multicampus university system. 7<sup>th</sup> June 2013. QwaQwa Campus, University of the Free State.
- 2013: "*Transformation of Higher Education: The University of Venda Experience*" 7<sup>th</sup> May 2013. Higher Education South Africa (HESA) Transformation colloquium hosted at the Bloemfontein campus of the University of the Free State from 6 – 8 May 2013.
- 2010: Mutual Benefits and Opportunities of International University Collaborations: The UVa – UNIVEN Experience. Harrison Auditorium, University of Virginia, the Centre for Global Health Symposium, Charlottesville, Virginia. 12 November 2010

- 2003: 'Growth and Development of the Parasitology Research Program at UNIQWA'. NRF-Showcasing Speaker, Technikon Free State, 12<sup>th</sup> May 2003
- 2001: 'Diagnosis of the Trypanosomatidae'. 3<sup>rd</sup> UNIQWA Parasitology Workshop, 16<sup>th</sup> August, 2001
- 2001: 'Transmission blocking vaccine strategies in *Leishmania* infection' Poster: Biology of Disease Vectors Course, Institute of Parasitology, Czech Republic, 16<sup>th</sup>–30<sup>th</sup> June 2001
- 2000: 'Refractoriness of leishmaniosis in experimentally infected domestic and wild birds'. Research seminar, University of the North, QwaQwa campus, School of Life Sciences, 22<sup>nd</sup> September 2000
- 2000: 'Supervision of Post-Graduates in Science'. Staff Orientation and Teaching Workshop, University of the North, QwaQwa campus, 4<sup>th</sup> January 2000
- 1999: 'Overview of UNIQWA's Parasitology Thrust'. Tri-annual Faculty of Natural and Applied Sciences Research Seminar, University of the North, QwaQwa campus, 13<sup>th</sup> - 14<sup>th</sup> October 1999
- 1999: 'Report on Internationalization of UNIQWA' Stakeholders Retreat, De Hoop Farm and Resort, Harrismith, 8<sup>th</sup> - 9<sup>th</sup> October 1999
- 1999: 'A report from the committee on internationalization'. Senate Hall, University of the North, QwaQwa campus, 27<sup>th</sup> August 1999
- 1999: 'Why do we need to study parasites?' University of the North, QwaQwa campus, Faculty of Natural and Applied Sciences Open Day for Grade 12 pupils, 31<sup>st</sup> July 1999
- 1999: 'Diagnosis of trypanosomosis in mice experimentally infected with *Trypanosoma brucei gambiense*. University of the North, QwaQwa campus, Faculty Seminar, 29<sup>th</sup> July 1999
- 1999: 'African perspective in academic programs and research in natural sciences. Workshop on the challenges and prospects of inculcating African perspectives into all academic and research programs at UNIQWA'. University of the North, QwaQwa campus, Centre for African Renaissance Studies, 30<sup>th</sup> June 1999
- 1999: 'Overview of UNIQWA's Parasitology Thrust'. National Research Foundation Evaluation Committee, University of the North, QwaQwa campus, 28<sup>th</sup> May 1999
- 1999: 'Parasitology Research at UNIQWA'. 2<sup>nd</sup> Parasitology Thrust Workshop, University of the North, QwaQwa campus, 25<sup>th</sup> February 1999
- 1998: 'Parasitological and serological survey of parasites of economic importance in livestock in the north eastern Free State'. FRDsponsored Workshop, University of the Free State, Department of Zoology and Entomology, 21<sup>st</sup> October 1998

- 1998: 'Evaluation of a standardized Direct Agglutination Test (DAT) kit for diagnosis of visceral leishmaniasis in Baringo District, Rift Valley Province, Kenya'. Prince Leopold Institute of Tropical Medicine, Antwerp, Belgium, 25<sup>th</sup> March 1998
- 1998: 'General features of leishmaniasis, including the Kenyan scene'. University of the North, QwaQwa campus, 19<sup>th</sup> February 1998
- 1997: 'Studies on salivarian trypanosomes'. OBICAP final report presentation. Research Centre for Protozoan Molecular Immunology, Obihiro University of Agriculture and Veterinary Medicine, Japan, 2<sup>nd</sup> September 1997
- 1997: '*Leishmania*: with a transient focus on the Kenyan research scene'. Taisetsu National Youth House, Hokkaido, Japan, 7<sup>th</sup> August 1997
- 1996: 'Major protozoan diseases of human and veterinary importance in Kenya, and current problems caused by these diseases'. Country Report, Obihiro University of Agriculture and Veterinary Medicine, Japan, 6<sup>th</sup> November 1996
- 1996: 'Visceral Leishmaniasis: Development and evaluation of radio isotope-based molecular biological and immunological diagnostic tools in Kenya'. Pan-Afric Hotel, Nairobi, 1<sup>st</sup> April 1996
- 1996: 'Leishmaniasis in Kenya with special reference to its diagnosis'. Mekane Hiwot Hospital, Asmara, Eritrea, 20<sup>th</sup> April 1996
- 1995: 'Leishmaniasis: current global research interests'. Kenyatta University, 6<sup>th</sup> July 1995
- 1994: 'Use of chelators in experimental chemotherapy of visceral leishmaniasis'. Kenyatta University, 20<sup>th</sup> July 1994
- 1993: 'Preliminary results: Use of chelators in experimental chemotherapy of visceral leishmaniasis'. Kenyatta University, 5<sup>th</sup> May 1993
- 1993: 'Experimental control of *Leishmania major* using *L. major* flagella and *Phlebotomus duboscqi* gut antigens'. Kuvim Centre, Hebrew University, Israel, 28<sup>th</sup> April, 1993
- 1990: '*Leishmania*: Escape Mechanisms'. Kenya Medical Research Institute, 12<sup>th</sup> October, 1990

#### Countries Visited – 40

Austria, Belgium, Botswana, Brazil, Czech Republic, Denmark, Eritrea, Ethiopia, Gabon, Germany, Ghana, India, Ireland, Israel, Japan, Kenya, Lesotho, Malawi, Malaysia, Mauritius, Mozambique, Nigeria, Namibia, Netherlands, New Zealand, Nicaragua, Rome/Italy, South Africa, Spain (mainland and Gran Canaria Island), Sudan, Swaziland, Taiwan, Tanzania, Thailand, Uganda, UK, USA, Zambia, Zimbabwe



## Funded Research Protocols as a Researcher

Year	Title	Award
2010 – 2016	NRF-rated researcher: awards from NRF and UNIVEN	National Research Foundation and UNIVEN R500,000
2006	Molecular diagnosis of Babesiosis	National Research Foundation, R338,000
2006	Molecular diagnosis of Babesiosis	University of the Free State, Senate Research Grant, R169,000
2005	Molecular diagnosis of Babesiosis	National Research Foundation, R245,000
2005	Molecular diagnosis of Babesiosis	University of the Free State, Senate Research Grant, R122,500
2004	Molecular diagnosis of Babesiosis	National Research Foundation, R186,000
2004	Molecular diagnosis of Babesiosis	University of the Free State, Senate Research Grant, R280,000
2003	Molecular diagnosis of Babesiosis	National Research Foundation, R332,000
2001	Evaluation of <i>Leishmania donovani</i> -derived Lipophospho- glycan as a candidate vaccine against visceral leishmaniasis in murine models	International Society for Infectious Diseases (ISID); US\$ 6,000
2000	Training in medical and veterinary diagnostics	Japan Official Development Assistance: Grant Assistance for Grass Roots Projects (AGRP Program). US\$ 22,375
2000	Sero-epidemiological studies and immuno-diagnosis of parasites of medical and veterinary importance in the north eastern Free State, South Africa	National Research Foundation, R234,000
2000	Sero-epidemiological studies and immuno-diagnosis of	University of the North, Qwa-Qwa campus, R138,250

	parasites of medical and veterinary importance in the north eastern Free State, South Africa	
2000	Sero-epidemiological studies and immuno-diagnosis of parasites of medical and veterinary importance in the north eastern Free State, South Africa (collaborative funding with the Onderstepoort Veterinary Institute, Pretoria)	National Research Foundation, R42,500
1999	Construction of an animal house at the University of the North, Qwaqwa campus	University of the North, Qwaqwa campus R70,000
1999	Sputum PCR in the diagnosis of bancroftian filariasis	International Atomic Energy Agency, US\$ 6,000
1998	Development of live vaccines against the leishmaniosis	University of the North, Qwa-Qwa campus, Senate Research Grant, R100,000
1998	Upgrading existing animal house facility at UNIQWA	University of the North, Qwa-Qwa campus, Senate Research Grant R28,000
1998	Sero-epidemiological studies and immuno-diagnosis of parasites of medical and veterinary importance in the north eastern Free State, South Africa	Foundation for Research Development, R288,000
1998	Sero-epidemiological studies and immuno-diagnosis of parasites of medical and veterinary importance in the north eastern Free State, South Africa	University of the North, Qwa-Qwa campus, Senate Research Grant R118,000
1997	Use of PCR for diagnosis and treatment follow-up of experimental <i>Trypanosoma brucei</i> infections in mice	Memorial Research Grant, Ohyama Health Foundation, Japan, ¥500,000

1996	Serological and parasitological diagnosis of dogs in Turkana district, Kenya for parasites of kala-azar	National Council for Science and Technology, KSh. 100,000
1996	Identification and characterization of target antigens for transmission blocking vaccines in leishmaniasis	World Health Organization, Steering Committee on vaccines for leishmaniasis, US\$ 15,000
1996	Establishment of immuno-correlates of acute respiratory infections in Kenya	KEMRI-JICA project US\$ 20,000
1993	Experimental control of <i>Leishmania major</i> using <i>L. major</i> flagella and <i>Phlebotomus duboscqi</i> gut antigens	World Health Organization, Directors Initiative Fund, US\$ 15,000
1993	Field Evaluation of a Direct Agglutination Test (DAT) prototype test kit for routine diagnosis of visceral leishmaniasis	World Health Organization, Product Development, US\$40,000
1992	Leishmaniasis. Vaccine Development Studies	World Health Organization, Institute Strengthening Grant, US\$ 50,000

## Publications

2017

Samie<sup>1</sup>, A., Nepawe, M.J., Mbat<sup>1</sup>, P.A., Yagi, A., and Elbakri, A. (2017). Physico-chemical and parasitological characteristics of wastewater and treated wastewater from four main sewage treatment plants in the Vhembe district, South Africa. *Asian Jr. of Microbiol. Biotech. Env. Sc.* 19(1): 55-64

2016

Makoni F.S., Thekiso, O.M.M and Mbat<sup>1</sup>, P.A. (2016). *Urban Wastewater for Sustainable Urban Agriculture and Water Management in Developing Countries*. © Springer International Publishing Switzerland 2016. T. Younos, T.E. Parece (eds.), *Sustainable Water Management in*

Urban Environments, Hdb Env Chem 47, DOI 10.1007/978-3-319-29337-0\_9, pages 265 – 293

2014

Samie A, Makuwa SM, Mtshali S, Thekiso O, Potgieter N, Mbatl P, Bessong PO (2014). Detection of *Cryptosporidium* species in HIV/AIDS patients stools in Bela-Bela clinic, Limpopo Province, South Africa. *South East Asian Journal of Tropical Medicine and Public Health*, 45(4):783-795.

2010

Thekiso O.M., Rambritch, N.E., Nakao, R., Bazie, R.S., Mbatl, P., Namangala, B., Malele, Skilton, R.A., Jongejan, F., Sugimoto, C., Kawazu, S.I. and Inoue, N. (2010). Loop-mediated isothermal amplification (LAMP) assays for detection of *Theileria parva* infections targeting the P1M and p150 gene. *International Journal of Parasitology*, 40: 55 - 61

2008

Bakheit, M.A., Torra, D., Palomino, L.A., Thekiso O.M.M., Mbatl, P.A., Ongerth, J. and Karanis, P. (2008). Sensitive and specific detection of *Cryptosporidium* species in PCR-negative samples by loop mediated isothermal DNA amplification and confirmation of generated LAMP products by sequencing. *Veterinary Parasitology*, 158: 11 – 22

Motloang, M.Y., Thekiso O.M.M., Alhassan, A., Bakheit, M., Motheo, M.P., Masangane, F.E.S., Thibedi, M.L., Inoue, N., Igarashi, I., Sugimoto, C. and Mbatl, P.A. (2008). Prevalence of *Theileria equi* and *Babesia caballi* infections in horses belonging to resource-poor farmers in the north-eastern Free State Province, South Africa. *Onderstepoort Journal of Veterinary Research*, 75: 141 – 146

2007

Alhassan, A., Thekiso O., Yokoyama, N., Inoue, N., Motloang, M.Y., Mbatl, P.A., Yin, H., Katayama, Y., Anzai, T., Sugimoto, C. and Igarashi, I. (2007). Development of a loop-mediated isothermal amplification (LAMP) method for diagnosis of equine piroplasmiasis. *Veterinary Parasitology*, 143: 155 – 160

Bakheit, M.A., Seitzer, U., Mbatl, P.A. and Ahmed, J.S. (2007). Serological diagnostic tools for the major tick-borne protozoan diseases of livestock. *Parasitologia*, 49 (supplementary 1) 53 – 62

de la Fuente, J., Ruybal, P., Mtshali, M.S., Naranjo, V., Shuqing, L., Mangold, A.J., Rodriguez, S.D., Jimenez, R., Vicente, J., Moretta, R., Torina, A., Almazan, C., Mbatl, P.A., Farber, M., Gortazar, C. and Kocan, K.M.

- (2007). Analysis of world strains of *Anaplasma marginale* using major surface protein 1a repeat sequences. *Veterinary Microbiology*, 119: 382 – 390.
- Mtshali, M.S., de la Fuente, J., Ruybal, P., Kocan, K.M., Vicente, J., Mbatl, P.A., Shkap, V., Blouin, E.F., Mohale, N.E., Moloi, T.P., Spickett, A.M. and Latif, A.A. (2007). Prevalence and genetic diversity of *Anaplasma marginale* strains from cattle in South Africa. *Zoonoses and Public Health*, 54: 23 – 30.
- Nyaile, S.F.C., Thekiso, M.M.O., Bisschop, S.P.R. and Mbatl, P.A. (2007). A diagnostic survey of avian parasitic infections from village poultry in Qwa-Qwa, South Africa. *The Journal of Protozoology Research*, 13: 44 - 50
- 2006
- Anjili, C., Langat, B., Ngumbi, P., Mbatl, P.A., Githure, J. and Tonui, W.K. (2006). Effects of anti-*Leishmania* monoclonal antibodies on the development of *Leishmania major* in *Phlebotomus duboscqi* (Diptera: Psychodidae). *East African Medical Journal*, 83 (2): 72 – 78
- Anjili, C., Langat, B., Lugalia, R., Mwanjumba, P. Ngumbi, P., Mbatl, P.A., Githure, J. and Tonui, W.K. (2006). Estimation of the minimum number of *Leishmania major* amastigotes required for infecting *Phlebotomus duboscqi* (Diptera: Psychodidae). *East African Medical Journal*, 83 (2): 68 – 71
- 2005
- Hlatshwayo, M. and Mbatl, P.A. (2005). A survey of tick control methods used by resource-poor farmers in the Qwa-Qwa area of eastern Free State Province, South Africa. *Onderstepoort Journal of Veterinary Research*: 72: 245-249
- 2004
- Hlatshwayo, M., Szabo, M.J.P., Bechara, G.H. and Mbatl, P.A. (2004). Cutaneous hypersensitivity induced in rabbits by extracts of the tick *Amblyomma cajennense* (Acari: Ixodidae). *Journal of the South African Veterinary Association*, 75(1): 37-39
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Referees

His Excellency Mr. Kgalema Motlanthe  
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Former President of the Republic of South Africa  
Cell +27828014527 (Dr. Khulu Mbatha's phone. He is Advisor to Mr  
Motlanthe)

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Chairperson of the University of Venda  
CEO Limpopo Gambling Board  
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Ms. G. Michel,  
 Director, Assessments and Client Relations  
 Academic Partners,  
 14<sup>th</sup> January, 2020

**Application for Position of Vice-Chancellor and Principal, Sefako Makgatho Health Sciences University**

Dear Ms. Michel,

This letter serves as a cover letter for the position of Vice-Chancellor and Principal at the Sefako Makgatho Health Sciences University. The letter is accompanied by my current CV. I am humbled by the opportunity to be considered for the position. I outline my academic activities below that I believe have prepared me for the responsibilities of the position:

**a. Teaching and Learning Experience and Leadership**

I have over twenty years of experience in higher education. I have served both as an academic and as an academic leader. From 2016 to 2019, I served as the Deputy Vice Chancellor (DVC) for Teaching and Learning, Community Engagement, and Student Support at the University of South Africa (Unisa). The position entailed Leadership and Oversight of the following:

- Teaching and Learning Portfolio (7 Colleges (faculties), 4 Admin Support Directorates, 2 Institutes)
- Student Support Initiatives
- Community Engagement Initiatives
- Enrollment Management
- Quality Assurance and Enhancement Initiatives

The following are sample portfolio achievements:

- Establishment of the following funded units
  - a. Curriculum Transformation Unit**
    - i. Funded through DHET's University Capacity Development Grant
    - ii. Training module implemented
    - iii. Progress on implementation plans reported at Senate level
  - b. Retention Unit**
    - i. Funded through DHET's University Capacity Development Grant
    - ii. First Year Experience implemented
    - iii. Students' tracking implemented
  - c. Quality Assurance and Enhancement Unit**
    - i. Funded through University's strategic projects fund
    - ii. Collaboration with Commonwealth of Learning on trial institutional audits established
    - iii. Reports on scheduled program reviews presented at Senate level
  - d. Language Unit**
    - i. Funded through University's strategic projects fund
    - ii. Largely focused on the operationalization of the University's language policy
- Implementation of annual Teaching and Learning Festival
- Establishment of a research group on the Scholarship of Teaching and Learning

- Establishment and implementation of partnership agreement with Oldenburg University in Germany for training of academics on online teaching (previously trained by University of Maryland University College)
- Increase in throughput & success rates

As an academic, I have had the opportunity to develop and teach Mathematics and Computer Science courses both in a face-to-face environment and in an open and distance learning environment. The development was largely online. It was also during this time that I had an opportunity to lead a team that developed an online program. It is also during this period that one engaged with research on online pedagogy.

In my former role as the Director of the School of Science at Unisa, and the Deputy Chair of the College's Tuition and Learner Support and Quality Assurance Committee, I have assumed leadership roles on initiatives involving infusion of technology into the curriculum and sound curriculum design principles, including quality assurance matters and effective student support. This also included development and implementation of the College's Quality Assurance Framework. Further, in this role I have worked closely with other academic departments on the refinements of the PQM. The refinements included the implementation of the new post-graduate tuition model, the introduction of the generic BSc, and the introduction of the certificate programs for access and comprehensiveness purposes.

As the former Acting Deputy Executive Dean of the College of Science, Engineering, and Technology, I was responsible for the college's tuition portfolio and chaired the college's Tuition Committee. As the former Executive Dean of the same college, I worked closely with other colleges' leadership to address issues of access and success. I also led a team that hosted a conference on Open Distance Learning (ODL) in a Science Environment. The conference was hosted every other year. Consequently, the college saw an increase in its success rates from around 50% to over 60% in 4 years.

I have also had an opportunity to serve as a leader of the University's ODL task team on assessment. In this role, I worked with other colleges' representatives to develop alternative assessment methods for the University. I have also worked on a task team focused on the development of ODL pedagogy.

### **b. Research Leadership**

I am currently leading a research group on the Scholarship of Teaching and Learning. In my previous capacity as the executive dean of the College of Science, Engineering, and Technology, I worked closely with the college leadership to continue strengthening the college's research agenda. Subsequently, the college saw over 40% increase in the number of rated researchers within a period of three years. Further, the culture of seeking external grants continued to be strengthened to the extent that the college's grants were 48% of the total grants of the institution. Further, in addition to established research groups within the college, the college was also a home to two research units which are involved in very innovative research which sought to provide African solutions to African problems around energy and water research.

In terms of research activism, I have chaired the scientific committee for the CSET ODL conference and internationally, I also served as a member of the organizing team for annually held international conferences on Topology. I have also established a research group on the Scholarship of Teaching and Learning.

**c. Partnerships/Community Engagement**

My previous role as DVC Teaching and Learning involved leadership and oversight of the University's community Engagement initiatives. The focus was on ensuring integration of community engagement with teaching and learning and/or research. In addition, in my previous role as the executive dean, projects were developed that yielded research outputs and in some cases demonstrated integration with teaching and learning. Further, the college now hosts an annual Learner Research Summit which brings together over twenty partner schools focused on presenting research findings produced by the learners. The college also produces a publication of the best research presentations from this summit.

**d. Academic Citizenship**

<b>Entity</b>	<b>Committees</b>	<b>Role</b>
<b>Conferences</b>	<b>Organizing Committee</b> International Topology Conferences (2009)	<b>Member</b>
	<b>Scientific Committee,</b> CSET ODL Conference (2010)	<b>Chair</b>
	<b>Organizing Committee,</b> Unisa's Teaching and Learning Festival (2015)	<b>Co-Chair</b>
	<b>Organizing Committee,</b> Unisa's Decolonising Knowledge, Teaching and Learning in Higher Education Conference (2018)	<b>Co-sponsor</b>
<b>Professional Bodies</b>	South African Mathematical Society	<b>Member</b>
	American Mathematical Society	<b>Member</b>
<b>Statutory Bodies &amp; Organizations</b>	CHE Accreditation Committee(2011 – 2015)	<b>Member</b>
		<b>Member</b>

<b>University Wide</b>	CHE Accreditation Visits	<b>Member</b>
	ECSA's Dean's Forum	<b>Member</b>
	National Science Dean's Forum	<b>Member</b>
	Universities South Africa's Teaching and Learning Strategic Group	<b>Member</b>
	Task Team on Assessment	<b>Chair.</b> Produced recommendations approved by Unisa's Senate on Alternative Assessments
	Unisa's VC's Working Group	<b>Chair.</b> Considered and recommended a path towards ODeL through Blended Learning
	Unisa's Multistakeholder Task Team on Insourcing	<b>Chair</b> Produced a model and recommendations approved by Unisa's Council on insourcing

I again thank the University for affording me the opportunity to be considered.

Gugu Moche, Ph.D.

**Iris Gugu Moche, Ph.D.**  
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### Education

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Howard University, Washington, DC, USA <b>Ph.D. in Mathematics</b>	<b>2002</b>
Howard University, Washington, DC, USA <b>M.S. in Mathematics</b>	<b>1997</b>
Hood College, Frederick, MD, USA <b>B.A. in Mathematics and Information Systems</b>	<b>1995</b>

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### Leadership and Management Skills

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**Vice Principal (Deputy Vice Chancellor)** **March 2016 – July 2019**  
**Teaching, Learning, Community Engagement and Student Support**  
**University of South Africa, Pretoria**

#### Responsibilities

Leadership and Oversight of:

- Teaching and Learning Portfolio (7 Colleges (faculties), 4 Admin Support Directorates, 2 Institutes)
- Student Support Initiatives
- Community Engagement Initiatives
- Enrollment Management
- Quality Assurance and Enhancement Initiatives

#### Sample Achievements

- Establishment of the following funded units
  - a. Curriculum Transformation Unit**
    - i. Funded through DHET’s University Capacity Development Grant
    - ii. Training module implemented
    - iii. Progress on implementation plans reported at Senate level
  - b. Retention Unit**
    - i. Funded through DHET’s University Capacity Development Grant
    - ii. First Year Experience implemented
    - iii. Students’ tracking implemented
  - c. Quality Assurance and Enhancement Unit**
    - i. Funded through University’s strategic projects fund
    - ii. Collaboration with Commonwealth of Learning on trial institutional audits established
    - iii. Reports on scheduled program reviews presented at Senate level
  - d. Language Unit**
    - i. Funded through University’s strategic projects fund
    - ii. Largely focused on the operationalization of the University’s language policy
- Implementation of annual Teaching and Learning Festival
- Establishment of a research group on the Scholarship of Teaching and Learning



- Partnership established with Oldenburg University in Germany for training of academics on online teaching (previously trained by University of Maryland University College)
- Increase in throughput & success rates
- Introduction of Scholarship of Teaching and Learning Research Group

**Executive Dean,  
College of Science, Engineering, and Technology (CSET)  
University of South Africa, Pretoria**

**Jan 2012- Feb 2016**

**Sample College Achievements**

- i. Relocation of the College to the Science Campus (Florida) from Pretoria
- ii. Approximate 44% increase in rated researchers in 3 years
- iii. Increased UG pass rates from a low of 50.9% in 2010 to 60.3% in 2014 (Oct/Nov)
- iv. Increased external grants funding (48% of total university grants)
- v. Active research engagements with high schools
- vi. Increased filed patents
- vii. Increased research outputs
- viii. Increased number of rated researchers

**Acting Deputy Executive Dean,  
College of Science, Engineering, and Technology (CSET)  
University of South Africa, Pretoria**

**July 2011- Dec 2012**

**Responsibilities**

Leadership of the college's teaching and learning portfolio

**Director, Acting Director, School of Science  
University of South Africa, Pretoria**

**May 2008 – July 2011**

**Sample Achievements**

- i. Introduction of Higher Certificates for Access
- ii. Led an initiative to develop and implement a Quality Assurance Framework
- iii. Introduced Post-graduate workshops and research writing retreats
- iv. Successful implementation of revised Post-graduate Tuition Model
- v. Led an initiative on Alternative Assessment Practices
- vi. Coordinated School of Computing Audit

**Dean, Academic Affairs  
Southeastern University, Washington DC**

**2005 - 2008**

**Responsibilities**

- a. Leadership and Oversight of University's Academic Activities
- b. Leadership and Oversight of University's Support Services
- c. Leadership and Oversight of Enrollment Management Initiatives
- d. Leadership and Oversight of University's Institutional Research
- e. Leadership Oversight of University's Accreditation Activities

**Sample Achievements**

- i. As a Co-PI, brought over \$500 000 in grant funding to the University. Most of the funds came from NASA
- ii. Created a program for the US Department of Agriculture employees. This initiative yielded over \$150 000 for the University.
- iii. Started the University's online program. This program accounted for 33% of the University's revenue.

- iv. Infused SMART technology and webcasting in the delivery of content.
- v. Created a web-based data warehouse to support Institutional Research activities. Report generation for both internal and external use is now an automated process.
- vi. Introduced web-based lead generation for online recruitment
- vii. Implemented a forecasting model to project enrollment

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### Teaching Experience

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**Professor****August 2019**

Department of Mathematical Sciences

**College of Science, Engineering, and Technology (CSET)****University of South Africa, Pretoria****Responsibilities:**

- a. Instruction/teaching of undergraduate and graduate courses in Mathematics. .
- b. Curriculum Review
- c. Quality Assurance
- d. Student support
- e. Research

**Associate Professor****May 2008 – Jan 2011**

Department of Mathematical Sciences

**College of Science, Engineering, and Technology (CSET)****University of South Africa, Pretoria****Responsibilities:**

- a. Instruction/teaching of undergraduate and graduate courses in Mathematics. .
- b. Curriculum Review
- c. Quality Assurance
- d. Student support

**Associate Professor and Department Coordinator****1998 - 2005**

Department of Computer Science and Information Technology

**Southeastern University, Washington DC.****Responsibilities:**

- a. Instruction/teaching of undergraduate and graduate courses in Computer Science and Mathematics. Computer Science courses include C/C++ programming, Computer Architecture and Design, Data structures using C/C++ and Pascal, Assembly Language and JAVA. Math courses include Calculus, Statistics, Linear Algebra and Mathematical Modeling.
- b. Active participation in grant writing for the Department; Co-PI for NASA grants.
- c. Development of new programs.
- d. Curriculum review.
- e. Scheduling

**Adjunct Faculty,****2002 - 2005**

Department of Electrical Engineering and Computer Science,

**Catholic University, Washington DC****Responsibilities**

Instruction of undergraduate Computer Science courses. The courses included:

- a. Programming Languages
- b. (ii) C++/JAVA programming

**Chair,** 2000 - 2005  
Southeastern University Faculty Assembly (Similar to IF)  
**Southeastern University, Washington DC**

**Responsibilities**

- a. Member of Board Trustees (Council)
- b. Chair – Assembly Executive Committee

**Part Time Lecturer,** 1997 - 2000  
Department of Mathematics,  
**Howard University, Washington DC.**

**Responsibilities:**

Instruction of Undergraduate Math courses.

**Research Associate,** 1996 - 1998  
**Contact, U.S. Office of Federal Housing Enterprise Oversight (OFHEO), Washington DC.**  
(OFHEO is a regulatory body charged by US Congress with the responsibility of developing a stress test for the government sponsored mortgage agencies, Fannie Mae and Freddie Mac.)

**Responsibilities:**

- a. Development and maintenance of a financial simulation module using SAS.
- b. Statistical Analysis of both agencies' data using SAS STAT Procedures.
- c. Data Verification. Used SAS Data Step and Data Tabulation Procedures to verify quarterly and annual data submissions from both agencies.
- d. Maintained Databases with Historical Data for both agencies.

**Teaching Assistant,** 1995 - 1997  
Department of Mathematics,  
**Howard University, Washington DC.**  
Responsibilities: Assisted in the instruction of Pre-Calculus and undergraduate Statistics courses.

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**Academic Citizenship**

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<b>Entity</b>	<b>Committees</b>	<b>Role</b>
<b>Conferences</b>	<b>Organizing Committee</b> International Topology Conferences (2009)	<b>Member</b>
	<b>Scientific Committee,</b> CSET ODL Conference (2010)	<b>Chair</b>
	<b>Organizing Committee,</b> Unisa's Teaching and Learning Festival (2015)	<b>Co-Chair</b>
	<b>Organizing Committee,</b> Unisa's Decolonising Knowledge, Teaching and Learning in Higher Education Conference (2018)	<b>Co-sponsor</b>

<b>Guest Editor</b>	<p><b>Organizing Committee,</b> Unisa's Teaching and Learning Festival (2018)</p> <p><b>Journal: Progressio:</b> <b>South African Journal for Open and Distance Learning Practice,</b> Vol 34 No 3 2012, ISSN 0256-8853</p>	<b>Co-Chair</b>
<b>Professional Bodies</b>	<p>South African Mathematical Society</p> <p>American Mathematical Society</p>	<b>Member</b> <b>Member</b>
<b>Statutory Bodies &amp; Organizations</b>	<p>CHE Accreditation Committee(2011 – 2015)</p> <p>CHE Accreditation Visits</p> <p>ECISA's Dean's Forum</p> <p>National Science Dean's Forum</p> <p>Universities South Africa's Teaching and Learning Strategic Group</p>	<b>Member</b> <b>Member</b> <b>Member</b> <b>Member</b> <b>Member</b>
<b>University Wide</b>	<p>Task Team on Assessment</p> <p>Unisa's VC's Working Group</p> <p>Unisa's Multistakeholder Task Team on Insourcing</p>	<p><b>Chair.</b> Produced recommendations approved by Unisa's Senate on Alternative Assessment</p> <p><b>Chair.</b> Considered and recommended a path towards ODeL through Blended Learning</p> <p><b>Chair</b> Produced a model and recommendations approved by Unisa's Council on insourcing</p>

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### Student Supervision

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<b>Student Name</b>	<b>Level</b>	<b>Gender/Race/Nationality</b>	<b>University</b>	<b>Year Started</b>	<b>Year Graduated</b>
<b>Ms. P. Tshabalala</b>	Ph.D.	F/B/South African	Unisa	2019	
<b>Mr. M. Kapaipi</b>	Masters	M/B/FN	Unisa	2012	2016

<b>Ms. M. Aphane</b>	Ph.D.	F/B/South African	Unisa	2011	2018	
<b>Mr. P. Butu</b>	Masters	M/W/Bulgarian	Southeastern	2003	2005	
<b>Ms. E. Butu</b>	Masters	F/W/Bulgarian	Southeastern	2003	2005	
<b>Ms. P. Glover</b>	Masters	F/B/American	Southeastern	2004	2006	
<b>Mr. T. Kanchanawanchai</b>	Masters	M/A/Thailand	Southeastern	2005	2007	

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### Grants & Funding

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Grant	Funder	Amount	Year of Funding
<b>UCDG &amp; Strategic Projects Funding</b>	DHET and Unisa	R30 000 000	2018
<b>Thuthuka</b>	NRF	R50 000 (Yearly)	2011
<b>MSET (Co-PI)</b>	NASA	\$500 000	2005

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### Publications, Conference Presentations and Proceedings

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- 2018: Plenary:** *Curriculum Transformation Journey at Unisa*  
**Conference:** Southern African Association for Counselling and Development in Higher Education (SAACDHE) Conference  
**Location:** **Mount Grace, South Africa**
- 2018 Plenary:** *Evolution of Open Distance and e-Learning*  
**Conference:** 7th Biennial International Tourism Studies Association (ITSA) and 2nd Tourism Educators South Africa (TESA) International Conference  
**Location:** **Pretoria, South Africa**
- 2013: Plenary:** *Importance of interdisciplinarity and by extension transdisciplinarity in both teaching and research*  
**Conference:** Grantees Meeting,  
**Location:** Hanover Germany
- 2011: Plenary:** *The Importance of Calculus*  
**Conference:** **AMESA Conference**  
**Location:** **Jhb, South Africa**
- 2010: Title:** *Recent Results on the Smallest Ideal of  $(\beta N, \cdot)$*   
**Conference:** iTeS2010, Seventh Italian –Spanish Conference on General Topology and its Applications  
**Location:** Badajoz, Spain, 2010.
- 2010: Conference:** OEB2010, Online Educa Berlin, 16th International Conference on Technology Supported Learning & Training, 2010.  
**Location:** Berlin, Germany
- 2010 Title:** *On Pre-Images of  $\beta N \times \beta N$*   
**Conference:** Mini Conference on Topology  
**Location:** University of Botswana, Botswana

- 2009:** Gugu Moche and Gosekwang Moremedi, *The Smallest Ideal of  $(\beta N)$  and Sizes of Pre-Images of  $\beta N \times \beta N$*  and, Top. Proc. 35 (2010) pp. 83-89.
- 2008:** **Title:** *On P-points and Sizes of Pre-Images of  $\beta N \times \beta N$*   
**Conference:** South African Mathematical Society Annual Conference  
**Location:** Durban, South Africa
- 2008:** **Title:** *Sizes of pre-images in  $N \times N$*   
**Conference:** Summer Conference on Topology & Applications  
**Location:** Mexico City, Mexico
- 2007:** **Title:** *Starting an Online Education Program*  
**Conference:** Conference for Internet Technology Education  
**Location:** Denver, Colorado – USA
- 2004:** **Title:** *Teaching Mathematics Online: A case for Operations Research*  
**Conference:** ICTCM (International Conference on Technology in Collegiate Mathematics).  
**Location:** Chicago, IL – USA
- 2002:** A. Blass, Gugu Moche, *Finite preimages under the natural map from  $\beta(N \times N)$  to  $\beta N \times \beta N$* , [Topology Proceedings, Volume 26 No. 2 \(2001-2002\)](#)
- 2009:** Gugu Moche and Gosekwang Moremedi, *The Smallest Ideal of  $(\beta N)$  and Sizes of Pre-Images of  $\beta N \times \beta N$*  and, Top. Proc. 35 (2010) pp. 83-89
- 2011:** Gugu Moche, *The Role of Historical Developments in Calculus, (Proceedings of the Seventeenth National Congress of the Association for Mathematics Education of South Africa (AMESA))*
- 2018:** Gugu Moche, *A Revisited Note on the Structure of The Smallest Ideal of  $(\beta N,.)$*  (Submitted)
- 2019:** Gugu Moche, *PREIMAGES IN  $\beta(N \times N)$  and P-Points* (Submitted)

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### References

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 National Research Foundation  
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Secretary to Council  
Sefako Makgatho Health Sciences University

**RE: APPLICATION FOR THE POSTION OF VICE CHANCELLOR**

I hereby submit an application for the position of Vice Chancellor of the Sefako Makgatho Health Sciences University. In support of my application I present the following motivation that outlines my suitability for the post.

As detailed in my curriculum vitae, I have a strong academic background. I hold a double masters and doctoral degree and professorship in psychology, have extensive lecturing experience at undergraduate and postgraduate levels, conducted and participated in research projects, worked in multi-disciplinary research project teams, published in peer-reviewed journals, and leveraged donor funds in support of teaching, research and community engagement.

I also have extensive and wide-ranging executive leadership and management experience in higher education, at both institutional and government level. I first taught at the former University of Durban-Westville (University of KwaZulu Natal) for 15 years (1984–1999), during which time I served on several governance and management structures and represented the university on many external bodies. I served on the Selection Committee for the Rhodes Scholarships and was an executive member of the Clinical Division of the Psychological Society of South Africa. I was an associate editor for the Journal of Psychology in Africa and one of a five-member UDW team who collaborated with researchers from the MRC and the University of Natal in securing a Wellcome Trust Grant of 5 million pounds to establish the 1<sup>st</sup> Centre for Population Studies and Reproductive Health in Africa.

In 2000 I was appointed by Professor Kader Asmal, then Minister of Education, as Special Advisor on Higher Education – an appointment I continued to hold under his successor, Minister Naledi Pandor. My engagement with the Department of Higher Education and Training afforded me the opportunity to move beyond the confines of institutional boundaries to locating higher education teaching and praxis firmly within broader macro policy debates and challenges. During this period I contributed to higher education policy development and formulation, which included the development of the post 1994 first ever National Plan for Higher Education (published in 2001), the proposals for the restructuring and transformation of the landscape of the higher education system, the programme and qualification mix profile for universities and technikons, the new higher education funding framework, and the development of an appropriate model for a National Higher Education Information and Applications Service for South Africa. In addition, I served on several Ministerial committees and task teams.

Following the Government's decision in December 2002 to restructure the higher education landscape, I was appointed to head the DoE's Merger Unit, which was tasked with the responsibility of providing strategic leadership and support for the restructuring process. This included monitoring the mergers and incorporations, providing technical support, guidance and assistance to institutions, and allocating, managing and ensuring compliance with the PFMA for the overall funds made available by the Government for the restructuring process, which was in the order of approximately R 3.1 billion. The work required further that I liaised closely with key higher education constituencies, such as the Council on Higher Education, Higher Education South Africa (USAf), national student organisations and labour unions, as well as with other government departments and science councils. I was successful in leveraging international donor funds to further support the policy implementation activities of the Department and thus developed links with international development agencies and foreign government departments, including USAID, Ford Foundation, Carnegie Corporation and DIFID. I enjoyed good



working relationships with the regional consortia and with higher education policy units, such as the Centre for Higher Education Transformation and the Centre for Research on Science and Technology, as well as with individuals linked to similar centres of study in other countries (e.g., CHEPS in Norway and FINHEC in Finland).

In October 2006 I was appointed Deputy Vice Chancellor: Academic at the University of Johannesburg, a position I continue to hold. The University of Johannesburg is the largest residential university in the national higher education system. It has close on 50 000 students, approximately 3000 permanent, contract and temporary academic staff, and four campuses. It offers a diverse mix of degree and diploma programmes at undergraduate and postgraduate level in the fields of Health Sciences, Science, Engineering, Humanities, Business and Management, Education, Law, Arts, Design and Architecture. My key responsibilities are to provide strategic and executive leadership and stewardship on all academic and related matters including, amongst others, academic planning and policy implementation, enrolment planning and management, enhancing the scholarship of teaching and learning at all levels, curriculum and programme development, quality assurance, academic transformation, technology assisted learning, professional academic staff development, talent management, performance management, psychological services and career counselling, institutional planning, monitoring and evaluation, global rankings and much more. My portfolio includes executive responsibility for the governance and management of the University's 8 Faculties and College, and 5 major centres associated with academic development and support and university strategic planning, monitoring and evaluation. I have a total of 12 Executive direct (Executive Deans, Executive Director, and Senior Directors) reports. In summary, I lead and manage a huge, complex and diverse academic portfolio.

Further to the above, as a Senior Executive of the University's Management, I share executive responsibility for high-level policies and decisions relating to other key university operations and functions, viz., university finances, ICT and infrastructure planning and development, human resources and labour relations, student services, audit and risk management, occupational health and safety, change management, and development, implementation and monitoring of policies and procedures aimed at meeting broad transformation imperatives. I serve on and chair several university governance structures and committees, and have on many occasions deputised as Acting Vice Chancellor.

My responsibilities further include expanding the University's international footprint and promoting links with business, industry and community organisations. I have led several university delegations to universities and institutes on the continent and further afield to forge academic/research partnerships. I have hosted many foreign university delegations, as well as donor agencies.

My experience at the University of Johannesburg has thrown up many unique challenges. It required for the first time working within a comprehensive university system. Some of the specific challenges associated with this were the major differences in academic culture and ethos; differences in the qualifications level of academic staff; structural disjuncture between the university and technology-focused academic divisions, which needed to be transcended; the potential risk of academic drift; re-thinking and re-conceptualising the curriculum to ensure seamless movement between different qualification paths; meeting the academic and development needs of students whose scholastic abilities vary given the different entry requirements for degree and diploma programmes; developing research capacity, particularly among former technikon staff; transforming the student and academic body to reflect the diversity of our country; and establishing links with business and industry to promote technology education and training. In addition, given the comprehensive nature of the University

managing internal differentiation within the framework of a unitary system of institutional governance and management and positioning the University more broadly in the national higher education system were all aspects of the post merger challenges that had to be addressed.

Notwithstanding these challenges, my firm understanding of the higher education policy environment coupled with my management experience at different levels placed me in a strong position to cope with the many complexities that faced this mega university since its establishment in 2005. In the 13 years that I have been at academic helm of the University, the University's academic reputation and stature within the higher education landscape has grown phenomenally. To list a few of the accomplishments: UJ is now at the forefront of leading the advances in 4IR; in global rankings it is now placed amongst the top 5 universities in South Africa; it has 199 NRF rated researchers, including 8 A-rated; the annual graduate output is in the order of 10 500 undergraduates and 3 200 postgraduates; and in 2018 the university produced close on 2050 accredited research outputs. The University's commitment to ensuring that teaching and learning at all levels is accorded high priority within the teaching, research and community engagement nexus, and its demonstrated commitment to the broad transformation agenda of access, equity and success for students and transformation of the academy is well recognised in the sector. Its national standing is further demonstrated by the growing number of international partnerships and links with business and industry.

In conclusion, I have the qualities, skills and experience that I believe would be necessary to lead the Sefako Makgatho Health Sciences University. To highlight:

- I have a strong academic and research track record and a firm grounding in the intellectual traditions of higher education;

- I am a strategic thought leader with extensive executive and management experience, including management of a multi-campus and diverse institution;
- I have worked in different universities and thus quite adaptable to unique set of conditions and challenges;
- I have worked within national government structures and have a thorough understanding of the higher education landscape, higher education legislation, and higher education policy development and implementation. I continue to enjoy excellent relationships with the Department of Higher Education and Training and the Department of Science and Technology;
- I have a strong understanding of governance and fiduciary responsibilities, and worked closely with university councils, university management (at all levels), Senate, Senex, Faculty Boards, staff unions and student representative councils, as well as with other important constituencies of the university, i.e., the Institutional Forum, Alumni and Community Stakeholders;
- I have engaged with the entire South African public higher education sector, including interacting with other university vice chancellors and university councils, and national and regional higher education structures and organisations;
- I am a Board member of the Council on Higher Education, and Chair of the HEQC. I serve on the USAf Teaching and Learning Portfolio Committee. In general, I am widely respected for my academic leadership and often consulted on higher education matters by a range of stakeholders.

- I have strong partnership and fund raising experience, including links with regional and international higher education institutions, development agencies, foreign government departments, and business and industry;
- I have strong negotiating and conflict resolution and management skills, as well as facilitation skills.

Finally, I am a critical, independent and strategic thinker, with an ability to create opportunities for innovation and change. I also have the maturity and depth of interpersonal skills to lead the Sefako Makgatho Health Sciences University as it goes about further positioning itself in the context of a larger, more complex and diverse higher education environment – an environment that is increasingly being challenged to be more responsive to meeting the equity, efficiency and skills development needs of our country, and to ensure that South Africa is placed amongst those nations that have active programmes of knowledge generation and technological innovation. I will ensure, as I have demonstrated at UJ, that the University will remain supportive of the shared national goals for the system, while maintaining its independence and integrity as an autonomous institution fully committed to the principles of academic freedom and public accountability.

I look forward to an opportunity to expand on my vision, ideas and commitments should an invitation be extended for further dialogue with the University.

Yours sincerely



Professor Angina Parekh

**CURRICULUM VITAE: PROFESSOR ANGINA PAREKH****A. Biographical Details**

**Name** Angina Parekh  
**Date of Birth** 26 August 1956  
**Marital Status** Married – former Deputy Minister Aziz Pahad  
**Residential Address** 19 Abbotswold Road  
 Saxonwold  
 Johannesburg, 2196  
 South Africa  
**Postal Address** PO Box 87516  
 Houghton, 2041  
 South Africa  
**Contact Numbers** Mobile: 082 7765 774  
**Email** anginaparekh26@gmail.com

**B. Academic Qualifications**

**1989:** D. Phil (*Psychology*)  
 University of Durban Westville (now UKZN)  
**1984:** MA (*Developmental Psychology*)  
 University of Kansas, USA  
**1981:** MA (*Clinical Psychology*)  
 University of Durban-Westville (UKZN)  
**1978:** BA Hons (*Psychology – Cum Laude*)  
 University of Durban-Westville (UKZN)  
**1977:** BA (*Psychology and Philosophy*)  
 University of Durban-Westville (UKZN)

**C. Employment Experience**

Oct 2006 – to date: Deputy Vice Chancellor: Academic  
 University of Johannesburg  
 2000 – Sept 2006: Ministerial Advisor on Higher Education  
 Head of the Merger Unit  
 Department of Higher Education and Training  
 1998 – March 2000: Chief Director: Academic Transformation and Planning  
 University of Durban-Westville (now UKZN)  
 1995-1997: Professor and Chair of Department of Psychology  
 University of Durban-Westville (UKZN)  
 1990-1995: Senior Lecturer – Department of Psychology  
 University of Durban-Westville (UKZN)

1985-1989:	Lecturer – Department of Psychology University of Durban-Westville (UKZN)
1984:	Associate Lecturer – Department of Psychology University of Durban- Westville (UKZN)
1983:	Teaching and Research Associate Centre for Research on the Influences of Television on Children University of Kansas, USA
1981:	Student Counsellor Student Counselling Centre University of Durban-Westville (UKZN)

#### **D. Experience in Relation to Higher Education Policy Development, Transformation and Implementation**

During my years with the Department of Higher Education and Training, I contributed to the following national policy initiatives:

- **The National Plan for Higher Education** – I contributed to the overall formulation and drafting of the then National Plan for Higher Education (February 2001). The Plan set in place the conditions for the restructuring of the South African Higher Education system to achieve the vision and policy goals for the transformation of the higher education system as outlined in Education White Paper 3 of 1997. It established indicative targets for the size and shape of the higher education system, including overall growth and participation rates, institutional and programme mixes, equity and efficiency goals and the building of high-level research capacity to address the research and knowledge need of South Africa. It also provided a framework and outlined the processes and mechanisms for the restructuring of the institutional landscape of the higher education system.
- **Restructuring the Institutional Landscape of the Higher Education System.** I worked with the National Working Group, which was established by Minister Kader Asmal, to advise on appropriate arrangements for consolidating the provision of higher education on a regional basis through establishing new institutional and organisational forms through mergers and others forms of combinations. The proposals for a new institutional landscape for higher education, was approved by Cabinet in May 2002 and announced in the Government Gazette Notice of 21 June 2002: *Transformation and Restructuring: A New Institutional Landscape for Higher Education*.
- **Head of the Merger Unit.** In January 2003, I was appointed by Minister Kader Asmal to Head the Higher Education Merger Unit, a position I continued to hold under his successor, Minister Naledi Pandor. The Unit was established to steward, support and monitor the mergers/incorporations, including providing technical support to affected institutions in a range of key areas. These include university governance and management, academic planning, quality assurance, research, student administration and support, human resources and labour relations, financial management, information and communication technology, libraries and information services, and properties and services. As the Head of the Merger Unit I was responsible for allocating, managing and ensuring compliance with the PFMA for the overall funds made available by Treasury for the restructuring process, which was in the order of approximately

R 3,1 billion

I produced a comprehensive set of guidelines entitled *Higher Education Restructuring and Transformation: Guidelines for Merger and Incorporations, DoE April 2003*. The guidelines were widely acknowledged nationally and internationally as providing a considered and measured road map for facilitating organisational change. The Unit also produced a concept document to assist comprehensive institutions to think through the key issues and challenges in developing an appropriate academic and organisational model. The publication entitled *Creating Comprehensive Universities in South Africa: A Concept Document* was published by the Ministry in January 2004.

I engaged with all higher education institutions on a regular basis and through the work of the Merger Unit provided skills and capacity development training, support and guidance to the institutions. There were also regular engagements with key constituencies in higher education such as HESA (now USAf), CHE, national labour unions and student organisations, the Parliamentary Portfolio Committee, and private sector companies. In addition, I interacted with several international donor agencies and was instrumental in securing a grant of R 60 million from the Government of Finland to support ICT systems integration and building quality management systems in merged higher education institutions – the latter a project co-ordinated and managed by the HEQC.

- **Programme and Qualification Mix Profiles for Universities and Universities of Technology (2003-2006)**  
The National Plan prioritised two inter-related goals, namely, the promotion of institutional diversity and the restructuring of the institutional landscape, to address the structural inefficiencies and systemic problems that were inherent in the system and to lay the foundations for the transformation and restructuring of the higher education system. In 2001, all higher education institutions were required to submit their proposed programme and qualification profiles for the period 2002/2006. I was a member of the Higher Education team of experts that analysed and finalised the PQM profile for each institution.
- **Establishment of a National Higher Education Information and Applications Service for South Africa.** I chaired the Ministerial Working Group established to advise Minister Asmal on an appropriate model for establishing a National Higher Education Information and Applications Service, which would facilitate the promotion of access and equity in higher education. The report, which was published in 2002, provides detailed recommendations on the model, governance structure, management, administration, the ICT platform, implementation framework, funding and location for such a national system. I served on the DHET Steering Committee for the establishment of a Central Applications Service, which is premised on the advice of the Ministerial Task Team which I chaired.
- **Guidelines for the Planning Phase 2004-2006.** In 2003, the Ministry requested all institutions that were not directly affected by mergers or where the restructuring was limited to the incorporation of satellite campuses to submit three-year rolling plans for the period 2004-2006 that focused on addressing a limited range of transformation goals, as outlined in the National Plan for Higher Education. These related to issues of access and equity, improving success and graduation rates and the development of more inclusive institutional cultures. I developed the guidelines for institutional submissions, which guidelines continue to inform and guide current engagements between the DHET and higher education institutions on their 5-year enrolment plans.



- **Language Policy for Higher Education:** I wrote the 2002 Language Policy for Higher Education, which was gazetted by the Government in November of that year. The policy framework addressed issues of language of instruction, the future of South African languages as fields of academic study and research; the study of foreign languages; and the promotion of multilingualism in the institutional policies and practices of higher education. In terms of the Higher Education Act of 1997 all higher education institutions were required to determine the language policy of their institutions within this national policy framework for language in higher education.
- **Incorporation of the QwaQwa Campus of the University of the North into the University of the Free State.** In May 2001, I was appointed by the Minister on the Working Group tasked with developing a framework and implementation plan for the incorporation. This included developing a mission and vision for the QwaQwa campus as an integral component of the broader mission and vision of the University of the Free State and developing an appropriate administrative, management, governance and academic structure for ensuring the smooth functioning of the QwaQwa campus. It also required the development of an appropriate personnel structure and a financial framework to ensure the sustainability of the QwaQwa campus, including outlining the labour relation's implications of, and the processes that would be necessary to implement the proposed personnel structure. In addition, a framework had to be developed to ensure that adequate provision was made to enable existing students to complete their academic programmes and to identify the financial implications for existing students in terms of differences in tuition and residential fee structures, with recommendations on how these should be addressed. Upon submission of the final report to the Minister in March 2002, I was tasked with the responsibility of providing technical assistance and support to the University of the North (now University of Limpopo) and the University of the Free State to facilitate the incorporation of the Qwa Qwa campus.

Other national policy contributions:

- Development of the Funding Framework for Higher Education, which was gazetted in December 2003.
- Development of guidelines and criteria for the allocation of redress funds for academic development programmes to universities and universities of technology, including evaluation of institutional proposals and allocation of funds.
- Establishment of National Institutes for Higher Education in Mpumalanga and the Northern Cape, which led to the establishment of the two new universities, viz., University of Mpumalanga and Sol Plaatje University.
- Facilitated discussions on the establishment of a regional school of music in KwaZulu Natal.

In addition to the above, I contributed significantly to the writing of Cabinet memoranda and submissions on matters relating to higher education and transformation. I also facilitated a number of workshops for University Councils and Interim Councils on Institutional Governance and Accountability.

#### **Membership on National Bodies**

- From 2005 -2013, I served on the DHET's Research Evaluation Panel.
- I have been a member of the DHET's Steering Committee on the establishment of a Central Applications Service.
- Appointed by the Minister to the Board of the Council on Higher Education - current

- Chairperson of the HEQC - current
- Former Chair of the National Standards Review Committee of the CHE.
- Elected member of USAf's Teaching and Learning Strategy Group - current.
- Member of the DVC Academic Forum -current

## **E. Executive/Managerial Leadership and Experience**

### **University of Johannesburg**

As Deputy Vice Chancellor: Academic I provide academic stewardship and leadership to a research intensive institution that has close on 50 000 full time students, approximately 3 000 permanent, fixed term contract and temporary academic staff, four campuses, and a diverse mix of general formative, professional and technology programmes offered at both undergraduate and postgraduate levels. In 2019, the university had 9277 students enrolled at postgraduate level, 41 000 undergraduate students, and 4198 international students. The 2018 undergraduate graduate output stood at 10 566; postgraduate graduate output at 3158. 36.3% of the total student body is enrolled in SET programmes.

*UJ has 8 academic faculties/college (viz., Science, Engineering, Health Sciences, Humanities, Law, Education, Arts, Design and Architecture, and a College of Business and Economics) and close on 100 academic departments.* Each faculty/college is headed by an Executive Dean, with direct reporting lines to me. I am charged with the overall governance and academic oversight of all academic and related entities.

In addition, I hold three other major portfolios, viz.,

- *Academic Development and Support* which is headed by an Executive Director who reports to me. This division has three major centres: Academic Development and Support focused on student academic support and development, Centre for Academic Technologies, and Psychological Services and Career Development.
- *Academic Planning, Quality Assurance and Academic Staff Professional Development* - academic policy development and implementation, including HEQSF alignment, PQM etc., quality assurance across all sectors of the university; the Accelerated Academic Mentorship Programme, the NGap programme etc.
- *Institutional Planning, Evaluation and Monitoring* - includes the key functions of institutional strategic planning, *global rankings*, data collection and data reporting, enrolment planning and monitoring, and Institutional Research.

In sum, I have 12 direct senior executive reports, which makes my portfolio the largest in the university management portfolios. In 2007 and prior to the appointment of a DVC: Research post the establishment of UJ, I also managed the Research portfolio of UJ and chaired the Senate Higher Degrees Committee.

In 2013, I developed the University's new strategic plan, taking it through to 2025. The plan is anchored in the twin imperatives of national responsiveness and global excellence and stature. The Plan also positions UJ as the Pan-African epicentre of critical intellectual inquiry. The plan is supported by two major initiatives: The first is significant new investments targeted at the recruitment of a critical mass of Distinguished Professors, Distinguished Visiting Professors, and exceptional postdoctoral fellow, masters and doctoral students in our

flagship teaching and research programmes, and the appointment of a significant number of Assistant Lecturers to develop the next generation of academics. The second initiative, which I managed, is the development of an institutional barometer which is a comprehensive tracking monitor which shows the current position of the university, and the progressive targets that it intends to meet on the road to 2025 so as to ensure that progress can be monitored on the way to realising the objectives of the strategic plan. The strategic plan, the GES 4.0 initiatives and the institutional barometer have received the full endorsement and support of the Senate and Council.

I prepared UJ for its first entry into global rankings. Since our first submission in 2013, UJ is now ranked 4<sup>th</sup> in South Africa, ahead of University of Pretoria in the QS Rankings, joint 6<sup>th</sup> in South Africa in the THE Rankings, and 5<sup>th</sup> in South Africa in the BGUR rankings. We also ranked in 35 subject areas. This is an exceptional accomplishment for a relatively new university in the South African higher education landscape and the only highly ranked university without a medical school. This significant achievement is due primarily to the university's exceptional academic reputation, tremendous research gains, high graduate employability, and highly renowned and rated scholars.

My other key responsibilities include promoting the scholarship of teaching and learning at both undergraduate and postgraduate levels, curriculum review and programme development, quality assurance, steering institutional diversity and differentiation, performance management, and driving other key strategic initiatives and priorities, importantly advancing our 4IR strategy, global international footprint and fostering links with the public and private sector. In this regard, I was instrumental in UJ securing R 200 million from the National Skills Fund for the establishment of a technology and innovation hub (Resolution Circle) to promote and advance technology learning and innovation, commercialisation and technology transfer.

I have led several high level university delegations to the continent and further abroad to promote and foster academic/research linkages. These visits have resulted in a number of partnerships with many of the world's leading universities, including Harvard, MIT, Oxford, Cambridge, SOAS, the University of Minnesota, UCLA, University of Irvine, University of Illinois, University of Zurich, Peking University, Shanghai Jiao Tong University, Fudan University, Hong Kong University, Hong Kong University of Science and Technology, Nanyang University, Nanyang University of Science and Technology, and the Indian Institutes of Technology. On the continent, I developed a partnership with the Africa Institute for Economic Development and Planning (IDEP) to offer a joint M. Phil programme in Industrial Policy in Africa, which was launched in 2015, as well as developed academic partnerships with a number of other leading universities.

I have excellent relations with foreign embassies as well as international donor agencies and have drawn on those networks to facilitate greater academic/research linkages and funding opportunities for the University. I have represented the University at several higher education forums, including the Vice Chancellors' Forum at the Commonwealth Ministers of Education meeting in Malaysia in 2009 and participated in country visits to Japan and Thailand to promote cooperation and linkages between our higher education institutions.

I am a member of several key university governance structures, including the University Council, the Council Executive Committee, the Council Human Resources Committee, Senate and Senex. I am the chair of the Senate Teaching and Learning Committee and the Management Executive Committee of Executive Deans. I have in previous years also chaired the Senate Higher Degrees Committee, which deals with, amongst other matters, postgraduate policies, appointment of external examiners for masters and

doctoral theses, review of external examiner reports, and approval of masters and doctoral results; and chaired the Institutional Forum. I have served on the University Risk and Management Committee, and as a senior executive on the Management Executive Committee I advise on financial governance and management issues, and strategic services.

In 2018 I received the Distinguished Academic Award conferred by the IEOM Society International – at the First International Conference held in Africa, in recognition of my outstanding contribution to academia generally.

I am a standing member of the QS-Maple International Academic Advisory Committee and member of its Scientific Technical Review Committee

### **University of Durban-Westville (UKZN)**

During my years at the former University of Durban-Westville I held several academic and senior management positions, which included Professor and Chair of the Department of Psychology (1995-1997), and Chief Director: Academic Transformation & Planning (1998-April 2000). I served on several decision making structures including the University Council, Senate, Senex and Faculty Boards. I represented the university on many external bodies, such as the Education Committee of the former SAUVCA and was a member of the Council of the former ML Sultan Technikon (1996- April 2000). I served on the Selection Committee for the *Rhodes Scholarships* and was an executive member of the Clinical Division of the Psychological Society of South Africa (PsySSA). I was an associate editor for the Journal of Psychology in Africa and one of a five-member UDW team who collaborated with researchers from the MRC and the former University of Natal in securing a Wellcome Trust Grant of *five million pounds* to establish the 1<sup>st</sup> Centre for Population Studies and Reproductive Health in Africa. I have supervised postgraduate students and served as external examiner for masters and doctoral theses for universities such as UCT, Pretoria and the former University of Natal.

### **F. Publications**

#### ***Government/Ministerial Reports and Publications***

During my years with the Department of Education I contributed to the writing of the following government publications and reports.

Department of Education (April 2003). *Higher Education Restructuring and Transformation: Guidelines for Mergers and Incorporations*.

Department of Education (November 2002). *The Establishment of a National Higher Education Information and Applications Service for South Africa*. Pretoria (Report of the Ministerial Task Team).

Department of Education (November 2002). *Language Policy for Higher Education*. Government Gazette Notice No. 24101. Pretoria.

Department of Education (July 2002). *Approved Academic Programmes for Universities and Technikons: 2003-2006*. Pretoria.

Ministry of Education (21 June 2002). *Transformation and Restructuring: A New Institutional Landscape for Higher Education*. Government Gazette Notice, No. 23549.

Department of Education (2001). *National Plan for Higher Education*. Pretoria.

### Journal Publications and Reports

“Uncommon Wisdom: Making Co-operation Work for South African Higher Education”. (2001). Published by the Centre for Higher Education Transformation. (with Gibbon, T).

“Accounting for change: The micropolitics of university restructuring: Part three: Global pressures, local responses”. (2001). In *South African Journal of Higher Education*, Vol. 15 (3), 32-38. (with Habib, A, Jansen, J, Gibbon, T).

“Accounting for change: The micropolitics of university restructuring: Part two: Changing structures: Contesting identities”. (2001). In *South African Journal of Higher Education*, Vol. 15 (1), 40-46. (with Habib, A, Jansen, J, Gibbon, T.).

“Accounting for change: The micropolitics of university restructuring: Part one: Balancing books and ideas”. (2000). In *South African Journal of Higher Education*, Vol. 14 (3), 15-26. (with Habib, A, Jansen, J, Gibbon, T.).

“Transforming South Africa’s University System: The case for strategic mergers”. (2000). In *Perspectives in Education*, Vol. 18 (3), 39-51. (with Habib, A).

“Grappling with Institutional Change”. (2000). In *Leadership and Institutional Change in Higher Education*. Published by the Centre for Higher Education Transformation.

“From policy to praxis – a framework for the delivery of district mental health care in KwaZulu Natal” (August 2000). *South African Medical Journal*. (with Bhagwanjee, A & Petersen, I).

“Emergency contraception in South Africa: Knowledge, Attitudes and Use among Public Sector Primary Health Care Clients”. (2001). Manuscript accepted for publication in journal entitled *Contraception*. (with Smit, J, McFadyen, L, Beksinska, M, de Pinho, H, Morroni, C, Mqhayi, M, Zuma, K).

“Transforming Higher Education: Learning Programmes and Academic Re-organisation”. (1999). In *The New Qualifications Framework for Higher Education: A Second Reader*. Published by the Centre for Higher Education Transformation.

“Child abuse and neglect: Influences of qualitative research and clinical practice on child-care legislation and policy”. (1998), *American Journal of Psychotherapy*, Vol. 52(3), 313 – 331. (with Chorn, R).

“Prevalence of minor psychiatric disorders in an adult African rural community in South Africa”. (1998). *Psychological Medicine*, Vol. 28 (5), 1137–1147. (with Bhagwanjee, A, Petersen, I, Paruk, Z & Subedar, H).

“Invisible lives: families of children with mental handicap”. (1997). In *Contemporary Issues in Human Development* (book edited by De la Rey, C, Duncan, N, Shefer, T & van Niekerk, A), Cape Town: International Thomson Publishers, 38-53.

“Adolescent sexual offenders : A self-psychological perspective”. (1997). *American Journal of Psychotherapy*, Vol. 51 (2), 210–228.

“Intragroup accounts of teenage motherhood: A community-based psychological perspective”. (1997). *South African Journal of Psychology*, Vol 26 (4), 223-229. (with De la Rey, C)

“Community mental health care: Ensuring community participation”. (1997). In *Mental Health Policy Issues for South Africa* (book edited by Foster, D, Freeman, M & Pillay, Y). Multimedia Publications, 55-68. (with Gibson, K., Petersen, I., Bhagwanjee, A, Swartz, L.& Giles, C)

“Non-Governmental Organisations”. (1997). In *Mental Health Policy Issues for South Africa* (book edited by Foster, D, Freeman, M & Pillay, Y). Multimedia Publications, 122-142. (with Petersen, I & McKay, A)

“Community-based peer groups: An intervention programme for teenage mothers”. (1996). *Journal of Community and Applied Social Psychology*, Vol. 6 (5), 373-381. (with De la Rey, C)

“The role of mental health NGOs in South Africa: Before, during and after political transition”. (1996). *Journal of Psychology in Africa*, Vol. 2, 2-13 (with Petersen, I & McKay, A)

“A cross-sectional study of moral development in the South African context”. (1996). *Psychological Reports*, Vol. 78, 851-859.

“Public attitudes towards the death penalty in South Africa: A life or death decision”. (1996). *Acta Criminologica*, Vol. 9, 108-113. (with De la Rey, C)

“Socio-psychological effects of the death penalty on families of prisoners condemned on death row”. (1994). *Acta Criminologica*, Vol. 7, 20-24 (with De la Rey, C)

### **Commissioned Reports, Conference Proceedings and Occasional Publications**

“Academic Programme Collaboration in the FOTIM Region” (2001). *Report commissioned by the Foundation of Tertiary Institutions of the Northern Metropolis (FOTIM)*.

“A Programme-Based Approach to Curriculum Transformation. (2001). *Concept paper commissioned by the former Vista University*.

“Responding to the National Plan for Higher Education: Meeting the Challenges” (2001). *Report*

*commissioned by the Centre for Higher Education Transformation.*

“Internationalisation and Globalisation: A New Era for Higher Education” (2000). *Report commissioned by the Centre for Higher Education Transformation.*

“Developing Institutional Strategies to Address Race and Gender Discrimination in Higher Education in South Africa”. (1996). *Report commissioned by the National Commission on Higher Education (NCHE).* (with de la Rey, C, Tanga, V, & Sutherland, C)

“Developing Primary Mental Health Care Systems in South Africa: The case of KwaDedangendlale”. (1996). *The CMHP Report Series 1,* University of Durban-Westville

“From the Vortex to the Rainbow: Research Capacity Development”. (1996). *IDHIG Research Report Series 3,* University of Durban-Westville.

“Training and Resource Manual for Community Care Givers”. (1996). *CMHP Publication,* University of Durban-Westville.

“Mental Health Epidemiology: Experiences from the community mental health programme”. (1994). In *Proceedings of the Primary Mental Health Care Conference, 69-74,* University of Durban-Westville.

## **G. Papers Presented at Academic Conferences, Symposiums and Workshops**

*The role of international partnerships for addressing the skills gaps.* Keynote address: French-South Africa Science and Innovation Programme, CSIR, International Convention Centre, 2-3 December 2019

Invited panel discussant, with Prof Adam Habib, at the 2019 Future of Education Summit, organised by ABN Events in partnership with Forbes Africa and CNBC Africa.

*Problematizing the unbundling of the University in a digital, marketised HE sector: What are the implications in an unequal society,* 6 March 2019, Pretoria

Panel Discussant – Symposium of Developing the Capacity of Early Career Researchers. ACU/USAf – 19 March 2019

Invited by THE to participate in a high level panel discussion at the Young Universities Summit in Florida, and attended Edudata Summit at MIT, USA in June 2018

Invited by the Indian Government to participate in Higher Education Summit in Delhi – the theme **“Universities of the Future”**. 2018

*Higher education leadership in a globalized era.* CASE Higher Education Leadership Symposium Round Table discussion with 10 University Presidents, 25-27 April 2017, NUS, Singapore

Panel discussant at BRICS President Forum Summit in Beijing and at the BRICS University meeting in Russia, 2015

*The scholarship of teaching and learning: Striking the balance between access and excellence*, invited address - University of Hong Kong, 2013

*Global competitiveness and institutional reform*: invited address - University of Peking, 2013

*Academic freedom and social justice: the twin imperatives of higher education* – invited address, University of Ryerson, Toronto, Canada, 2013

*Have traditional concepts of academic independence been challenged by and changed under modern university governance systems?* Paper presented at the Academic Governance Forum, South Africa, 2013

*Is internationalisation of universities detrimental to higher education*: Intelligence square debate, QS Maple Conference, 2013.

*Performance Management in Universities: An industrial era practice?* Debate hosted by the University of Johannesburg, 18 March 2010

*Challenges in Higher Education and the Social Sciences*: Discussant to speech given by Minister Blade Nzimande at a symposium held by the Dept of Sociology, Anthropology and Development Studies at the University of Johannesburg, 14 August 2009.

A reflection on mergers. Paper delivered at a conference on mergers hosted by UNISA in June 2009.

*Knowledge and the curriculum*. Invited address to the National Science and Technology Forum, Gallagher Estate, 5 May 2009.

*Diversity and Differentiation in Higher Education*. Paper presented at a CHET discussion seminar held in Cape Town, 2008.

*Higher Education Policy Implementation and Analysis*: Paper presented at the CHET discussion seminar hosted at Pretoria University, 9 July 2003.

*Mergers in Higher Education*. Committee of Technikon Principals (CTP) National Marketing Campaign, Johannesburg, 3 April 2002.

*Regional Collaboration: Challenges and Constraints*. Invited address to the Gauteng and Environs Library Consortium. Workshop on Strategic Planning. Pretoria, 7-8 November 2002.

*Mergers in Higher Education: A South African Perspective*. Invited response to papers presented by Grant Harman and Daniel Lang on Mergers in Higher Education. Annual Conference of the Southern African Comparative and History of Education Society. Theme: Comparative Perspectives



on Mergers in Higher Education. Pretoria, 31 October 2002.

*Transformation and Reconstruction of the Higher Education System.* Panel discussion. Annual General Meeting of the Careers Exhibition and Information Association, Durban, 14 October 2002.

*Gender and Higher Education.* Keynote address at the Launch of the Executive Development of Senior Women in SA Higher Education Institutions. AUSAID-SA Linkages Programme, Pretoria, August 5, 2002.

*Higher Education Policy and Foundation Programmes.* Keynote address at the National Workshop on Foundation Programmes. Organised by TELP/UNCFSP, Johannesburg, 24-26 April 2002

*Perceptions and Concerns among Higher Education Stakeholders about Mergers and Incorporations.* Panel discussion hosted by the Faculty of Education, University of Pretoria. Theme: Emergent ideas, methods and innovations in educational research. October 4-5, 2001.

*Government Policy on Higher Education: Impact on Research.* Invited address at a seminar entitled 'Introduction Programme for Researchers' hosted by the University of Pretoria, January 25-26, 2001.

*The Governance and Management of Higher Education: Roles and Responsibilities.* Workshop entitled 'Technological Demands on Women in Higher Education: Bridging the Digital Divide'. Organised by the Forum for South African Women Educationalists (FAWESA), Peninsula Technikon, February 12-14, 2001.

*Development and Higher Education: New challenges for developing countries.* Paper delivered at conference on Policy Studies for the Commonwealth. Organised by the Commonwealth Policy Studies Unit, London and the South African Institute of International Affairs, Commonwealth People's Centre, Durban, November 11, 1999.

*Strategic mergers in higher education: A response to global pressures and local realities.* Paper delivered at the Kenton Conference on Education and Globalisation, Durban, October 29-31, 1999. (jointly presented with Habib, A).

*Women and leadership in higher education.* Workshop Presentation: The Forum for South African Women Educationalists (FAWESA), Durban, September 23-25, 1999.

*Transforming South Africa's Universities: The Case for Strategic Mergers.* College Lecture Series, University of Durban-Westville, April 15, 1999 (jointly presented with Habib, A).

*Models of regional co-operation: A critical review.* Paper delivered at the National Conference on Co-operation in Higher Education, CHET/CHEP/DOE/ECHEA, Port Elizabeth, September 19-21, 1999.

*Status of women in higher education.* Keynote address. Rotary Annual Conference, Durban, July 5, 1999.

*Grappling with change: Case study from the trenches.* Paper delivered at the CHET/UNCF Seminar on Higher Education Leadership, Cape Town, May 16-19, 1999.

*Expanding contraceptive choice: An African study of Emergency Contraception.* Presentation made at the 6<sup>th</sup> Reproductive Health Research Priorities Conference, Cape Town, August 15-18, 2000. with Smit, JA, McFadyen, ML, de Pinho, H, & Beksinska, M)

*Expanding health care in developing societies.* Paper delivered at the 2<sup>nd</sup> International Interdisciplinary Conference on Women and Health. University of Edinburgh, Scotland, July 12-14, 1999.

*Moving from Vision to Reality – The UDW Experience.* Regional Workshop on Programme Development and University Transformation. Hosted by the Eastern Seaboard Association of Tertiary Institutions and the Centre for Higher Education Transformation, University of Durban-Westville, September 14, 1998. (jointly presented with Habib, A).

*Societal complexity and moral orientation: A South African perspective.* Paper presented at the 1997 Conference of the Association for Moral Education, Emory University, Atlanta, Georgia, USA. November 20-22, 1997.

*Psychiatric epidemiology at the community level: Implications for health professions education and training.* Paper presented at the International Conference on Involvement of Communities in Health Professions Education: Challenges, Opportunities and Pitfalls. Network of Community-Oriented Educational Institutions for Health Sciences. Mexico City, Mexico, October 19-24, 1997.

*Educating psychologists to meet the challenge of integrated primary mental health care.* Paper presented at the South African Network of Community Partnerships in Health Personnel Education. Durban, South Africa, September 14-17, 1997.

*Minor psychiatric disorders: A community-based epidemiological study.* Paper presented at the 3<sup>rd</sup> Annual Congress of the Psychological Society of South Africa. International Convention Centre, Durban, South Africa, September 10-12, 1997.

*Prevalence of alcohol abuse in a rural community: An epidemiological study.* Paper presented at the 3<sup>rd</sup> Annual Congress of the Psychological Society of South Africa. International Convention Centre, Durban, South Africa, September 10-12, 1997.

*Critical community psychology: A guiding paradigm for the training of professional psychologists for the new health care system in South Africa.* Paper presented at the 3<sup>rd</sup> Annual Congress of the Psychological Society of South Africa. International Convention Centre, Durban, South Africa, September 10-12, 1997.

*Training community health care workers for community mental health care: A case study.* Paper presented at conference of the National Progressive Primary Health Care Network. The University of the Western Cape, Cape Town, January 29-31, 1997.

*Child and family well being: Strategies for community partnership and mental health training.* Panel discussion. Symposium hosted by the Child Guidance Clinic of the University of Cape Town, Cape Town, June 2-4, 1996.

*Transforming mental health care in South Africa: The role of tertiary institutions.* Paper presented at the International Conference on the Role of the Universities in Health Research for Development. Madras, India, February 5-9, 1995.

*Prevalence and clinical manifestation of minor psychiatric disorders in a semi-rural primary health care clinic in KwaZulu Natal.* Paper presented at the International Conference on Mental Health in Africa. Zimbabwe, March 31, 1995.

*Intragroup accounts of teenage motherhood in a peri-urban area in KwaZulu Natal.* Paper presented at the Congress of the Psychological Society of South Africa, University of Natal, Pietermaritzburg, April 19-21, 1995.

*Community-based peer groups as an intervention programme for teenage mothers.* Paper presented at the Congress of the Psychological Society of South Africa, University of Natal, Pietermaritzburg, April 19-21, 1995.

*The role of mental health NGOs in South Africa: Implications for policy formulation.* Paper presented at the Regional Conference on Mental Health Policy, Cape Town, October 23-25, 1995.

*Community mental health intervention.* Paper presented at the Regional Conference on Mental Health Policy, Cape Town, October 23-25, 1995.

*Primary mental health care.* Paper delivered at workshop on Primary Mental Health Care in South Africa, University of Durban-Westville, September, 1995.

*From theory to praxis: Training for community mental health care.* Paper presented at the Psychology and Societal Transformation Conference. University of the Western Cape, Cape Town, January 24-28, 1994.

*The integration of mental health services in KwaZulu Natal.* Paper presented at a conference on Organisation and Management of Health Services. Health Systems Trust, Durban, June 9-10, 1994.

*Public attitudes towards the death penalty in South Africa: A life or death decision.* Paper presented at the CRIMSA International Conference, Pretoria, September 2-3, 1993.

*The socio-psychological effects of the death penalty on families of prisoners condemned to death row.* Paper presented at the CRIMSA International Conference, Pretoria, September 2-3, 1993.

*Studying the quality of sibling relationships: A forgotten dimension.* Paper presented at the 11<sup>th</sup> National Congress of the Psychological Association of South Africa, Durban, September 22-24, 1993.

*Families and mentally retarded children: An integrative view of a complex system.* Paper presented at the 50<sup>th</sup> Convention of the International Council of Psychologists, Amsterdam, Holland, July 14-18, 1992.

*Disabled children: Changing the outlook.* Paper presented at the 15<sup>th</sup> International School Psychology Colloquium, Istanbul, Turkey, July 24-28, 1992.

*The dynamics of interactional development between parents and handicapped children.* Paper presented at the 8<sup>th</sup> Symposium of the Southern African Association for Early Childhood Educare, University of Natal, Durban, 1990.

*The role of television in a changing South Africa.* Paper presented at the Congress of the Psychological Association of South Africa, Rand Afrikaans University, 1986.

*A profile: The preschool child.* Invited address - Congress of the National Association of Child-Care Workers, Durban, 1985.

*The role of television in the life of American families.* Paper presented at the Congress of the Psychological Association of South Africa, Stellenbosch, 1984.

*Children and television: The effects of the medium on family interactional patterns.* Paper presented at the Society for Research in Child Development Conference, Detroit, USA, 1983.

#### **H. Workshops Facilitated on Higher Education: Governance and Planning**

Convened and facilitated workshops for Members of the Interim Councils of merged institutions on their roles and responsibilities: 2003/2004.

Facilitated a Governance Workshop for the Council of the University of Zululand on 'The Powers, Duties, Responsibilities and Rights of Councils', 22-23 June 2001

Facilitated a Governance Workshop for the Council of the former Technikon North West on 'The Powers, Duties, Responsibilities and Rights of Councils', 8 December 2000

Chaired and facilitated DoE/CHET National Conference on Institutional Forums, Pretoria, 14 August 2001.

Facilitated a two-day National Planning Workshop, 19-20 April 2001. Organised by CHET/UNCF.

Facilitated 3 one-day institutional report back meetings on the National Planning Workshop: Institutions included the former Technikon North West, Technikon Northern Gauteng, Eastern Cape Technikon.

Conducted and facilitated five one-day workshops for the former Vista University on Curriculum Transformation: Meeting the South African Qualification Authority Requirements for Interim Registration. Commissioned by the United Negro College Fund, 19-26 June 2000.

Chaired and facilitated the National Skills Enrolment Workshop, Pretoria, 25-26 May 2000. Organised by DoE/CHET

### **Referees**

1. Professor Tshilidzi Marwala – Vice Chancellor and Principal, University of Johannesburg  
Mobile: 083 379 1357
2. Professor Adam Habib – Vice Chancellor and Principal, University of Witwatersrand  
Mobile: 083 301 6536
3. Dr Molapo Qhobela – CEO: National Research Foundation  
Mobile: 082 829 6684



**Genevieve Michel**  
vc.smu@talenting.co.za



Wednesday, 04 Dec 2019

**RE: Application for the position of Vice Chancellor and Principal of the Sefako Makgatho Health Sciences University. Reference AP560.**

Dear Genevieve Michel

I submit to your office my application for the position of Vice Chancellor and Principal of the Sefako Makgatho Health Sciences University. In alignment with the requirements in the advertisement, the application includes:

- A letter of motivation
- A comprehensive CV
- An abridged CV
- Certified copies of matric and degree certificates and ID

Perhaps I should alert you that I applied for the position after the initial advertisement, but I was not considered. I am clearly more appropriate for the position than I was the last time I applied. I also consider that since the last time I applied my CV has improved significantly.

Please find a ten point motivation from page 2 of this letter for a detailed justification of why I consider myself to be suitable to lead the Sefako Makgatho Health Sciences University as Vice Chancellor and Principal.

Yours Sincerely

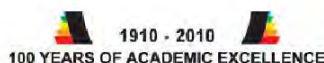
PROF SP SONGCA  
DEPUTY VICE CHANCELLOR  
TEACHING AND LEARNING

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**PROFESSOR SANDILE SONGCA, DEPUTY VICE-CHANCELLOR: Teaching and Learning**

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## Motivation

### 1. History at the erstwhile Medunsa, 2004-2008

I am fortunate that I had a substantial opportunity to serve at the erstwhile Medical University of Southern Africa and subsequently at the Medunsa Campus of the University of Limpopo in several leadership capacities;

- Professor and Head of Chemistry and Biochemistry
- Deputy Dean of the Faculty of Science,
- Dean of the Faculty of Science,
- Director of the School of Physical and Mineral Sciences

### 2. Executive level Leadership

I was quite humbled to have been appointed to executive leadership positions at a number of Universities, where I served with excellence. In many ways my service at the erstwhile former Medunsa, 2004-2008 prepared me for these.

- Executive Dean of the Faculty of Science, Engineering and Technology at Walter Sisulu University.
- Coordinator of the Turn-Around-Framework at Walter Sisulu University during the time when the University was under administration.
- Deputy Vice Chancellor responsible for academic affairs and research after the period of the administrator at Walter Sisulu University.
- Deputy Vice Chancellor responsible for Teaching and Learning at the University of Zululand.
- Deputy Vice Chancellor responsible for Teaching and Learning at the University of KwaZulu-Natal.

### 3. Membership of governing boards

I have been favoured with the fortune of serving in a number of boards of organizations private, parastatal and public, where once again I served with dedication and excellence.

- Member of the Eastern Cape Parks Board
- Member of the Eastern Cape Information Technology Initiative
- Internal member of the Walter Sisulu University Council
- Internal member of the University of Zululand Council
- Member and shareholder of Sutherland Street Pharmacy

#### 4. Researcher in the health sciences

Close examination of my research interests and publications shows that as a scholar, I am quite dedicated to the health sciences to contribute to the global advancement of health, wellness and quality of life.

- Synthesis and evaluation of porphyrins as photodynamic therapy agents against cancer and bacterial infections
- Synthesis and testing of porphyrin-nanomaterial conjugates as photodynamic therapy agents against cancer and bacterial infections in which the nanomaterials act as delivery agents
- Photodynamic therapy, photothermal therapy, magnetic hyperthermia and combination therapies of the foregoing
- As part of the exploration and prospecting of medicinal plants we have discovered many with great promise
- Geophagia is the habit of eating soils also referred as pica, practiced mainly by women with potential health risks

#### 5. Entrepreneurial University Model

While arguably disruptive the entrepreneurial university model is both appealing, achievable and offers opportunities that can ameliorate the most acute of the challenges in the sector.

- I developed a concept document some years back. The document was enthusiastically embraced by Walter Sisulu University for institutional roll-out. It was unfortunate that the University fell into hard-times and had to go under administration before the realization of that promise.
- There was appetite for such a model at the University of Zululand. Unfortunately there too the University had more pressing needs and could not embark on such an adventure before bedding down the desired stability.
- There is high appetite here at UKZN also and it is now being negotiated into one of my Key Performance Areas.

#### 6. Entrepreneurship, technology, undergraduate research and innovation

Given that the skills, knowledge, attitudes and behaviour of graduates we train today may already be obsolete when they debut in the world of work and service, and as part of the institution-wide curriculum review, we have identified entrepreneurship, technology, and innovation, in the context of the fourth industrial revolution as key education and training graduate attributes.

- Infusion of entrepreneurship in the curricula scaffolding creation of business enterprises on incubation, skills, knowledge, and practice.



- Exposure, education and training, and research in applications of current, emerging, and forecasted technologies of the 4IR.
- Problem solving and critical thinking by infusion of research across the levels of undergraduate studies, ending in a research paper.
- Innovations and technology hubs as spaces of free engagement with industry, researchers, students, and technology applications.

## 7. Strategy development and leadership

I have been quite fortunate to lead and participate in the development of a number of high level strategies, and subsequently drive and implement them as a collective and in some cases as the leading driver. Strategic leadership of academics and intellectuals is at best challenging, but exciting and rewarding. To see some of the highest minds creating new constructs, innovations, and make significant impact has been the highlight of me career.

- I was part of the development of the Walter Sisulu University turn-around-framework, which was subsequently assigned to me as the coordinator.
- As Walter Sisulu University Deputy Vice Chancellor, I developed the institutional Strategy for Academic Affairs and research and implemented it.
- As the DVC:TL at the University of Zululand, I developed the institutional Strategy for teaching and learning, and implemented it.
- I have just completed the institutional Strategy for teaching and learning for the University of KwaZulu-Natal, and started implemented it.
- As the board member of the Eastern Cape Parks Board and the Eastern Cape Information Technology Initiative, I took part in the development and subsequent implementation of the respective strategies of the entities.

## 8. Potential for university leadership

A number of circumstances have placed me in various platforms where my potential as a Vice Chancellor and leader of a University was evaluated, and all of these indicated abundance of not only the capability but also motivation, desire and compatibility with the current, emerging and future challenges and opportunities in the sector and the position.

- Identified by a recruitment agent I was found appointable in the position of Vice Chancellor for Cape Peninsula University of Technology but preference was given to an internal candidate.
- I was interviewed for the position of Vice Chancellor for Walter Sisulu University in 2016, but never received the feedback until I was recruited elsewhere.

- I have on several occasions sat as acting Vice Chancellor while the substantive Vice Chancellor was away at both Walter Sisulu University and University of Zululand.
- As acting Vice Chancellor and as delegate thereof, I have sat in a number of meetings of Universities South Africa and the former Higher Education South Africa, where this was specifically permitted.

## 9. The students

In recent times in higher education in South Africa there has been an escalation of the focus on the student, and this has unearthed an alarming state of affairs, notably the implications of psycho-social factors and related well-being on the academic performance indicators, the throughput, graduation, drop-out, and retention rates, which paint a the current picture of return for investment.

- In all my leadership roles I have maintained a keen presence in the student portfolios by design, invitation or request.
- I have remained actively involved in the first year experience as well as the total student experience movements.
- At the 2018 First Year Experience Conference in Durban I presented alarming statistics that may be indicating higher student distress than currently assumed.
- I developed the First year experience strategies of the University of Zululand and I am currently involved in the review of the same strategy for the University of KwaZulu-Natal.
- Two of the key projects in my teaching and learning strategies have always been the preparation of students for the world of work and service, and the student transformation project.

## 10. The Human resource development calling

The high calling to human resource development in support of a sophisticated economy and the healing of a nation emerging from the stress of colonialization to one of nation building calls for innovative higher education modelling and championing than that inherited from the colonial past; dedicated innovation to rid neo-colonialism and give birth to Africanism sovereign nationalism.

- The time to liberate HEIs from the stranglehold which locks them in preparing youth for jobs has led me to share a few alternative models with contemporaries and direct line managers.
- In this regard I have created and established the existence of the appetite for piloting alternative models.

*A story of nation building*

## *Sandile Phinda Songca*

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*“Committed to things that count rather than to things that can be counted”*

*My Wife, Reverend Mizana Songca. 2000.*



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## 1 - 18 DEMOGRAPHIC DETAILS

1	Date of Birth	13 November 1958	10	Work Address	Private Bag X1001, KwaDlangezwa
2	Nationality	South African	11	Home Address	42 Mdoni Crescent
3	Gender	Male	12	City and Code	Mtunzini, 3867
4	Marital status	Married	13	Home Telephone	082-656-3818
5	Dependents	Wife	14	Work Telephone	035-902-6773/6336
6	ID Number	5811135184088	15	Cellular phone	060-544-6659
7	Passport Number	404863973	16	Fax Number	035-902-6622
8	SA Drivers License	23/10/2017 to 22/10/2022	17	Primary Email	songcas@unizulu.ac.za
9	UK Drivers License	30/04/1993 to 12/11/2028	18	Secondary Email	sandile_songca@hotmail.com

## 19 EXECUTIVE SUMMARY

Currently, I serve at the University of KwaZulu-Natal as the deputy vice chancellor responsible for Teaching and Learning (DVC:TL). Previously I served at the University of Zululand as DVC:TL and before that at Walter Sisulu University (WSU) as the deputy vice chancellor responsible for academic affairs and research (DVC:AAR), and I was the only deputy vice chancellor. My portfolio consisted of teaching and learning, research and innovation, community engagement, and institutional advancement. Prior to this, I was the overall coordinator for the turn-around framework (OC:TAF) projects, reporting directly to the administrator, when WSU was under administration. This was an interim position pitched at the level of deputy vice chancellor (Peromnes grade 2), and prior to that, I was the executive dean of the faculty of Science, Engineering and Technology (FSET) at WSU (Peromnes grade 4). I also served as the representative of WSU in the Provincial Skills Development Forum (PSDF).

I also serve as the chairperson of the University Extended Learning, an entirely University Owned Enterprise of the University of KwaZulu-Natal. Before this I served as a board member of the Eastern Cape Information Technology Initiative (ECITI), where I was the chairperson of the Human Resources sub-committee, and also as a board member of the Eastern Cape Parks Board (ECPB). ECITI is an incubator in the information technology space including ICTs, mobiles, audio and video media and the creative industries. It currently operates as a tenant at the East London Science and Technology Park (ELSTP). In this context, I also served as the coordinator of the national Research Network on e-Skills (ReSNES), an initiative of the erstwhile e-Skills Institute (eSI), now known as the Ikamva National eskills Institute (INeSI) (<http://inesi.org.za/>) reporting to the Department of Telecommunications and Postal Services.<sup>1</sup> The ECPB is responsible tourism and conservation, underpinning sustainable development of the Eastern Cape.

It must also go without saying that holding the demanding management positions while participating in such demanding community engagements as ECITI, ReSNES, PSDF and others required a high level of work pressure management and tight schedule operational capabilities. I am constantly immersed in cutting edge research in my academic fields of organic chemistry, nanotechnology, medicinal plants, geophagia and soil science, as well as in the ICTs and e-skills. Organizational and institutional research aimed at providing intelligence support to management systems is also a keen activity in which I operate. I write regularly for a variety of consumers; management reports for statutory committees of the university, reports for national planning meetings of the eSI and ReSNES. My current position has immersed me into the arena of project management and coordination, in which I use the requisite ICTs.

<sup>1</sup> In 2007, the Presidential International Advisory Council (PIAC) identified the shortage of e-Skills as a serious problem facing South Africa as it seeks to leverage the opportunities presented by the emerging South African Information Society and global Knowledge Economy. In response, the South African Government through the Department of Communications set up the eskills Institute (eSI). The eSI focused on the development of e-skills to positively impact on the public and private sectors and civil society in general, including different categories of e-skills such as e-literacy, e-democracy and e-participation, e-business, e-government, e-user and e-practitioner. It is a national catalyst, facilitator and change agent in the development of South Africa, within a globally evolving information and knowledge environment, by leading the e-skilling of 10 million South Africans by 2030. ResNES was officially launched in Cape Town, at the e-Skills Summit of 2010 as part of the opening ceremony of the research colloquium opened officially by the then acting Director-General, Dr. Harold Wesso in Cape Town 26 July 2010. The other component of the eSI's national e-skilling drive consists of the provincial knowledge production and coordination hubs (the Hubs). I was instrumental in setting up the Eastern Cape Hub at WSU and continue to work closely with it, whenever I can find the time. Clearly therefore I am at the cutting edge of not only the ICTs, but also exercise analytical and strategic thinking as part of my daily service to my country in order to do justice to this diverse array of responsibilities.

I qualified with a doctor of philosophy from Queen Mary and Westfield, University of London, in organic chemistry with a medicinal slant and have vast experience in this area spanning over two decades. My main research interests include spectroscopic analytical techniques, the use of the laboratory in the teaching of science, synthesis and evaluation of amphiphilic porphyrins for use in photodynamic therapy, fabrication, functionalization and characterization of magnetic iron oxide-gold core-shell nano-particles, nanotechnology, dermatographic, chemical and biochemical aspects of human geophagia. In 2015, I led a team of researchers at WSU to research several issues of water. Some major projects in which I am involved include synthesis of p-phenyl linked porphyrins oligomers for use in photodynamic therapy, organometallic reactions and compounds of oligopyrroles with two, three and four pyrrole rings mediated by methylene bridges, construction of chemokine plasmid expression vectors as biological adjuvants to augment immune responses, effects of antidiabetic medicinal plant *Clausena Anisata* on selected carbohydrate metabolizing enzymes, syntheses of novel pyrimidine and pyridine derivatives as potential antifolate antimalarial agents and extraction, isolation and characterization of antibacterial compounds from *Rhus Leptodictya*, and geophagia in South Africa, Botswana and Swaziland. A recent addition is the synthesis, characterisation and biomedical application of magnetic nanoparticles, for which a Nanoflagships research grant of more than ZAR 4.5 million was awarded by the National Research Foundation to our group, after three years of preparation from a development grant (ZAR 75K). I am currently investigating the anticancer and antibacterial effects of photodynamic therapy, magnetic hyperthermia and photothermal therapy.

I have attracted several research grants, so far in excess of R50 million; from NRF, SAAVI, DTPS, Anglo American, DeBeers and Sentrachem and others. I have read more than 50 conference papers and published more than 50 Journal articles in both local and international Journals and more than 10 papers as book chapters. I am actively involved in student supervision and have graduated more than 25 post graduate students, including honours, masters and doctorates and I am currently supervising another 11, five of whom are doctorates, and six masters. I also have several years of experience in lecturing in Higher Institutions including the universities of Transkei, Cape Town, Zululand, South Africa, Limpopo Medunsa Campus and WSU from 1983 until 2008. Clearly I have been in the sector all my working life.

I have held several positions of responsibility within the further and higher education space, including head of department for Science and Mathematics at Marelane High School in Bizana, Vice Dean of Science, University of Transkei, Director of School, Deputy Dean and Dean of Science, University of Limpopo, Medunsa Campus, head of the Department of Chemistry at the Universities of Transkei, Zululand and Limpopo Medunsa campus; and Director of the School of Physical and Mineral Sciences, University of Limpopo. Presently I am the Deputy Vice Chancellor here at the University of Zululand. At some time or other, I belonged to several Professional bodies among which are the South African Chemical Institute, The Royal Society of Chemistry, International Society of Optical Engineering, and Society of Porphyrins and Phthalocyanines. I was actively involved in community activities and served as non-executive director and board member in the Eastern Cape Parks Board, non-executive director and board member of the Eastern Cape Information Technology Initiative, evaluator for Research Proposals for the NRF for which I have served as chairperson of several evaluation panels, and have also served as evaluator the MRC.

I am also a reviewer for several Journals. I am the Country Coordinator for South Africa responsible for Physical Sciences in the project on Geophagia in South Africa, Botswana and Swaziland. Currently I am also preoccupied with writings towards transformation of the sector from being mainly a provider of qualified human capital to the job market as job seekers, to a sophisticated space for the creation of entrepreneurs and the initiation of business enterprises, so as to release job creators to the markets. I am the son of Caleb and Joyce Songca with six siblings and I am married to Reverend Lunga Pat Songca, a friend, partner and ally of great influence to me for more than 25 years

## 20 PURPOSE OF THIS CV

This CV was prepared for the purpose of showcasing my profile at various platforms. Please refer to the Table of Contents to quickly access the sections, which may be most relevant to you, or simply take your time reading the whole document. It does make some interesting reading in most parts.

## 21 BASIC COMPUTING CAPABILITIES

Computing Skills in Windows and Apple. Windows platforms: Word processors, spreadsheets and databases. Scientific graphics: Chemwind, Coreldraw, Chemdraw. Image processing: Photoshop, Ulead Photoimpact. Internet and www applications, Windows and Apple: Explorer, Netscape and Netscape navigator Gold, Netscape Communicator. Writing: Desktop publishing skills on Windows and Apple, with laser printer, monochrome or color laser desk-jet and bubble-

jet printing. Text and graphics acquisition through scanning, electronic photography or simply speaking and editing on Windows and Apple with such software. Generation of professional documents and a variety of scientific papers and reports is the hallmark of my professional career.

## **22 PUBLIC SPEAKING.**

Public speaking including reporting, presentations, teaching, lecturing, motivating, and public address forms part of my current portfolio. Use of overhead projection and computer based multimedia such as Powerpoint, and digital projection to a wide variety of audiences including lobbying and stakeholder briefing and status updates and reporting are typical examples.

## **23 ADMINISTRATIVE.**

Organization and chairing of meetings, such as briefing, working party, negotiating, review, advisory, senior committee and executive strategic meetings. Use of multimedia such as digital, audio and video and / or telephone conferencing and virtual presence for academic leadership, management and administration.

## **24 HUMAN RESOURCE MANAGEMENT**

Executive and line management level of human resource management including job analysis, design, description, specification, and enrichment. I have played major roles in local and international staff identification, recruitment, short listing, selection, development, training, appraisal and evaluation as part of performance management.

## **25 REMOTE AND PAPERLESS COMMUNICATIONS**

Skype, Web-ex, video conferencing and virtual presence: meetings are effectively held through these technologies, sharing documents, pictures and videos online, effectively revolutionizing the world of leadership, management and administration as they eliminate the need for long distance travel to attend meetings. Paperless meetings have drastically reduced the operational budgets.

# ***Higher Education***

*The identity, fate and destiny of nations depend on what one generation passes on to the next. In this regard skills, assets and resources are far less important than the values, philosophies, beliefs, passions, persuasions and determinations. Through our higher education system, we have been passing on to our young the values, philosophies, beliefs, passions, persuasions and determinations that we inherited from our colonial past.*

*Skills, assets and resources such as the education, training, schools and universities were inherited from and designed according to values, philosophies, beliefs, passions and determinations of our former colonial past. We must now start to give our young people something radically different from this and we must do so intentionally, deliberately and consistently.*

*If we don't this, this great land of ours will be forever a relic and domain of our colonial past, serving the interests of our former colonial masters and will never serve the indigenous interests of its own peoples. Our higher education therefore must transform fundamentally to serve the interests of our people, and be driven by their values, philosophies, beliefs, passions and determinations.*

## **26 TEACHING.**

I started as the head of department for Science and Mathematics at Marelane High School in Bizana in 1982, I was in charge of all administration and teaching for the Science and Mathematics Department, with a staff of six and about two hundred students. As the HOD I also took charge of the laboratories. I have served as an academic at the

universities of Transkei, Cape Town, Zululand, South Africa, Limpopo and Walter Sisulu since 1983. Teaching duties included laboratory and class teaching and supervision, from year levels I to IV of chemistry programs, and management of the respective tutorial classes. I was appointed senior lecturer in organic chemistry in 1994 at UNITRA. I developed a work-book based teaching method which was studied as a research project funded jointly by Gencor and Anglo American. I was promoted to Associate Professor of Organic Chemistry at UNITRA. I then took a research sabbatical as a visiting Professor at the university of Cape Town, at the Liver Research Institute. In 2001 I took the position of senior lecturer at University of Zululand. When the church moved my wife to Pretoria I took a position of senior lecturer at University of South Africa in May of 2004. I took the position of professor of organic chemistry and head of the department of Chemistry and Biochemistry at the Medical University of Southern Africa in August 2004. I was elected deputy dean and subsequently appointed acting dean of science for the interim period of the merger while permanent arrangements were being made. Teaching obligations at undergraduate level included theoretical and laboratory teaching at the general chemistry level (first year) and specialist organic chemistry courses (second and third years). Postgraduate teaching and supervision of project studentship at Honours, MSc PhD and Postdoctoral fellowship levels. I have supervised a number of postgraduate projects with PhD, MSc and Honours students. I am currently supervising several MSc, and PhD students and postdoctoral fellows.

## **27 RESEARCH.**

Since my appointment as junior lecturer, I have undertaken research as my main line in academic life. My research has concentrated in synthetic work and advanced instrumental analytical techniques such as nuclear magnetic resonance, mass spectrometry, electronic spectroscopy, differential scanning calorimetry, infrared spectroscopy, elemental analysis, high performance liquid chromatography, X-Ray diffraction, X-Ray fluorescence, atomic force microscopy, scanning electron microscopy, transmission electron microscopy, infrared imaging microscopy, atomic absorption and inductively coupled plasma spectroscopy. My main research interests are in porphyrin synthesis and uses, particularly fluorinated porphyrins, which have particular use in photodynamic therapy of cancer. We have recently registered a project with NRF in the exploration of medicinal plants in the Eastern Cape area. In 2007 we received a grant of just over ZAR6 million for the development of chemokine adjuvants for HIV vaccines. Recently a Nanoflagships grant of more than ZAR 4.5 million was approved in our group. This research seeks to investigate synthesis and characterization of magnetic nanoparticles, conjugation with porphyrins and toxicity assays as well as cell line in vitro analysis. Envisaged outputs included staff development and student supervision, publications and conference papers, and future research would be aimed at advancing the knowledge-base with regard to innovative and successful drug delivery, appropriate dosage and exposure times in order to maximize clinical effectiveness while minimizing side effects. The feedback advised that public awareness would play an important role in clinical acceptance of this technology, thereby presenting additional opportunities for research towards the treatment of terminal diseases. We have recently focused mainly also on antibacterial photodynamic therapy and geophagia. The geophagia research group is currently investigating the materials consumed by people who eat soils and clays. My research has moved into the center stage of applications of the materials we have learnt to produce from the research conducted over the last 15-20 years. Typical applications include anticancer, antimicrobial and environment remediation.

## **28 ACQUISITION OF RESEARCH EQUIPMENT.**

Since my return from the U.K. in 1994, I put a lot of effort into the acquisition of research equipment for the various chemistry departments. These efforts were rewarded with important research instruments needed for research, including a UV which was acquired in 1995 (R100 000-00), the notable purchases of a 300MHz NMR (R1,050,000-00) and an Infrared/Raman Spectrometer (R600 000-00). I then acquired two top model rotary evaporators, at about R40,000.00 each, and overhauled the fleet of six older ones. I prepared the ground-work for the acquisition of an LC/MS at an estimated cost of R1 900 000-00 before I left UNITRA. These acquisitions strengthened the research capacity of the department significantly. This trend of research support through acquisition of research equipment has continued over many other universities. In 2008 for example, I acquired an FT-IR imaging spectrometer at a cost of R2 512 560.00 for the Chemistry Department at the University of Limpopo Medunsa Campus. At WSU, we acquired a preparative scale high pressure liquid chromatograph (R1,020,000.00), an X-Ray diffraction spectrometer (R2,600,000.00) and a transmission electron microscope (R5,999,950.00). I have acquired the Magnetic Resonance Imaging Spectrometer IKON from Bruker (R7,300,000.00) which is being installed at the University of Zululand. I have also received a grant to purchase laser systems to support the photothermal and photodynamic therapy research (R426,000.00). I am currently organizing the appropriate placement and management of such equipment at UKZN.



## *Science Education*

*The teaching of science must be hands on, practical and enthuse students. This picture shows a session with my cohort of postgraduate students at the University of Limpopo, Medunsa Campus, in 2006. Technology enhanced teaching and learning is currently taking the classroom out of the 45 minute slot into the 24/7, where students and teachers engage continuously without physical barriers in the virtual learning spaces.*

### **29 SCIENCE EDUCATION RESEARCH.**

I have also undertaken research into the teaching of science with particular emphasis in laboratory teaching and affiliated interests, with a research team based at the university of Surrey in England. This work was interrupted by my studies towards my MSc and PhD degrees at Queen Mary and Westfield College, and resumed again when I returned. Additional interests are now in development and application of teaching and learning materials using modern instrumental information and communication technology. Currently I am researching technology blending.

### **30 WORKBOOK BASED TEACHING**

One of the spin-offs of the research described above was the creation of the Workbook Based Teaching Methods Research Programme, which I pioneered. The main aim of this programme was to address directly the problem of the increasing intake of academically underprivileged students into entry level chemistry. Some of the objectives of the programme include the improvement of independent learning skills of first year students. So far the programme has had a significant success. The programme has attracted funding from the private sector as a provider of local or indigenous teaching resource materials. It is currently jointly funded by Gencor and Anglo American & DeBeers.

## *Peer Reviewer System*

*The peer review of scientific research is an integral part of being a scientist and a researcher*

### **31 EVALUATOR OF RESEARCH PROPOSALS AND REVIEWER OF ARTICLES FOR JOURNALS.**

The higher education sector places very a high premium on the system of competitive peer evaluation, so that competition for resources is based on this great and old tradition. In 1995 I was asked by the manager of the NRF Equipment Programme to act as evaluator for the Programme. The NRF routinely requests specialists to act in this capacity in evaluating of applications for funding for research equipment, and the determination of strategies for the placement of national research equipment. I served the committee from 1996 to 1997 and sat in both assessment panels. I continue to act as evaluator of proposals for the NRF in the University Research Development Programme, and the Education For The Knowledge Era. I also evaluate drug development related proposals for the Medical Research Council. I have sat as panel chair for the NRF-DST chairs evaluation for the Nanotechnology and Indigenous Knowledge Systems chairs as well as for the Environmental Sciences panel. These experiences have helped a great deal in fine tuning my own skills of proposal writing and development for the NRF, MRC and for the rest of the higher education sector donor funding community. I am also reviewer of journal articles for publication in peer reviewed journals, for example the Archives of Physiology and Biochemistry.

## Leadership Roles

*Leading people is difficult. Leading scientists and academics is nearly impossible. A former leader of mine once likened it to an attempt to move a cemetery – in both cases you are assured of very little cooperation. But somehow we manage it and that we have come this far is itself a great achievement. Some of my greatest honors include leading the faculty of Science at Medunsa and WSU as executive dean, leading the academic enterprise as DVC: Academic at WSU and my previous leadership role as DVC: Teaching and Learning at UNIZULU. I have been in my latest role as DVC: Teaching and Learning at UKZN since January 2019.*

Over the last eighteen years I have served in several leadership roles, in which I have fully applied myself. Please allow me to name just a few without being exhaustive. Firstly, it was my great privilege to serve UNITRA in a wide range of leadership capacities in which I both contributed significantly to institutional leadership and gained valuable experience and skills. It has also been my privilege to serve the people of the Western Cape by appointment of the premier for 2000 – 2002 as a disaster relief commissioner.

I started to participate in strategic leadership in 1996 at UNITRA. I was honored to participate as a member a panel of five, to present the report of the CHE in a series of institutional workshops aimed at articulating the CHE report and elucidating implications for HBU's in general and UNITRA in particular. The exercise was most challenging. It began to bring active practitioners in both the further and higher education sectors into grips with the challenging issues facing policy makers, the framework within which they work, and their educational paradigms for the future of SA.

I served as one of two representatives of UNITRA in the Quality Promotion Unit of the Committee of University Principals. The unit conducted workshops on quality promotion and assurance with a view to enhancing quality assurance at Universities and erstwhile Technikons. I served as one of five representatives of UNITRA in the Tertiary Education Linkages Programme conference commissioned by the CUP. The unit prepared a strategy aimed at attracting funding from the USA government for the higher education sector.

After serving as a warden for one year and upon the departure of my predecessor in 1995, I was appointed house director for the Male Student's Residences. While serving in this capacity I launched a guide book for students residing or wishing to reside in campus residences. The first issue of the booklet was published in December 1996. I was humbled to be elected vice dean of the faculty of science for two consecutive terms. It was my great honor to serve the faculty under the dean, with the assistance of my colleagues. Together we designed several new innovations for the development of the faculty, notably the Science Foundation Year Programme, which has since fundamentally enhanced the teaching and learning of science.

I was again humbled and honored to be elected interim deputy dean of the faculty of science in July 2005. I served in this position during the merger of MEDUNSA and TURFLOOP while permanent arrangements were being made. This was a challenging role as it featured prominently in the driving of the merger. I served as HOD for Chemistry at UNITRA from 1997 - 1998, acting HOD for Chemistry at UNIZULU in 2002 and as full Professor of organic chemistry and HOD for Chemistry and Biochemistry at UL, Medunsa Campus in August 2004. I was appointed deputy dean at UL, Medunsa Campus in 2005. Upon retirement of the Interim dean, I became interim acting dean in 2006.

In 1996, I was elected as President of Convocation, with the responsibility of re-structuring and strengthening of Unitra Convocation. After an exhaustive design and consultation process, I put together a new structure for the office of Convocation and Alumni affairs, revived the central data base, restarted the process of alumni tracking and revived the annual general meetings. In addition, I designed and put up a Convocation web site. I was appointed by the premier of the Western Cape to form part of a trust which he set up to help victims of sporadic disasters that often occur in the Western Cape. Our brief was to determine and apply criteria for the disbursements of relief funds.

In April 2008, I was appointed as Executive Dean of Science Engineering and Technology at Walter Sisulu University, and subsequently inaugurated in that role as full Professor of Organic Chemistry in 2010. I was appointed to the position of overall coordinator of the WSU turn-around framework, which responded directly to the terms of reference of the administrator, after the minister of higher education and training placed the WSU under administration in 2011. The framework had nine projects each under a leader. In February 2014 I was appointed as deputy vice chancellor responsible for academic affairs and research. In August 2016, I was appointed as deputy Vice Chancellor responsible for Teaching and Learning at the University of Zululand. In January 2019, I was appointed to the position of Deputy Vice Chancellor responsible for Teaching and Learning at the University of KwaZuluNatal.

## *Community Engagement*

*Community Engagement is now at the center of the Strategic and Institutional Operational Plans of those higher education institutions whose mission and vision is development. It requires linkages through a wide range of partnerships and working relationships with other entities within the community. These relationships give the institutions of higher learning meaning, relevance and impact.*

### **33 MEMBER OF THE NATIONAL STANDARDS AND REVIEWS COMMITTEE OF THE COUNCIL ON HIGHER EDUCATION**

In 2019 I was appointed as a member of the National Standards and Reviews Committee of the Higher Education Quality Committee, a permanent committee of the Council on Higher Education.

### **34 MEMBER OF VARIOUS UNIVERSITY COUNCILS IN VARIOUS CAPACITIES**

In 2011 I was elected as the senate representative to the Council of WSU. Within the Council I served in the Human Resources sub-committee and the core business sub-committee. I have also served as internal member of council in my capacity as deputy vice chancellor at WSU, UNIZULU.

### **35 NON-EXECUTIVE DIRECTOR, EASTERN CAPE PARKS BOARD – (2008-2010)**

In 2008 I was appointed by the MEC for the Department of Economic Development and Environmental Affairs as a non-executive director and board member for the Eastern Cape Parks Board. Within the board I was elected to the Human Resources and Remuneration sub-committee and to the finance sub-committee.

### **36 NON-EXECUTIVE DIRECTOR, EASTERN CAPE INFORMATION TECHNOLOGY INITIATIVE**

In 2009 I was appointed as one of the board members for the Eastern Cape Information Technology Initiative. This board was promulgated as part of the turnaround strategy for the ECITI, which had run into hard times. ECITI is now running smoothly and I am the chairperson of the human resources committee of the board.

### **37 COORDINATOR OF THE NATIONAL E-SKILLS RESEARCH NETWORKS**

In 2010, the National e-Skills Research Networks (ReSNES) was launched as part of the National eSkills Summit in Cape Town, under the auspices of the Department of Communications. The National e-Skills Research Networks is based at WSU. Subsequent to the launch of the ReSNES as part of the National eSkills Summit in Cape Town, the National eSkills Knowledge Production Hubs was launched. The Eastern Cape Knowledge Production Hub is also based at WSU. Coordination of the Hub was subsequently handed over to Dr. Marsh.

### **38 WSU REPRESENTATIVE OF THE PROVINCIAL SKILLS DEVELOPMENT FORUM**

I was appointed as the representative of WSU in the provincial skills development forum. The forum plays a critical role as the provincial think-tank of the premier on provincial skills development.

## *Innovation and Incubation*

*In today's higher education and training there is a need to gradually move away from the philosophy of focusing on the generation of only highly skilled graduates that are released as job seekers into the public and private sectors, towards the philosophy of generating small and medium micro-enterprises, which will migrate into the private sector as job creators. Many young people are ready for this liberating philosophy of education and training – WSU-FSET Strategic Plan 2009-2013.*

### 39 SCIENCE EDUCATION CONSULTING

I provided science education services on a consulting basis. One important client was the science education arm of presidential project in the Eastern Cape in 1996. A contractual framework for the project was developed for specialist providers to enhance the capability of teaching science and mathematics in Eastern Cape public schools.

## *Porphyrins and Photodynamic therapy*

*Photodynamic therapy has been defined as the combined effect of a photosensitizing drug and light to produce biological damage of therapeutic value, under conditions where neither the light nor the drug operating alone have any effect. It relies on the preferential tumour localisation of the drugs (Bonnett & Berenbaum 1989) and destruction of animal tissue in the presence of light and oxygen (Henderson & Dougherty 1992)*

### 40 RESEARCH INTERESTS PLEASE CORRELATE WITH OUTPUTS IN SECTION 51

	Research Project Topic	Year	ZAR
1	Synthesis and evaluation of amphiphilic porphyrins with potential for use in photodynamic therapy. WSU / MRC. Completed.	2001	250,000
2	Synthesis, functionalization and characterisation of magnetic iron oxide-gold core-shell nano-particles, with porphyrins Mintek / CARISA. Completed.	2003	130,000
3	Synthesis Of p-Phenyl Linked Porphyrins Oligomers For Use In Photodynamic Therapy. Funded by MRC. Proposal to NRF. Completed.	2005	150,000
4	A study of the organometallic reactions and compounds of oligopyrroles with two, three and four pyrrole rings mediated by methylene bridges. Completed.	2005	150,000
5	The Construction Of Chemokine Plasmid Expression Vectors As Biological Adjuvants To Augment Immune Responses. MRC / SAAVI. Transferred.	2005	6,000,000
6	The Effects Of The Antidiabetic Medicinal Plant Clausena Anisata On Selected Carbohydrate Metabolizing Enzymes, Medunsa research,. Transferred.	2006	100,000
7	Extraction, Isolation And Characterization of Antibacterial Compounds From Rhus Leptodictya, Medunsa research, Proposal to MRC and NRF. Completed.	2006	150,000
8	Seasonal Variation of Secondary Metabolites of Rhus Leptodictya, Calpurnia Auria, Combretum Collinum And Curtisia Dentate, Medunsa. Completed.	2006	50,000
9	Geophagic Clayey Soils from South Africa. WSU. Completed.	2007	120,000
10	Nanoflagships and Antibacterial photodynamic therapy. Funded by NRF. Completed.	2007	13,575,000

11	Applications of Photodynamic therapy in combination with magnetic hyperthermia. NRF UID: 105262. Current.	2010	2,460,000
12	Selectivity of aPDT in combination with Magnetic Hyperthermia. NRF UID: 107619. Current.	2013	660,000
13	Efficacy and selectivity for disease over host tissue cells of Photodynamic and Photothermal Therapy. NRF UID: 114313. Current.	2014	1,541,550
14	Validation of the Reasons for Eating Soils Among Pondo Women. NRF UID: 105156. Current.	2016	1,869,999

#### 41 QUALIFICATIONS: DEGREES, DIPLOMAS, AND CERTIFICATES

1	Bachelor of Science	Chemistry and Mathematics	University of Transkei	1980.
2	Honors Bachelor of Science	Chemistry	University of Transkei	1982.
3	Master of Science	Chemical Research	University of London	1989.
4	Doctor of Philosophy	Organic Chemistry	University of London	1994.
5	Certificate	Management	Mancosa	2001.

## Postgraduate Supervision Highlights

*Academics promote postgraduate students and inevitably produce after their own kind so that the legacy of scientific inquiry does not die with us but lives on long after we are gone. South Africa currently suffers from a chronic shortage in scarce skills. There are simply not enough postgraduates produced by the sector to cater for the level of skills required for global competitiveness. In order to bridge this gap the South African PhD project seeks to increase the number of PhDs produced in the sector to 6000 per annum.*

1	Mr. SL Mlambi, Female, University of Transkei, 1996, BSc/Hons.	Pass/pass
2	Ms. P Mkondweni, Female, University of Transkei, 1996, BSc/Hons.	Pass/pass
3	Ms. K Papu, Female, University of Transkei, 1997, BSc/Hons.	Pass/pass
4	Ms. N Stuurman, Female, University of Transkei, 1997, BSc/Hons.	Pass/pass
5	Mr. B Mdzanga, Female, University of Transkei, 1997, BSc/Hons.	Pass/pass
6	Mr. Z Sapula, Female, University of Transkei, 1997, BSc/Hons.	Pass/pass
7	Mr. SL Vimbani, Female, University of Transkei, 1997, BSc/Hons.	Pass/pass
8	Mr. V Mema, Female, University of Transkei, 1997, BSc/Hons.	Pass/pass
9	Mr. MI Yedwa, Female, University of Transkei, 2004, BSc/Hons/MSc.	Pass/pass
10	Mr. B Mbatha, Female, University of Transkei, 2004, BSc/Hons/MSc.	Pass/pass
11	Ms. T Xaba, Female, University of Zululand, 2005, BSc/Hons/MSc.	Pass/pass
12	Ms. B Seteni, Male, Walter Sisulu University, 2011, ND/BTech.	Pass/pass
13	Mr. A Eshilokun, University of Limpopo, 2008, PhD.	Pass
14	Ms. P Komape, University of Limpopo, 2005, MSc.	Pass
15	Mr. MH Mkhombo, University of Limpopo, 2006, MSc.	Pass
16	Mr. TE Ramurafi, University of Limpopo, 2006, MSc.	Pass
17	Ms. MG Sebei, University of Limpopo, 2006, MSc.	Pass
18	Ms. C Sebothoma, University of Pretoria, 2006, MSc.	Pass
19	Ms. Y Ndamane, Walter Sisulu University, 2010, MSc.	Pass
20	Ms. B Mbolekwa, Walter Sisulu University, 2010, MSc.	Pass
21	Ms. N Thovogi, University of Limpopo, 2006, MSc.	Pass
22	Mr. D Mazibuko, University of Limpopo, 2006, Hons.	Pass
23	Ms. RK Tshinetise, University of Limpopo, 2006, Hons.	Pass
24	Ms. NM Thusi, University of Limpopo, 2006, Hons.	Pass
25	Ms. KTV Mayekiso, University of Limpopo, 2006, Hons.	Pass
26	Ms. R Madzive, University of Limpopo, 2006, Hons.	Pass

27	Mr. Mashavhela, University of Limpopo, 2008, Hons.	Pass
28	Mr. I Masilela, Male, Walter Sisulu University, 2012, MSc.	Current
29	Mr. EH Mathe, University of Limpopo, 2012, PhD.	Current
30	Mr. B, Amos-Tatua, University of Johannesburg, 2013, PhD.	Pass
31	Mr. O Fakayode, University of Johannesburg, 2014, PhD.	Pass
32	Mr. AO Oladipo, University of Johannesburg, 2015, MSc.	Pass
33	Mr. N Mhlanga, Walter Sisulu University, 2014, MSc.	Current
34	Mr. A Adjei, Walter Sisulu University, 2014, PhD.	Current
35	Ms. N Hlapisi, University of Zululand, 2017, MSc.	Current
36	Ms. L Notsi, University of Zululand, 2017, PhD.	Current
37	Ms. N Devika, University of South Africa, 2017, MSc.	Current

## *Referees for references*

*References may be solicited from the following people who have known me in most of the capacities and engagements given above in this CV.*

### **42 REFEREES WHO MAY BE APPROACHED FOR REFERENCES**

#### **42.1 Prof. MM Balintulo**

Relationship Former Vice Chancellor and Principal of WSU from 2005 to 2011  
 Cell Number 083-500-2605  
 e-mail mmbalintulo@icloud.com

#### **42.2 Dr. Harrold Wesso**

Position DDG (DPTS) and Acting CEO: Ikamva National eskills Institute  
 Telephone Number 012 427 8000/8296  
 Cell Number 082-307-2071  
 e-mail haroldw@doc.gov.za

#### **41.3 Dr. Brigalia Bam**

Position Former chancellor of WSU and head of Independent Electoral Commission.  
 Cell Number 082-650-4277  
 e-mail brigalia.bam@gmail.com

## *Professional Associations*

*Professional associations attest to our fraternity status thus affirming our professionalism.*

### **42 MEMBERSHIP OF PROFESSIONAL ASSOCIATIONS**

- 1 The Minerals Metals and Materials Society – current
- 2 South African Chemical Institute – not current
- 3 The Royal Society of Chemistry – not current
- 4 International Society of Optical Engineering – not current
- 5 Society of Porphyrins and Phthalocyanines – not current

## 43 UNDERGRADUATE EXTERNAL EXAMINATIONS

- 1 University of Fort Hare 2002 - 2018.
- 2 WSU 2002 - 2017.
- 3 University of Kwazulu-Natal 2002 - 2010.
- 4 Vaal University of Technology 2008 - 2019

## 44 SELECTED POSTGRADUATE EXTERNAL EXAMINATIONS

- 1 Ntobeko Christopher Manene, Synthesis of Spiroheterocycles From Reaction of Nitrile Oxide with 17-Methylene Estrone and Synthetic Transformations of These, MSc Thesis, 1999, Chemistry Department, Faculty of Science, University of Fort Hare.
- 2 Ithumeleng Seotsanyana-Mokhosi, Photosensitising Properties of Non-Transition Metal Porphyrines Towards the Generation of Singlet Oxygen, MSc, 2001, Chemistry Department, Faculty of Science, Rhodes University.
- 3 Mutshinyalo Stephen Mwamadi, Synthesis and further studies of Chemical Transformations of the 2-Aryl-3-Halogenoquinolin-4-(1H)-one derivatives, MSc, 2005, Chemistry Department, Faculty of Science, University of South Africa.
- 4 Malesole Nontuntu Gadihele Bucibo, Identification and quantification of selected pesticides in surface water in Southern Gauteng Region, MSc, 2010, Chemistry Department, Faculty of Science, Vaal University of Technology.
- 5 Allison Perridge, Geophagic practices and geophagic soil nematode content in Thabomofutsanyane district, South Africa, MSc, 2010, Chemistry Department, Faculty of Science, Central University of Technology.
- 6 Mamohau Julia Maleka, Investigation of the causes of foaming in industrial wastewater treatment and effects of substances in industrial wastewater treatment, MSc, 2012, Chemistry Department, Faculty of Science, Vaal University of Technology.
- 7 Azole Sindelo, Synthesis Of Indium Phthalocyanines For Photodynamic Antimicrobial Chemotherapy And Photo-Oxidation Of Pollutants, A thesis submitted in fulfilment of the requirements for the degree of Masters In Science Of Rhodes University, March 2018

## 45 FURTHER STUDY

I enrolled for an MBA degree by distance education and completed the first year, and thus obtained the certificate in management. I am now left with one module in the second year. My aim is to transfer to the UNISA graduate school of business to complete master of business leadership.

## 46 OTHER INTERESTS AND HOBBIES

- 1 I am addicted to physical exercise, especially jogging.
- 2 My wife and I enjoy travel, especially overseas holidays.
- 3 I have done SLR photography as a hobby for years.
- 4 I also enjoy air rifle hunting of small game, fowl and vermin control.

## 47 CAREER PROFILE

Position	Department	Organisation	From	To
Deputy Vice Chancellor	Teaching and Learning	University of KwaZulu Natal	01/19	Now
Deputy Vice Chancellor	Teaching and Learning	University of Zululand	08/16	12/18
Deputy Vice Chancellor	Academic Affairs and Research	Walter Sisulu University	02/14	08/16
Coordinator	Turn-around framework projects (DVC-level)	Walter Sisulu University	04/13	02/14
Executive Dean	Faculty of Science, Engineering and Technology	Walter Sisulu University	04/08	03/13
Interim Director	School of Physical and Mineral Sciences	University of Limpopo, Medunsa	01/07	03/08
Interim Acting Dean	Faculty of Basic Sciences	University of Limpopo, Medunsa	01/06	12/06

Professor and HoD	Department of Chemistry and Biochemistry	University of Limpopo, Medunsa	08/04	12/05
Senior Lecturer	Department of Chemistry	University of South Africa	03/04	07/04
Senior Lecturer	Department of Chemistry	University of Zululand	05/01	02/04
Visiting Professor	Liver Research Unit	University of Cape Town	01/99	03/01
Associate Professor	Department of Chemistry	University of Transkei	01/98	10/01
Senior Lecturer	Department of Chemistry	University of Transkei	01/96	12/97
Junior lecturer	Department of Chemistry	University of Transkei	04/83	12/95
Senior Lab Assistant	Department of Chemistry	University of Transkei	01/83	03/83

## 48 HIGHLIGHTS OF RESEARCH FUNDING

NRF Institutional Research Development, 1998-2002	3 x R 986,000.00
NRF Equipment Programme, 1998-2002	1 x R 1,095,000.00
NRF Economic Growth and International Competitiveness, 2003-2004	3 x R 116,000.00
NRF Education for the Knowledge Era, 2003-2004	3 x R 162,500.00
MRC, CARISA Research Project with University of Pretoria, 2001-2002	3 x R 35,000.00
MRC, Self Initiated Research Project at University of Limpopo, 2004-2006	1 x R 234,000.00
SAAVI Collaborative Research Project with NICD, 2006-2008	1 x R 6,000,000.00
Anglo American and De Beers, 1998-2000	1 x R 314,500.00
GENCOR, 1998-2000	1 x R 314,500.00
Third World Academy of Sciences, 2000-2001	1 x R 38,000.00
SENTRACHEM, 2000-2001	1 x R 40,000.00
LIBERTY LIFE, 2000-2001	1 x R 30,000.00
NRF National Equipment Program, 2007	1 x R 1675000.00
NRF Nanoflagships Program, 2008	1 x R 75000.00
NRF Nanoflagships Program, 2012	5 x R 4,500,000.00
NRF National Equipment Program, 2011	1 x R 1,020,000.00
NRF National Equipment Program, 2011	1 x R 2,600,000.00
NRF National Equipment Program, 2011	1 x R 6,950,000.00
NRF National Equipment Program, 2015	1 x R 7,300,000.00
NRF Thuthuka Program, 2013	3 x R 150,000.00
NRF Thuthuka Program, 2016	3 x R 330,000.00
NRF Collaborative Research, 2016	3 x R 810,000.00
NRF Competitive Research For Unrated Researchers, 2018	3 x R 513,000.00
CSIR/NRF CSIR-NLCLaser Rental Pool Program, 2018	1 x R 410,000.00

## 49 HIGHLIGHTS OF OTHER FUNDING

Nedbank, Walter Sisulu University, 2014	R10,000,000.00
Mer-SETA, Walter Sisulu University, 2014	R 33,000,000.00
SANRAL, Walter Sisulu University, 2015	R 28,000,000.00
HDI Grant Academic Enterprise, University of Zululand, 2016	R 12,000,000.00

## 50 NRF RATING

As a young researcher, I was on the Y-rating in 1996. I am now pursuing a higher rating, commensurate to my level of research productivity. My rating in 2017 was not successful! I shall apply again in 2020.

## 51 OTHER ACTIVITIES

In 2006, I was elected General Secretary of the 27th African Health Sciences Congress, an international conference of about 300-600 delegates. The conference was hosted by the University of Limpopo, Medunsa Campus, and the Medical Research Council South Africa. <http://www.mrc.ac.za/conference/ahsc/committees.htm>).



## 52 OTHER APPOINTMENTS

In 2018, I was presented by an agent to CPUT, shortlisted, interviewed and found appointable to the position of Vice Chancellor and Principal. In 2016, I was presented by an agent to UNISA, shortlisted, interviewed and offered the position of Vice Principal Institutional Development and Transformation at UNISA, which I could not take as I had already signed 7 days earlier with UNIZULU as DVC Teaching and Learning. I have been recently approached by an agent to avail myself for the position of Deputy Vice Chancellor Academic at the University of Fort Hare.

### *Research Output*

*The research output of academics is like the currency of a sovereign country. It is recognized as a means of batter amongst the community of universities the world over, in order to access resources not otherwise available to the academic or to the institution. The data presented below were captured in the second half of 2018. The data below was acquired online in July 2019.*



**Sandile Phinda Songca**  
**PhD (University of London)**

**DVC Teaching and Learning**  
**University of KwaZulu-**  
**Natal**

	All	Since 2014
Citations	963	737
h-index	15	14
i10-index	24	20

## 53 PUBLICATION LIST

53.1	BOOK CHAPTERS			PDF
1	Olujimi, O.O.; Fatoki, O.S.; Daso, A.P.; Akinsoji, O.S.; Oputu, O.U.; Oluwafemi, O.S.; <b>Songca, S.P.</b> ; 2012. Levels of Nonylphenol and Bisphenol A in Wastewater Treatment Plant Effluent, Sewage Sludge and Leachates Around Cape Town, South Africa. In: Valdez, C.J.; Maradona, E.M.; Editors, Handbook of Wastewater Treatment, Chapter 14, Nova Science Publishers, pp305-316. ISBN: 978-1-62257-592-3.	0	5	
2	Oluwafemi, O.S.; <b>Songca, S.P.</b> ; 2012. A Facile One-Pot Synthesis of MSe (M = Cd or Zn) Nanoparticles Using Biopolymer as Passivating Agent. In: Verbeek, C.J.R.; Editor. Products and Applications of Biopolymers. pp163-184. Chapter 8. InTech, ISBN 978-953-51-0226-7.	0	0	
3	<b>Songca, S.P.</b> ; Oluwafemi, O.S.; Manamela, C.M.; 2015. The Biochemistry of Geophagia, in: Ekosse, G.E.; Ngole, V.M.; de Jager, L.; Fosso-Kankeu, E.; Human And Enzoitic Geophagia: Ingested Soils And Practices. ISBN 978-3-659-69819-4.	0	0	
4	<b>Songca, S.P.</b> ; Oluwafemi, O.S.; 2015. Human and enzoitic geophagic soils-Potential Chemical and Biochemical Implications, in: Ekosse, G.E.; Ngole, V.M.; de Jager, L.; Fosso-Kankeu, E.; Human And Enzoitic Geophagia: Ingested Soils And Practices. ISBN 978-3-659-69819-4.	0	0	
5	Mochochoko, T.; Oluwafemi, O.S.; Adeyemi, O.S.; Jumbam, D.N.; <b>Songca, S.P.</b> ; 2015. Natural Cellulose Fibers: Sources, Isolation, Properties, and Applications, in: Micro and Nanostructured Polymer Systems From Synthesis to Applications, p25-59. Thomas, S.; Shanks, R.; Joy, J.; Editors. Apple Academic press, Inc. USA, ISBN: 978-1-77188-100-5.	0	0	
6	Fakayode, O.J.; Oladipo, A.O.; Oluwafemi, O.S.; <b>Songca, S.P.</b> ; 2016. Biopolymer-mediated Green Synthesis of Noble Metal Nanostructures, in: Recent Advances in Biopolymers, Parveen, F.K.; Editor. InTech, ISBN 978-953-51-2255-5. <a href="http://dx.doi.org/10.5772/62127">http://dx.doi.org/10.5772/62127</a> .	0	0	
7	Mohan, S.; Oluwafemi, O.S.; Kalarikkal, N.; Thomas, S.; <b>Songca, S.P.</b> ; 2016. Biopolymers – Application in Nanoscience and Nanotechnology, in: Recent Advances in Biopolymers, p47-72. Parveen, F.K.; Editor. InTech, ISBN 978-953-51-2255-5. <a href="http://dx.doi.org/10.5772/62225">http://dx.doi.org/10.5772/62225</a> .	0	0	
8	Fakayode, O.J.; Tsolekile, N.; <b>Songca, S.P.</b> ; Oluwafemi, O.S.; 2017. Application of Nanomaterials in Photodynamic Therapy, in: Biomedical Application of Nanoparticles, p299-308. Parveen, F.K.; Editor. InTech, ISBN 9781498750011_C013.indd.	0	0	
9	Mungodla, S.G.; Liganiso, L. Z.; Liganiso, E. C.; Motaung, T. E.; <b>Songca, S.P.</b> ; 2018. From Waste to Biogas: Current Status, Opportunities, Barriers and Policy Implications, Chapter 1, in Liganiso, L. Z. (ed); "Waste-to-Profit" (W-t-P): Value added Products to Generate Wealth for a Sustainable Economy. Volume 1 of Environmental Remediation Technologies, Regulations and Safety. ISBN: 978-1-53613-236-6	0	0	
10	Mohomane, S.; Liganiso, L. Z.; Liganiso, E. C.; Motaung, T. E.; <b>Songca, S.P.</b> ; 2018. Transforming Construction and Demolition	0	0	

	Wastes into Aggregates in Concrete Materials, Chapter 2, in Liganiso, L. Z. (ed); "Waste-to-Profit" (W-t-P): Value added Products to Generate Wealth for a Sustainable Economy. Volume 1 of Environmental Remediation Technologies, Regulations and Safety. ISBN: 978-1-53613-236-6			
11	Liganiso, L. Z.; Phungula, A.; Liganiso, E. C.; Motaung, T. E.; <b>Songca, S.P.</b> ; 2018. Softwood and Hardwood to Manufacturing Production. Chapter 7, in Liganiso, L. Z. (ed); "Waste-to-Profit" (W-t-P): Value added Products to Generate Wealth for a Sustainable Economy. Volume 1 of Environmental Remediation Technologies, Regulations and Safety. ISBN: 978-1-53613-236-6	0	0	
12	Mohomane, S.; Liganiso, L. Z.; Liganiso, E. C.; Motaung, T. E.; <b>Songca, S.P.</b> ; 2018. The Application of Fly Ash as Industrial Waste Material in Building Construction Industries, Chapter 9, in Liganiso, L. Z. (ed); "Waste-to-Profit" (W-t-P): Value added Products to Generate Wealth for a Sustainable Economy. Volume 1 of Environmental Remediation Technologies, Regulations and Safety. ISBN: 978-1-53613-236-6	0	0	
13	Liganiso, L. Z.; Phungula, A.; Tshwafo E. Motaung, T. E.; <b>Songca, S.P.</b> ; 2018. Biogas Production from Maize Crop and Maize Wastes, Chapter 12, in Liganiso, L. Z. (ed); "Waste-to-Profit" (W-t-P): Value added Products to Generate Wealth for a Sustainable Economy. Volume 1 of Environmental Remediation Technologies, Regulations and Safety. ISBN: 978-1-53613-236-6	0	0	
14	Mokhena, T.C.; Mochane, M.J.; Motaung, M.E.; Liganiso, L.Z.; Thekiso, O.M.; and <b>Songca, S.P.</b> ; 2018. Sugarcane Bagasse and Cellulose Polymer Composites. In: Sugarcane - Technology and Research, Chapter 12, pp226-240, IntechOpen, ISBN: 978-1-78923-151-9.	0	0	
15	Owonubi, S.J.; Liganiso, L.Z.; Motaung, T.E.; Songca, S.P.; Revaprasadu, N.; 2019. Polymer and Carbon-Based Coatings for Biomedical Applications, in: Xiao-Yu Yang (eds), Photoenergy and Thin Film Materials, Chapter 12, pp499-535. <a href="https://doi.org/10.1002/9781119580546.ch12">https://doi.org/10.1002/9781119580546.ch12</a>	0	0	
16	<b>Songca, S.P.</b> , Maphalala, M.C.; Nzama, A.T.; Kunene, N.W.; Tewari, D.D.; 2019. Articulation in the Evolution of the Programme and Qualification Mix at the University of Zululand (UNIZULU), SAQA Bulletin 18(1): 77-98.	0	0	
53.2	<b>ARTICLES IN REFEREED JOURNALS</b>			
1	Bonnett, R, Buckley DG, Burrow T, Galia ABB, Savile B, <b>Songca, S.P.</b> , 1993. Photobactericidal Materials based on Porphyrins and phthalocyanines, Journal of Material Chemistry. 3(3): 323-324.	10	41	
2	Zenkevich E, Sagun E, Knyuksho V, Shugla A, Mirnov A, Efremava O, Bonnett R, <b>Songca, S.P.</b> , Kassen M, 1996. Photophysical and photochemical properties of potential porphyrin and chlorin photosensitisers for PDT. Journal of Photochemistry and Photobiology B: Biology. 33: 171-180.	62	165	
3	<b>Songca, S.P.</b> , Bonnett R and Maes C, 1997. A convenient route to new fluorinated photodynamic therapeutic photosensitisers based on meso-	1	8	

	tetra(hydroxyphenyl)porphyrins. SA Journal of Chemistry. 50(1): 40-47.			
4	<b>Songca, S.P.</b> , 2000. Development of workbooks for workbook based teaching and learning of undergraduate Chemistry. South African Journal of Higher Education, 14(1):218-226.	1	0	
5	<b>Songca, S.P.</b> Mbatha B, 2000. Solubilization of meso-tetraphenylporphyrin photosensitizers by substitution with fluorine and with 2,3-dihydroxy-1-propyloxy groups. Journal of Pharmacy and Pharmacology. 52: 1361-1367.	3	10	
6	<b>Songca, S.P.</b> and Mbatha B, 2000. Synthesis Of Solubilised Meso-Tetrahydroxy-phenylporphyrin Photosensitisers. South African Journal of Chemistry. 53(2): 113-118.	1	2	
7	<b>Songca, S.P.</b> , 2001. In Vitro Activity and Tissue Distribution of New Fluorinated Meso-Tetrahydroxyphenyl porphyrin Photosensitisers. Journal of Pharmacy and Pharmacology. 53(11): 1469-1476.	1	12	
8	<b>Songca, S.P.</b> , Ngole V, Ekosse G and de Jager L, 2010. Demographic characteristics associated with consumption of geophagic clays among ethnic groups in Free State and Limpopo Provinces, South Africa. Indilinga African Journal of Indigenous Knowledge systems. 9: 110-123.	1	0	
9	Ngole VM, Ekosse GE, de Jager L and <b>Songca, S.P.</b> , 2010. Physicochemical characteristics of geophagic clayey soils from South Africa and Swaziland. African Journal of Biotechnology. 9: 5929-5937.	1	16	
10	Onwudiwe DC, Strydom C, Oluwafemi OS and <b>Songca, S.P.</b> , 2012. Effect of temperature on the optical and structural properties of hexadecylamine capped ZnS nanoparticles using Zinc (II) N-ethyl-N-phenyldithiocarbamate as single source precursor. Materials Research Bulletin. 6(13): 4445-4451.	8	11	
11	Adekunle, A.S.; Oluwafemi, O.S.; Ncapayi, V.; Sadiku, R.E.; Agee, J.T.; Ojo, S.O.; <b>Songca, S.P.</b> ; 2012. Ethanol Sensor Based On Platinum-MWCNT-NiO Nanoparticles Platform Electrode. International Journal of Electrochemical Science. 7: 2695-2709.	21	13	
12	Oluwafemi, O.S.; <b>Songca, S.P.</b> ; 2012. A Simple one-pot environmentally benign synthesis of ascorbic acid capped CdSe nanoparticles at room temperature. Materials Letters. 75: 84-86.	17	6	
13	<b>Songca, S.P.</b> ; Sebothoma, C.; Samuel, B.B.; Eloff, J.N.; 2012. A Biflavonoid and a Carotenoid from Rhus leptodictya: Isolation, Characterization and Antibacterial Properties. African Journal of Biochemistry Research. 6(13): 172-178.	11	0	
14	Mbolekwa, B.N.; Kambizi, L.; <b>Songca, S.P.</b> ; Oluwafemi, O.S.; 2013. Antibacterial activity of the stem bark extracts of Acacia mearnsii De Wild, African Journal of Microbiology Research, 8(2): 211-216.	8	0	
15	Ndamane, Y.; Kambizi, L.; <b>Songca, S.P.</b> ; Oluwafemi, O.S.; 2013. Antibacterial effectiveness of extracts of Tetradenia riparia, traditionally used in the Eastern Cape to treat diseases of the respiratory system. Journal of Medicinal Plants Research, 7(37): 2755-2760.	15	0	
16	<b>Songca, S.P.</b> ; Ramurafhi, E.; 2013. A Pentacyclic Triterpene From Combretum Collinum shows antibacterial properties	7	0	

	against <i>Staphylococcus aureus</i> . <i>African Journal of Biochemistry Research</i> , 7(7): 113-121.			
17	<b>Songca, S.P.</b> ; Seteni, B.; Oluwafemi, O.S.; 2013. Heavy metals found at Mzimvubu River Estuary in the Eastern Cape, South Africa. <i>African Journal of Environmental Science and Technology</i> , 7(5): 236-244, DOI:10.5897/AJEST12.178, ISSN 1996-0786.	9	0	
18	Adebisi, N.O.; Adeyimi, G.O.; Oluwafemi, O.S.; <b>Songca, S.P.</b> ; 2013. Important Properties Of Clay Content Of Lateritic Soils For Engineering Projects. <i>Journal of Geography and Geology</i> , 5(2): 99-115.	23	0	
19	<b>Songca, S.P.</b> ; Oluwafemi, O.S.; 2013. Photodynamic therapy: A new light for the developing world. <i>African Journal of Biotechnology</i> , 12(23): 3590-3599.	3	0	
20	Mochochoko, T.; Oluwafemi, O.S.; Jumbam, D.N.; <b>Songca, S.P.</b> ; 2013. Green synthesis of silver nanoparticles using cellulose extracted from an aquatic weed; water hyacinth. <i>Journal of carbohydrate polymers</i> , 98(1):290-294.	2	42	
21	Oluwafemi, O.S.; Ncapayi, V.; Scriba, M.; <b>Songca, S.P.</b> ; 2013. Green controlled synthesis of monodispersed, stable and smaller sized starch-capped silver nanoparticles. <i>Materials letters</i> , 106: 332-336.	31	17	
22	Oluwafemi, O.S.; Lucwaba, Y.; Gura, A.; Masabeya, M.; Ncapayi, V.; Olujimi, O.O.; <b>Songca, S.P.</b> ; 2013. A facile completely 'green' size tunable synthesis of maltose-reduced silver nanoparticles without the use of any accelerator. <i>Colloids and Surfaces B: Biointerfaces</i> , 102: 718-723.	56	41	
23	Adebisi, N.O.; Oluwafemi, O.S.; <b>Songca, S.P.</b> ; Haruna, I.; 2013. Flow System, Physical Properties and Heavy Metals Concentration of Groundwater: A Case Study of an Area within a Municipal Landfill Site. <i>International Journal of Water Resources and Environmental Engineering</i> , 5(11): 630-638.	2	0	
24	Oyedeji, O.O.; Shode, F.O.; Oyedeji, A.O.; <b>Songca, S.P.</b> ; Gwebu, E.T.; Hill, G.M.; Setzer, W.N.; 2014. Semi-synthesis of nitrogen derivatives of oleanolic acid and effect on breast carcinoma MCF-7 cells. <i>Anticancer Research</i> , 34(8): 4135-9.	5	2	
25	Oluwafemi, O.S.; Ncapayi, V.; Adeyemi, O.O.; <b>Songca, S.P.</b> ; 2014. Size tunable synthesis of monodispersed hexadecylamine-capped CdSe Nanostructures, <i>Materials Letters</i> , 123: 165-168.	6	2	
26	Oluwafemi, O.S.; Ncapayi, V.; Olubomehin, O.; Osibote, O.A.; <b>Songca, S.P.</b> ; 2014. A facile non-organometallic synthesis of hexadecylamine-capped ZnSe nanoparticles, <i>Materials Science in Semiconductor Processing</i> , 27: 427-432.	10	7	
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<b>53.4</b>	<b>CONFERENCE PRESENTATIONS</b>			
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16	Tsolekile, T.N.; Sundararajan, P.; Matoetoe, M.; Songca, S.P.; and Oluwafemi, O.S.; Synthesis of Fluorescent CuInS <sub>2</sub> /ZnS Quantum Dots—Porphyrin Conjugates for Photodynamic Therapy. Materials Research Society, Advancing Materials,	0	0	

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17	Oluwafemi, O.S.; Tsolekile, N.; Matoetoe, M.C.; Songca, S.P.; 2018. Synthesis of Fluorescent CuInS <sub>2</sub> /ZnS Quantum Dots - Porphyrin Conjugates for Photodynamic Therapy. 2 <sup>nd</sup> International Conference and Exhibition on Nanotechnology. The Helix Group Scientific Networks. 19-21 <sup>st</sup> November, 2018.	0	0	
18	Songca, S.P.; Oluwafemi, O.S.; 2018. Facile Green Synthesis and Characterization of Water Soluble Superparamagnetic Iron Oxide-Gold Porphyrin Conjugate for Improved Photodynamic Therapy. 2 <sup>nd</sup> International Conference and Exhibition on Nanotechnology. The Helix Group Scientific Networks. 19-21 <sup>st</sup> November, 2018.	0	0	
19	Amos-Tautua, M.B.; Songca, S.P.; Oluwafemi, O.S.; 2018. Effect of synthetic conditions on the textural properties of gluconic acid coated magnetic iron oxide nanoparticles, EuroSciCon Conference on Nanotechnology and Smart Materials, October 04-06, 2018, Amsterdam, Netherlands, Nano Research and Applications, 4:116. ISSN 2471-9838. DOI: 10.21767/2471-9838-C6-025	0	0	
20	Hlapisi, T.; Tshwafo Montaung, T.; Linda Liganiso, L.; Oluwafemi, O.S.; Songca, S.P.; 2019. Encapsulation of Gold Nanorods with Porphyrins for the Potential Treatment of Cancer and Bacterial Diseases: H-21: pp331. General Poster Session Monday PM, March 11. Hall 3 Henry B. Gonzalez Convention Center, San Diego, California, USA.	0	0	
21	Ncapayi, V.; Songca, S.P.; Oluwafemi, O.S.; 2019. Effect of the Synthetic Parameter on the Cytotoxicity of CdTe/CdSe Nanoparticles against Osteosarcoma Cell Line: N-5: pp337. Tuesday PM March 12, Hall 3, Henry B. Gonzalez Convention Center. San Diego, California, USA.	0	0	
22	Tsolekile, N.; Matoetoe, M.; Songca, O.S.; Oluwafemi, O.S.; Ternary Quantum Dots–Porphyrin Bio-conjugates: Imaging and Cytotoxicity Studies in Leukaemia (THP-1) Cancer Cell Lines: N-20: pp337. Tuesday PM, March 12. Hall 3, Henry B. Gonzalez Convention Center. San Diego, California, USA.	0	0	
53.5	<b>ABSTRACTS</b>			
1	Cloete E, Mtati N, <b>Songca, S.P.</b> , 2011. Introduction of a study site on naturally occurring heavy metal soils, South African Journal Of Botany, 77(2): 570-570.	0	0	
2	Mohan S, Oluwafemi OS, <b>Songca, S.P.</b> , Kalarikkal N, Thomas S, 2015. Completely Green Synthesis of Silver Nanoparticles Decorated MWCNT and Its Antibacterial and Catalytic Properties: TMS 2015, 144 <sup>th</sup> Annual Meeting and Exhibition, 177. March 15-19, 2015. Walt Disney World. Orlando, Florida, USA.	0	0	
3	Mohan S, Oluwafemi OS, <b>Songca, S.P.</b> , Kalarikkal N, Thomas S, 2015. Completely Green Synthesis of Dextrose Reduced Silver Nanoparticles Decorated MWCNT, Its Antibacterial and Catalytic Properties. TMS 2015, 144 <sup>th</sup> Annual Meeting	0	0	

	and Exhibition, 206. March 15-19, 2015. Walt Disney World. Orlando, Florida, USA.			
4	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> , 2015. Optical and Imaging Properties of Highly Luminescent Water Soluble Type II CdTe/CdSe Nanoparticles Synthesised via a Green Method. TMS 2015, 144 <sup>th</sup> Annual Meeting and Exhibition, March 15-19, 2015. 213. Walt Disney World. Orlando, Florida, USA.	0	0	
5	Bamidele-Tatua A, <b>Songca, S.P.</b> , Oluwafemi OS, 2016. Application of Porphyrins in Antibacterial Photodynamic Therapy – A Review. Proceedings of the WSU-UNIVEN Research Conference 2016.	0	0	
6	Oluwafemi OS, <b>Songca, S.P.</b> , 2015. Green synthesis, characterization and application of semiconductor and silver nanostructures. Archives of Medical and Biomedical Research, 2(1-3): 27-27.	0	0	
7	Amos-Tautua B, Ajileye O, Alayande A, Olawuni I, Ndoni S, Fadare O, Onigbinde A, Oluwafemi OS, <b>Songca, S.P.</b> , 2015. In vitro antibacterial, antioxidant and free radical scavenging activities of fractions of Funtumia Africana (benth.) Stapf. Leaf extract. Archives of Medical and Biomedical Research, 2(1-3): 68-69.	0	0	
8	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> , Kodama T, 2015. Simple green synthesis of water-soluble type II CdTe/CdSe nanoparticles and their use in cellular imaging. Archives of Medical and Biomedical Research, 2(1-3): 61-61.	0	0	
9	Okuthe GE, Siguba B, Oluwafemi OS, <b>Songca, S.P.</b> , 2015. Exposure to low doses of silver nanoparticles causes renal damage in adult zebrafish Danio rerio. Archives of Medical and Biomedical Research, 2(1-3): 42-43.	0	0	
10	<b>Songca, S.P.</b> , Oluwafemi OS, 2015. Photodynamic therapy – past, present and future. Archives of Medical and Biomedical Research, 2(1-3): 25-25.	0	0	
11	Ndamane Y, Kambizi L, <b>Songca, S.P.</b> , 2015. Ethnobotanical survey of medicinal plants prescribed by traditional healers for the treatment of chest and coughing related diseases in the Eastern Cape. South African Journal of Botany, 98: 213-213.	0	0	
12	Mochochoko, T.; Oluwafemi, O.S.; Jumbam, N.D. and Songca, S.P.; 2013. Size Tunable Green Synthesis of Silver Nanoparticles Using Cellulose Extracted From Water Hyacinth Eichhornia Crassipes and Their Cytotoxicity. 12th Annual UNESCO/IUPAC Workshop and Conference on Macromolecules & Materials 24 March 2013 (Workshop) 25 - 28 March 2013 (Conference) Wallenberg Research Centre @ STIAS, University of Stellenbosch, SA.	0	0	
53.5	<b>KEYNOTE/PLENARY ADDRESSES</b>			
1	Songca, S.P.; 2018. The Value of Modern Scientific Ways of Validation of Medicinal Plants as Sources of Efficacious Remedies Used in The Developing World. First Joint International Conference on the Potential of Ethnopharmacology and Traditional Medicine. Natural product-based drug discovery and development: Basic	0	0	



	research and clinical applications of recent research findings for sustainable development with special emphasis on Africa. Dakar, Senegal. Pp23-25.			
2	<b>Songca, S.P.</b> , 2015. Photodynamic Therapy, past present and future. 41 <sup>st</sup> National Convention of the South African Chemical Institute. Chemistry for Africa: New Perspectives in the 21 <sup>st</sup> Century, 1-6 <sup>th</sup> December, 2013, River Park Conference Center, East London. KL-27, p47.	0	0	
3	<b>Songca, S.P.</b> , 2013. Photodynamic Therapy, past present and future. 41 <sup>st</sup> National Convention of the South African Chemical Institute. Chemistry for Africa: New Perspectives in the 21 <sup>st</sup> Century, 1-6 <sup>th</sup> December, 2013, River Park Conference Center, East London. KL-27, p47. (This plenary unfortunately had to be cancelled due to a sudden illness).	0	0	
4	<b>Songca, S.P.</b> , 2009. South African e-Skills Research Networks (ResNes). The Launch of ResNes, National e-Skills Summit, 26 - 28 July 2010, Cape Sun Hotel, Cape Town, South Africa.	0	0	
5	<b>Songca, S.P.</b> , 2012. ICTs in Chemistry and Chemical Education, The South African Chemical Institute. Centenary Celebration; Plenary Address. <a href="http://www.saci.co.za/centenary_celebrations.html">www.saci.co.za/centenary_celebrations.html</a> .	0	0	
6	<b>Songca, S.P.</b> , First Day Plenary lecture. Data Analytics for the First Year Experience. South African National Resource Centre, First Year Experience Conference, 2018. South African National Resource Centre for the First Year Experience and Students in Transition (SANRC).	0	0	
7	<b>Songca, S.P.</b> ; Synthesis of Water Soluble Super Paramagnetic Iron Oxide Nanoparticles – gold porphyrin Conjugate For Improved Photodynamic Therapy, 2017. Relationship Between South Africa and Japan in Science and Technology. November, 2, 17h20 – 17h50.	0	0	
53.6	<b>OTHER CONFERENCE OUTPUTS</b>			
1	Laik R, Nath V, Vidyarthi AS, <b>Songca, S.P.</b> and Chandrakant CBS, Detection of Brain Tumor using modalities like MRI as a Biomedical Instrument System and correlation of Neural disorders predicted in human with other organism” 51 <sup>st</sup> Annual Conference of Association of Microbiologists of India & International Symposium on Cross disciplinary Microbiology: Avenues and Challenges [AMI 2010-CMAC], organized by Dept. of Biotechnology BIT Mesra, AMI Ranchi Unit Jharkhand Chapter, Central University of Jharkhand, and Birsa Agriculture University Ranchi, India, from Dec.14-17, 2010.	0	0	
2	Laik R, Nath V, Vidyarthi AS, Gupta RN, Kumar R, Kant C, <b>Songca, S.P.</b> , Design and Development of System biology for Early stage detection of Cancer with Bioinformatics approach, National Conference on Frontiers Electronics, Communication & Instrumentation Technology (FECIT-2011) organized by Dept. Of ECE, ISM Dhanbad, India from 3-4 <sup>th</sup> Nov.2011.	0	0	
3	Oluwafemi OS, Ncapayi V, <b>Songca, S.P.</b> , 2013. Green Synthesis of Anisotropic CdSe Nanoparticles Via a Non -Phosphine Based Method, 44 <sup>th</sup> World Chemistry Congress, 11-16 <sup>th</sup> August. <a href="http://www.iupac2013.org">www.iupac2013.org</a> . Turkish Chemical Society. IUPAC2013 Istanbul.	0	0	

4	Rongqu PP, Oyedeji OO, Mlisa L, Hobololo V, Chungag BN, <b>Songca, S.P.</b> , Oyedeji AO, Goduka N, Oluwafemi OS, 2013. Use of Cymbopogon species in traditional medicine and its essential oils consumption for improved value chain. Book of Abstracts of the 41st Convention of The South African Chemical Institute. River Park Conference Center, East London. POR-03, p199.	0	0	
5	Tshikovhi A, Oluwafemi OS and <b>Songca, S.P.</b> , 2013. Effect of temperature on organically capped Mn-doped CdSe nanoparticles synthesized via simple methods. Book of Abstracts of the 41st Convention of The South African Chemical Institute. River Park Conference Center, East London. PCM-05, p166.	0	0	
6	Gaxela NN, Oluwafemi OS and Songca, S.P., 2013. A facile Synthesis of water soluble cysteine-capped CdSe using different cadmium precursors. Book of Abstracts of the 41st Convention of The South African Chemical Institute. River Park Conference Center, East London. PCM-04, p165.	0	0	
7	Avoseh ON, Oyedeji OO, Mlisa L, Hobololo V, Chungag, Oyedeji AO, <b>Songca, S.P.</b> , Goduka N, Oluwafemi OS, 2013. Volatile Constituents of the Leaves and Stem Bark of Acacia Karoo from the Eastern Cape Province, South Africa. Book of Abstracts of the 41st Convention of The South African Chemical Institute. River Park Conference Center, East London. OR-23, p123.	0	0	
8	<b>Songca, S.P.</b> 1996. Designing a Self Service Laboratory Course For Academicallly Disadvantaged Students. 10th Anniversary Symposium of The South African Chemical Institute. Progress and Change, The Teaching of Analytical Chemistry, 1996, Wild Coast Sun, Bizana.	0	0	
9	<b>Songca, S.P.</b> , 1997. The use of Workbooks For Workbook Based Teaching and Learning of Undergraduate Chemistry. Proceedings of the International Conference on Chemical Education. 15th ICCE, Cairo, Egypt.	0	0	
10	<b>Songca, S.P.</b> , Bonnett R and Maes C 1997. The solubilisation of meso-tetraphenylporphyrin photosensitisers by substitution with fluorine and with 2,3-dihydroxy-1-propyloxy groups. Proceedings of the The Frank Warren National Organic Chemistry Conference. The Frank Warren National Organic Chemistry Conference, P4, Session 9, 1997, Mtunzini.	0	0	
11	Mbatha B and <b>Songca, S.P.</b> 1998. Solubilisation of meso-tetraphenylporphyrin photosensitisers by substitution with 2,3-dihydroxy-1-propyloxy groups. Proceedings of the 34th Convention of The South African Chemical Institute. 34th Convention of The South African Chemical Institute, P229, 1998, University of Natal.	0	0	
12	<b>Songca, S.P.</b> , 1999. What is PDT, Trends In Organic Synthesis. Proceedings of the Organic Research Group Conference. Organic Research Group Conference, 1999, Chemistry Department, UCT.	0	0	
13	<b>Songca, S.P.</b> , Meisnner P, Blekkenhorst G and Mbatha B, 2000. Evaluation Of New meso-Tetrakis(2,3-dihydroxy-1-propyloxyphenyl) porphyrins For Photodynamic Therapy. Proceedings of the First International Conference on Porphyrins and Phthalocyanines. First International	0	0	



	Conference on Porphyrins and Phthalocyanines, p570-570, 2000, Dijon, France.			
14	<b>Songca, S.P.</b> 2000. Development of Workbooks For Workbook Based Teaching of Undergraduate Chemistry. Proceedings of the 16th International Conference on Chemical Education. 16th ICCE, Budapest, Hungary.	0	0	
15	<b>Songca, S.P.</b> , 2000. Development of Workbooks For Workbook Based Teaching and Learning of Undergraduate Chemistry. Proceedings of the SAARSMSE 2000, G01 Physical Science Stream, Session 1, University of Port Elizabeth.	0	0	
16	<b>Songca, S.P.</b> , 2005. Talking to the Dispensers and Users of Traditional Remedies. Proceedings of the Indegenous Plant Usage Forum. Rhodes University, Grahamstown, South Africa.	0	0	
17	Oluwatobi OS, <b>Songca, S.P.</b> and Adeyemi OO 2010A facile "green" synthetic route to high quality water-soluble CdSe nanoparticles. Proceedings of the Material Research Society Technology Development Workshop. Material Research Society Technology Development Workshop, Denver Marriott Technology Centre. Denver Colorado, USA, 4-7 Oct.	0	0	
18	Oluwafemi OS and <b>Songca, S.P.</b> , 2010. Size tunable synthesis of biocompatible Cadmium Selenide Nanoparticles via a facile method. Proceedings of the Second International Conference on Natural Polymer (ICNP). Second International Conference on Natural Polymer (ICNP), Kottayam, Kerela, India, 24-26 Sept.	0	0	
19	<b>Songca, S.P.</b> , Oluwafemi OS, Tshikhudo R and Mashavhela M, 2010. Functionlisation and Characterization of paramagnetic Iron Oxide- Gold Core-Shell Nanoparticles. Proceedings of the Second International Conference on Natural Polymer (ICNP), Kottayam, Kerela, India, 24-26 Sept. Second International Conference on Natural Polymer (ICNP), Kottayam, Kerela, India, 24-26 Sept.	0	0	
20	<b>Songca, S.P.</b> Mashavhela M and Oluwafemi OS 2010. Synthesis and characterization of paramagnetic iron oxide-gold core-shell nanoparticles. Proceedings of the 3rd WSU International conference, Mthatha, Eastern Cape, South Africa. 3rd WSU International conference, Mthatha, Eastern Cape, South Africa, 18-20 August.	0	0	
21	Makhubela NFH, <b>Songca, S.P.</b> and Oluwafemi OS, 2010. The synthesis and Chemistry of Meso-tetrahydroxyphenyl porphyrin Photosensitisers for use in Photodynamic therapy. Proceedings of the 3rd WSU International conference, Mthatha, Eastern Cape, South Africa, 18-20 Aug. 3rd WSU International conference, Mthatha, Eastern Cape, South Africa, 18-20 Aug.	0	0	
22	<b>Songca, S.P.</b> , Eshilokun AO and Oluwafemi OS, 2010. Synthesis and characterization of Porphyrins with thiolated side chains for functionlisation of iron oxide – gold, core – shell nanoparticles. Proceedings of the 3rd WSU International conference, Mthatha, Eastern Cape, South Africa.	0	0	
23	Oluwafemi OS, Gura A, Ncapayi V, <b>Songca, S.P.</b> , 2013. Facile Completely Green Synthesis of Small Sized Maltose Reduced Silver Nanoparticles. Second EuCheMS Inorganic Chemistry Conference, Oral presentation. Wednesday 10 July 2013. 10:30-12:30. Session: Nano-Catalysis, Hall A. Chair: Dr. Martin Klussmann.	0	0	

24	Oluwafemi OS, Ncapayi V, <b>Songca, S.P.</b> , 2013. Green Synthesis Of Anisotropic CdSe Nanoparticles via A Non-Phosphine Based Method. Poster 67. Second EuCheMS Inorganic Chemistry Conference, July 7-13. Ramada Hotel, Jerusalem, Israel.	0	0	
25	Oluwafemi OS, Olamide D, <b>Songca, S.P.</b> , 2013. A Simple Green Synthesis of Type II Water Soluble CdTe/CdS Core Shell nanoparticles. Poster 66. Second EuCheMS Inorganic Chemistry Conference, July 7-13. Ramada Hotel, Jerusalem, Israel.	0	0	
26	Onwudiwe DC, Oluwatobi OS, Strydom C, <b>Songca, S.P.</b> , 2013. Poster J-43: Effect of Temperature on the Optical and Structural Properties of Hexadecylamine Capped ZnS Nanoparticles Using Zinc(II) N-ethyl-N-Phenyldithiocarbamate as Single Source Precursor. TMS Annual Meeting & Exhibition Symposium, Functional Nanomaterials: Synthesis, Properties and Applications "Linking Science and Technology for Global Solutions", p261.	0	0	
27	<b>Songca, S.P.</b> , Oluwafemi OS, Eshilokun A, 2013. Poster J-39: Porphyrin Functionalized Iron Oxide-Gold Core-Shell Nanoparticles. TMS Annual Meeting & Exhibition Symposium, Functional Nanomaterials: Synthesis, Properties and Applications "Linking Science and Technology for Global Solutions", p260.	0	0	
28	Ncapayi V, Oluwafemi OS, Akpa OA, <b>Songca, S.P.</b> , 2013. Green Synthesis of Anisotropic CdSe Nanoparticles under Ambient Condition Via a Non-Phosphine Based Method. TMS Annual Meeting & Exhibition Symposium, Functional Nanomaterials: Synthesis, Properties and Applications "Linking Science and Technology for Global Solutions", p203.	0	0	
29	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> , 2015. Optical and Imaging Properties of Highly Luminescent Water Soluble Type II CdTe/CdSe Nanoparticles Synthesised via a Green Method, TMS2015 144th Annual Meeting and Exhibition, March 15-19, Walt Disney World, Orlando, Florida, USA. p213.	0	0	
30	Okeleye BN, Mkwetshana NT, <b>Songca, S.P.</b> , Ndip RN, 2015. Antiproliferative and apoptotic potential of Peltophorum africanum on cancer cells. 1st UNIVEN – WSU International Research Conference, East London ICC, Programme And Book of Abstracts, p199.	0	0	
31	Miya GM, Oyemitan IA, Oyedeji OO, Oluwafemi OS, <b>Songca, S.P.</b> , Nkeh-Chungag BN, Oyedeji AO, 2015. Qualitative And Quantitative Phytochemical Screening Of Pentanisia Prunelloides (PP) Rhizome. 1st UNIVEN – WSU International Research Conference, East London ICC, Programme And Book of Abstracts, p177.	0	0	
32	Matola NF, Oyemitan IA, Matewu R, Oyedeji OO, Oluwafemi OS, Nkeh-Chungag BN, <b>Songca, S.P.</b> , And Oyedeji AO, 2015. Chemical Analysis and Biological Potential of Hyssop Herb, a Medicinal Plant Used By Traditional Healers in South Africa. 1st UNIVEN – WSU International Research Conference, East London ICC, Programme - Book of Abstracts, p174.	0	0	
33	Manamela MD, Ajibade PA, <b>Songca, S.P.</b> , 2015. Synthesis, Characterization And Antibacterial Activity Of Heteroleptic Nickel(II) Complexes Of Dithiocarbamates And Xanthates. 1st UNIVEN – WSU International Research Conference, East London ICC, Programme And Book of Abstracts, p137.	0	0	

34	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> and Kodama T, 2015. Simple green synthesis of cdte/cdse/zns core-multi shell with reduced cytotoxicity for bio imaging. 1st UNIVEN – WSU International Research Conference, East London ICC, Programme And Book of Abstracts, p137.	0	0	
35	Nyalambisa M, Matewu R, Oyemitan IA, Nkeh-Chungag BN, Oyedeji OO, Oluwafemi SO, <b>Songca, S.P.</b> , Oyedeji AO, 2015. Phytochemical analysis and Biological activities of Echinacea. 1st UNIVEN – WSU International Research Conference, East London ICC, Programme And Book of Abstracts, p37.	0	0	
36	Shabalala Z, Matewu R, Oyematan IA, Oyedeji OO, Oluwafemi SO, Nkeh-Chungag BN, <b>Songca, S.P.</b> and Oyedeji AO, 2015. Phytochemical Analyses of Arctium Lappa root extracts, 1st UNIVEN – WSU International Research Conference, East London ICC, Programme And Book of Abstracts, p36.	0	0	
37	Oladipo AO, Oluwafemi OS, <b>Songca, S.P.</b> , Mori S and Kodama T, 2016. Photothermal treatment of metastatic lymph nodes using biocompatible gold nanorods and near-infrared laser light. 11th International Workshop on Biomaterials in Interface Science, Tohoku University, Seiryō campus, Miyagi, Japan; August 30-31.	0	0	
38	Oladipo, A.O.; Oluwafemi, O.S.; Songca, S.P.; Mori, S.; Kodama, T.; A novel lymphatic treatment method for metastatic lymph node using photothermal therapy with controlled temperature cooling system, The Japan Society of Mechanical Engineers Annual Meeting. 2016/09/11 - 14. Session G0600304. Issued: 2016, Released: 2017/06/19. <a href="https://doi.org/10.1299/jsmemecj.2016.G0600304">https://doi.org/10.1299/jsmemecj.2016.G0600304</a> . Online ISSN 2424-2667.	0	0	
39	Oladipo AO, <b>Songca, S.P.</b> , Kodama T and Oluwafemi OS, 2016. An efficient lymphatic treatment method for metastatic lymph node using biocompatible gold nanorods and near-infrared laser light with controlled temperature cooling. 6th Annual Gauteng Nanosciences Young Researcher's Symposium (NYRS-2016), Mintek, Johannesburg, South Africa; November, 2016.	0	0	
40	Oladipo AO, Songca, S.P., Kodama T and Oluwafemi OS, 2016. Photothermal therapy of metastatic lymph nodes using the lymphatic delivery network. Gauteng SACI Young Chemists' Symposium, University of Witwatersrand, Johannesburg, South Africa; December 1.	0	0	
41	Fakayode OJ, <b>Songca, S.P.</b> and Oluwafemi OS, 2016. The Photodynamic Therapy Efficacy of Nano superparamagnetic Iron-Oxide-Gold meso-tetrakis(4-hydroxyphenyl)porphyrin conjugate. Frank Warren Conference of the South African Chemical Institute. Rhodes University, 4-8 December.	0	0	
42	Amos-Tautua BM, <b>Songca, S.P.</b> and Oluwafemi OS, 2016. Synthesis and spectroscopic characterization of 5, 10, 15, 20-tetrakis(3,5-dimethoxyphenyl)porphyrin as a potential photosensitizer in photodynamic therapy. Frank Warren Conference of the South African Chemical Institute. Rhodes University, 4-8 December.	0	0	
43	Oladipo AO, <b>Songca, S.P.</b> , Kodama T and Oluwafemi OS, 2016. Photothermal therapy of metastatic lymph nodes using the lymphatic delivery network. Gauteng SACI, Young Chemist Symposium, 2016, University of Witwaterstrand, 01-03 December.	0	0	

44	Fakayode OJ, Oluwafemi OS and <b>Songca, S.P.</b> , 2016. Facile green synthesis and characterization of water - soluble superparamagnetic iron oxide nanoparticles-gold porphyrin conjugate for improved photodynamic therapy. 2nd Global Nanotechnology Congress and Expo, Las Vegas, USA. 01-03 December.	0	0	
45	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> and Kodama T, 2016. Simple green synthesis of amino acid functionalised CdTe/CdSe/ZnSe core-multi shell with improved cell viability for cellular imaging. 2nd Global Nanotechnology Congress & Expo, Las Vegas, USA. 01-03 December.	0	0	
46	Oladipo AO, <b>Songca, S.P.</b> , Kodama T and Oluwafemi OS, 2016. An efficient lymphatic treatment method for metastatic lymph node using biocompatible gold nanorods and nearinfrared laser light with controlled temperature cooling (2016). 6th annual Gauteng nanoscience young researcher's symposium (NYRS). DST/MINTEK Nanotechnology Innovation Centre, Johannesburg, South Africa, 18 November.	0	0	
47	Fakayode OJ, <b>Songca, S.P.</b> and Oluwafemi OS, 2016. Synthesis and characterization of super paramagnetic iron oxide –gold core-shell nano-doughnuts for photodynamic breast cancer cell drug delivery (2016). 6th annual Gauteng nanoscience young researcher's symposium (NYRS). DST/ MINTEK Nanotechnology Innovation Centre, Johannesburg, South Africa, 18 November.	0	0	
48	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> and Kodama T, 2016. Effect of pH on the cell viability of mercaptopropanoic acid capped CdTe/CdSe quantum dots synthesised via a facile green method on mouse fibroblast histiocytoma cells. BIT 6th Annual world congress of Nanoscience and Technology. Holiday Inn Singapore Atrium, Singapore; 26-28 October.	0	0	
49	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> and Kodama T, 2017. Simple green synthesis of amino acid functionalised CdTe/CdSe/ZnSe core-multi shell with improved cell viability for cellular imaging. The Minerals, Metals and Materials Society (TMS) 146th Annual Meeting and Exhibition, San Diego Convention Centre and Marriot Marquis & Marina. San Diego, California, 26 February – 2 March.	0	0	
50	Ncapayi V, Oluwafemi OS, <b>Songca, S.P.</b> and Kodama T, 2017. Simple green synthesis of amino acid functionalised CdTe/CdSe/ZnSe core-multi shell with improved cell viability for cellular imaging. BIT 6th Annual world congress of Nanoscience and Technology 2016. Holiday Inn Singapore Atrium, Singapore; 26-28 October.	0	0	
51	<b>Songca, S.P.</b> , Oluwafemi O.S., Tsolekile, N., Matoetoe, M.C., 2018. Facile Green Synthesis and Characterization of Water Soluble Superparamagnetic Iron Oxide - Gold Porphyrin Conjugate for Improved Photodynamic Therapy. Nanotechnology San Diego 2018. 2 <sup>nd</sup> International Conference and Exhibition on Nanotechnology. Helios Group Scientific Network. Double Tree by Hilton, Hotel Circle. 19 <sup>th</sup> - 21 <sup>st</sup> November, 2018.	0	0	
52	Oluwafemi O.S., <b>Songca, S.P.</b> , 2018. Synthesis of Fluorescent CuInS <sub>2</sub> ZnS Quantum Dots. Nanotechnology San Diego 2018. 2 <sup>nd</sup> International Conference and Exhibition on	0	0	

	Nanotechnology. Helios Group Scientific Network. Double Tree by Hilton, Hotel Circle. 19 <sup>th</sup> - 21 <sup>st</sup> November, 2018.			
53	Hlapisi N; Montaung T; Liganiso L; Oluwafemi O; Songca S, 2019. Encapsulation of Gold Nanorods with Porphyrins for the Potential Treatment of Cancer and Bacterial Diseases, General Poster Session, Monday PM, March 11, Hall 3, Henry B. Gonzalez Convention Center, San Antonio, Texas, USA.	0	0	
54	Ncapayi V; Songca S; Oluwafemi S; 2019. Effect of the Synthetic Parameter on the Cytotoxicity of CdTe/CdSe Nanoparticles against Osteosarcoma Cell Line: Symposium on Functional Nanomaterials: Synthesis, Integration, and Application of Emerging Nanomaterials - Poster Session: General Functional Nanomaterials, Tuesday PM, March 12, Hall 3, Henry B. Gonzalez Convention Center, San Antonio, Texas, USA.	0	0	
55	Tsolekile N; Matoetoe M; Songca S; Oluwafemi S; 2019. Ternary Quantum Dots –Porphyrin Bio-conjugates: Imaging and Cytotoxicity Studies in Leukaemia (THP-1) Cancer Cell Lines: Symposium on Functional Nanomaterials: Synthesis, Integration, and Application of Emerging Nanomaterials - Poster Session: General Functional Nanomaterials, Tuesday PM, March 12, Hall 3, Henry B. Gonzalez Convention Center, San Antonio, Texas, USA.	0	0	
53.7	<b>OTHER RECOGNIZED OUTPUTS-POSTERS</b>			
1	<b>Songca, S.P.</b> , Bonnet R, 1993. The solubilization of porphyrins in hydroxylic media, Photodynamic Therapy Posters, 1993, Queen Mary & Westfield College, University of London.	0	0	
2	<b>Songca, S.P.</b> , Bonnet R, 1993. The Synthesis and Properties of Fluorinated Porphyrins and Chlorins, Queen Mary & Westfield College Annual Msc & PhD Posters, 1993, Queen Mary & Westfield College, University of London.	0	0	
3	<b>Songca, S.P.</b> , Bonnett R and Maes C, 1996. Synthesis and Evaluation of Some Fluorinated Tetra(Hydroxyphenyl)porphyrins For Use In Cancer Photodynamic Therapy, 33rd Convention of The South African Chemical Institute, P106, 1996, University of Cape Town.	0	0	
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6	Oluwafemi OS, Ncapayi V, <b>Songca, S.P.</b> , 2015. Simple green synthesis of CdTe/CdSe/ZnSe core-multi shell with reduced cytotoxicity for bio imaging. International Union of Pure and	0	0	



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7	Oluwafemi OS, Ncapayi V, <b>Songca, S.P.</b> , 2015. Green synthesis of anisotropic oleic acid-capped CdSe nanoparticles under ambient conditions. International Union of Pure and Applied Chemistry, 45th World Chemistry Congress, August 9-14, BEXCO, Busan, Korea. NM-P1266-TUE, p131.	0	0	
<b>53.8</b>	<b>PATENTS</b>			
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2	Matsuki D, Oladipo AO, Oluwafemi SO, Okajima J, Komiya A, Maruyama S, Mori S, Kodama T.; 2016. Technical Know-how on High aspect ratio Au-NRs synthesis Reg. No: A20160002.	0	0	
<b>53.9</b>	<b>OUTPUTS UNDER REVIEW</b>			
1	Anane, Y.A.; Apalata, T.; Vasaikar, S.D.; Okuthe, G.E.; and <b>Songca, S.P.</b> ; 2018. In Vitro antimicrobial Photodynamic inactivation of Multidrug-resistant <i>Acinetobacter baumannii</i> biofilm using Protoporphyrin IX and Methylene blue. Submitted to Journal for review.	0	0	
2	Anane, Y.A.; Apalata, T.; Vasaikar, S.D.; Okuthe, G.E.; and <b>Songca, S.P.</b> ; 2018. Screening of blaOXA23, blaOXA24, blaOXA51, blaOXA58, blaIMP-1 and blaNDM-1 type genes in multidrug-resistant <i>Acinetobacter baumannii</i> isolated from clinical specimens obtained from Mthatha, South Africa. Submitted to Journal for review.	0	0	
3	Masilela Z.I.; <b>Songca S.P.</b> ; and Oluwafemi S.O.; 2018. Comparison of Complimentary Routes in the Synthesis of p-phenylene Linked Porphyrin Dimer.			
4	Akintayo, F.O.; <b>Songca, S.P.</b> ; Oyebade O. N.; Oluwafemi, O.S. and Adebisi, N. O.; 2018. Assessment of the Impacts of Building Construction Projects on the Environment.			
5	Adebisi, N.O.; Eniolawu, O.; <b>Songca, S.P.</b> and Oluwafemi, S.O.; 2018. Geochemical Development of Groundwater from Odeda District of Southwestern Nigeria.	0	0	
6	Adebisi, N.O.; Eniolawu, O.; <b>Songca, S.P.</b> ; Oluwafemi, O.S.; 2018. Geochemical Evolution of Groundwater in the Aquifer System of Odeda District, Southwestern Nigeria. Submitted to Journal for review.	0	0	
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<b>53.10</b>	<b>TECHNICAL REPORTS</b>			

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2	<b>Songca, S. P.</b> ; Van Eldik, P.; Van Der Merwe, C.; Morris, P.; 2014. The WSU academic structure and architecture, The academic Enterprise of WSU.	0	0	
3	<b>Songca, S. P.</b> ; 2014. Walter Sisulu University Financial Growth and Recovery Plan, A strategic plan for financial growth and recovery.	0	0	
4	<b>Songca, S. P.</b> ; 2017. University of Zululand Teaching and Learning Report 2016, University of Zululand, ISBN: 978-0-620-78218-0.	0	0	

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**To:** "[Lekan Ayo-Yusuf](#)"; "[Patrick Demana](#)"; "[Eunice Seekoe](#)"; "[Sebi Lekalakala](#)"; "[Lionel Green-Thompson](#)"; "[Stephen Hendricks](#)"; "[Natalie Schellack](#)"; "[Lawrence Obi](#)"; "[nana.agyei@smu.ac.za](#)"; "[chantelle.baker@smu.ac.za](#)"; "[lesiba.baloyi@smu.ac.za](#)"; "[wilner.basson@smu.ac.za](#)"; "[dhaneshwar.bhagwandass@smu.ac.za](#)"; "[sonja.boy@smu.ac.za](#)"; "[rose.burnette@smu.ac.za](#)"; "[naume.manchidi@smu.ac.za](#)"; "[paul.chelule@smu.ac.za](#)"; "[Eddie DALton](#)"; "[sandra.duplessis@smu.ac.za](#)"; "[elzbieta.osuch@smu.ac.za](#)"; "[Carina Eksteen](#)"; "[Livi Feller](#)"; "[Perumal Gopalraj](#)"; "[Sam Golele](#)"; "[Leon Hay](#)"; "[Keven Hlaise](#)"; "[Donald Tanyanyiwa](#)"; "[Piet King](#)"; "[Daniel Kocks](#)"; "[Zacharia Koto](#)"; "[Greg Lebona](#)"; "[Patrick Lekgwara](#)"; "[Peter Sethusa](#)"; "[Honey Mabuza](#)"; "[Nomandla Madala](#)"; "[Harold Majane](#)"; "[Douglas Maleka](#)"; "[John Child](#)"; "[Mpho Motlhake](#)"; "[Rebecca Mhlongo](#)"; "[Alfred Mogale](#)"; "[Pindile Mntla](#)"; "[Mathildah Mokgatle](#)"; "[Andile Mokoena](#)"; "[Kebogile Mokwena](#)"; "[Sam Monokoane](#)"; "[Vanessa Moodley](#)"; "[Pagollang Motloba](#)"; "[Selina Mudau](#)"; "[Irene Munzhelele](#)"; "[Shingai Mutambirwa](#)"; "[Maphoshane Nchabeleng](#)"; "[Anna Oettle](#)"; "[Eye Clinic](#)"; "[Jan Olivier](#)"; "[Joshua Olowoyo](#)"; "[Alfred Ramukumba](#)"; "[Solomon Rataemane](#)"; "[Hannelie Meyer](#)"; "[Annalie Pistorius](#)"; "[Petrus Rautenbach](#)"; "[Tinyiko Nkhwashu](#)"; "[Solly Seeletse](#)"; "[Mapaseka Seheri](#)"; "[Gloria Selabe](#)"; "[Malmsiy Sengane](#)"; "[Nomathemba Taukobong](#)"; "[Elsie Vanaswegen](#)"; "[Frederick Veldman](#)"; "[Neil Wood](#)"; "[Maggie Aphane](#)"; "[Alex Dandadzi](#)"; "[Anna-Marie Wium](#)"; "[Irene Mohasoa](#)"; "[Carmen Milton](#)"; "[Gerda Botha](#)"; "[Casper Jonker](#)"; "[Mamza Mothibe](#)"; "[Liziwe Mugivhisa](#)"; "[Bassy Marvey](#)"; "[Sarah Kibirige](#)"; "[Sandile Williams](#)"; "[Nicolette Jordaan](#)"; "[Melvin Govender](#)"; "[Megwaiswa@gmail.com](#)"; "[daliwonga.magazi@smu.ac.za](#)"; "[albertina.mbokazi@smu.ac.za](#)"; "[setheme@mweb.co.za](#)"; "[motswaledi1@mweb.co.za](#)"; "[erich.raubenheimer@smu.ac.za](#)"; "[ent.hod@smu.ac.za](#)"; "[nyaweleni.tshifularo@smu.ac.za](#)"; "[ignitius.makgoka@smu.ac.za](#)"; "[gavin](#)"; "[Tshepo Mofokeng](#)"; "[Mercia Makgati](#)"; "[Henno Croucamp](#)"; "[Erica Ehlers](#)"; "[Marutla Kekana](#)"; "[Mpinane Makhoathi](#)"; "[Vuyiswa Mokgoko](#)"; "[Penuel Kunene](#)"; "[Raisibe Mphahlele](#)"; "[Brenda Ledwaba](#)"; "[merche.roux@smu.ac.za](#)"; "[queen.mabando@smu.ac.za](#)"; "[chaukerisa@hotmail.com](#)"; "[betty.difeto@smu.ac.za](#)"; "[corrie.vanstaden@smu.ac.za](#)"; "[sannie.manale@smu.ac.za](#)"; "[rina.dalton@smu.ac.za](#)"; "[joyce.jele-khoza@smu.ac.za](#)"; "[Anette Debeer](#)"; "[johannes.mmola@smu.ac.za](#)"; "[elize.vanzyl@smu.ac.za](#)"; "[matsatsi.modise@smu.ac.za](#)"; "[jean.fisher@smu.ac.za](#)"; "[mathilda.howard@smu.ac.za](#)"; "[tshepiso.matlou@smu.ac.za](#)"; "[honeymanyosi@gmail.com](#)"; "[christinah.mokogwa@smu.ac.za](#)"; "[dinah.nkoana@smu.ac.za](#)"; "[leandre.beukes@smu.ac.za](#)"; "[leonie.strauss@smu.ac.za](#)"; "[rose.leballo@smu.ac.za](#)"; "[Tebogo Kgomari](#)"; "[maphuti.sinthane@smu.ac.za](#)"; "[pietro.vanrooyen@smu.ac.za](#)"; "[lebogang.selabe@smu.ac.za](#)"; "[semakaleng.montwedi@smu.ac.za](#)"; "[jeanette.tladi@smu.ac.za](#)"; "[maria.mosia@smu.ac.za](#)"; "[olivia.mcdonald@smu.ac.za](#)"; "[secretary.psychiatry@smu.ac.za](#)"; "[colleen.begeman@smu.ac.za](#)"; "[Lethabo Kudumane](#)"; "[Thabang Phasha](#)"; "[Elsie Mfete](#)"; "[Vakele Nobongoza](#)"; "[marubinidd@gmail.com](#)"; "[s.nkonyane@gmail.com](#)"; "[charmaine.serepong@smu.ac.za](#)"; "[taiwo.akindipe@gmail.com](#)"; "[Nozipho Nyakale](#)"; "[Donald Tanyanyiwa](#)"; "[Hester Bruwer](#)"; "[Charmaine Serepong](#)"; "[Rose Burnett](#)"; "[Ignatius Makgoka](#)"; "[Jeffrey Mabelebele](#)"; "[Bridget Ratsaka](#)"; "[Peter Bosch](#)"; "[Dorcus Malemela](#)"

**Subject:** AGENDA OF SPECIAL SENATE MEETING 11 MARCH 2020 AT 15H00 - 16H00  
**Date:** Sunday, March 8, 2020 4:06:53 PM  
**Attachments:** [AGENDA SPECIAL SENATE MEETING - 11 MARCH 2020.pdf](#)

## Dear Members of the Senate

Please find attached the agenda of the Special Senate meeting scheduled as follows:

<b>DATE</b>	<b>WEDNESDAY, 11 MARCH 2020</b>
<b>TIME</b>	<b>15H00 – 16H00</b>
<b>VENUE</b>	<b>AUTOPSY DEMONSTRATION AUDITORIUM, S020 (GROUND FLOOR), CLINICAL PATHOLOGY BUILDING, SMU</b>

Regards

Ms Bridget Ratsaka  
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# SENATE



**MINUTES: SPECIAL MEETING HELD ON WEDNESDAY, 11 MARCH 2020 AT 15H00 IN THE AUTOPSY DEMONSTRATION AUDITORIUM (S020), GROUND FLOOR, CLINICAL PATHOLOGY BUILDING, SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY**

1.	<p><b>OPENING AND WELCOME</b></p> <p>The Chairperson, Prof AO Ayo-Yusuf, welcomed members to the meeting. He indicated that the purpose of the meeting was for the Senate to vote on the suitability of the shortlisted candidates for appointment to the position of the Vice-Chancellor.</p> <p>The following candidates have been shortlisted for the position:</p> <ol style="list-style-type: none"> <li>a. Prof PA Mbatj;</li> <li>b. Prof G Moche;</li> <li>c. Prof A Parekh; and</li> <li>d. Prof SP Songca.</li> </ol> <p>The Chairperson announced that Prof G Moche has withdrawn from participating in the process of presenting to the Joint Council, Senate and Institutional Forum sitting which took place prior to the Senate meeting, and her name was consequently removed from the list of shortlisted candidates for voting purposes.</p>
2.	<p><b>ATTENDANCE AND APOLOGIES</b></p> <p>Attendance and apologies as per the Attendance Register.</p>
3.	<p><b>CONSTITUTION OF THE MEETING</b></p> <p>The meeting was duly constituted in terms of a quorum.</p>
4.	<p><b>DISCLOSURE OF MATERIAL OR PERSONAL INTEREST</b></p>

	Disclosure of material / personal interest forms were signed in a Joint Council, Senate and Institutional Forum sitting, and no interest whatsoever was declared by any of the members.																				
<b>5.</b>	<b>AGENDA</b>																				
5.1	<b>HR Advertisement – Vice-Chancellor’s position</b>  The Senate noted the advertisements for the position of the Vice-Chancellor.																				
5.2	<b>Appointment procedures – Vice-Chancellor</b>  The Senate noted the Policy and procedures for the appointment of the Vice-Chancellor.																				
5.3	<b>Shortlisted candidates – Position of the Vice-Chancellor</b>  The Senate noted the Curriculum Vitae of the shortlisted candidates.																				
<b>6.</b>	<p>Voting procedure, process, counting of votes and announcements of results</p> <p>The voting procedure and process was overseen by the Registrar and Internal Audit and Risk Department. The Internal Audit and Risk Department counted the votes and the Registrar announced the results.</p> <p>Voting results for the position of the Vice-Chancellor</p> <p>Senate members voted as follows:</p> <table border="1"> <thead> <tr> <th>Candidate</th> <th>Suitable for Appointment</th> <th>Not Suitable for Appointment</th> <th>Abstained</th> </tr> </thead> <tbody> <tr> <td>Mbati PA</td> <td>44</td> <td>13</td> <td>0</td> </tr> <tr> <td>Moche G</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Parekh A</td> <td>40</td> <td>18</td> <td>0</td> </tr> <tr> <td>Songca SP</td> <td>43</td> <td>13</td> <td>0</td> </tr> </tbody> </table> <p>From the results above, it was noted that Senate was of the view that all the three candidates are suitable for appointment by the University, and that such a view will be communicated to the Selection Panel as per the applicable provisions in the <i>Policy and procedures for the appointment of the Vice-Chancellor</i>.</p>	Candidate	Suitable for Appointment	Not Suitable for Appointment	Abstained	Mbati PA	44	13	0	Moche G	-	-	-	Parekh A	40	18	0	Songca SP	43	13	0
Candidate	Suitable for Appointment	Not Suitable for Appointment	Abstained																		
Mbati PA	44	13	0																		
Moche G	-	-	-																		
Parekh A	40	18	0																		
Songca SP	43	13	0																		
<b>7.</b>	<b>Closure</b>  The Chairperson thanked members for their contributions and closed the meeting at 16h20.  The ordinary meeting of the Senate is scheduled for 24 March 2020.																				

**Approved as a true reflection of the proceedings:**

\_\_\_\_\_  
**Chairperson**

\_\_\_\_\_  
**Date**