



HERS-SA ACADEMY 2024

Sunday, 25 August to Thursday, 29 August
Double Tree by Hilton, Woodstock, Cape Town



ABOUT HERS-SA

Higher Education Resource Services South Africa (HERS-SA), is a registered Non-Profit Organisation (NPO). It was founded in 2003 to address the critical shortage of women in senior positions in the Higher Education (HE) sector in South Africa. Our activities include, inter alia, professional development workshops, advocacy, research, coaching, mentorship and networking opportunities, and our premier event, the HERS-SA ACADEMY. All of these activities are aimed at women who currently hold a leadership positions in a HE institution or who wish to prepare for leadership position in a HE institution.

PROGRAMME

THEME: SUCCESSION PLANNING FOR SUSTAINABLE HIGHER EDUCATION.

Date and theme	Time	Activity
Sunday, 25th Of August 2024 Get to know and connect with powerful leaders in and outside the sector	12h00 - 13h30	Registration
	13h30 – 13h45	<i>Opening and Welcome</i> Dr Soraya Beukes Chairperson HERS-SA
	13h45 - 14h00	<i>Academy Programme Overview</i> Brightness Mangolothi Director HERS-SA
	14h00– 15h45	<i>Networking – Speed introductions to broaden our network</i>
	15h45 – 16h00	Tea Break & Networking
	16h00 – 17h00	<i>Opening Guest Speaker</i> Feminist Institutionalism in South Africa Prof Amanda Gouws Professor Stellenbosch University
	17h00 – 18h00	BREAK
	18h00 - 20h00	<i>Formal Dinner</i> <i>Dinner Guest speaker</i> Dr Naomi Lumutenga Executive Director HERS-East Africa

<p>Monday, 26th of August 2024</p> <p>Women's leadership and changes in the sector</p>	<p>08h30 - 09h30</p>	<p><i>A national perspective on changes in higher education and the role of higher education leadership in the attainment of SDGs</i></p> <p>Prof Chris Nhlapho Vice-Chancellor Cape Peninsula University of Technology</p>
	<p>09h35- 11h00</p>	<p>Reflection on succession planning for sustainable higher education</p> <p>Dr Ronel Retief Registrar Stellenbosch University</p> <p>Odette Ramsingh Senior Director: Human Resources Sefako-Makgatho University</p>
	<p>11h00 – 11h30</p>	<p>Tea Break & Networking</p>
	<p>11h30 – 13h00</p>	<p><i>An international perspective on women's experiences and how we can collaborate to create a sustainable higher education</i></p> <p>Prof Bernadine Idowu Associate Professor: School of Biomedical Sciences University of West London, UK</p> <p>Dr Diana Ntamu Director, Entrepreneurship, Innovation and Incubation Centre Makerere University, Uganda</p> <p>Dr Naomi Lumutenga Executive Director HERS-East Africa</p>
	<p>13h00 – 14h00</p>	<p>Lunch & Networking</p>
	<p>14h00 – 15h00</p>	<p><i>Master class on women's leadership</i></p> <p>Dr Sharon Munyaka</p>

		Industrial & Organisational Psychologist Munyaka Inc
	15h00-15h15	Tea Break & Networking
	15h15 – 16h15	<i>Master class on women’s leadership</i> Dr Sharon Munyaka Industrial & Organisational Psychologist Munyaka Inc
	16h20 – 16h45	Delegates Group Photo
	17h15 – 18h00	Zumba Dancing Class
	18h30 - 20h30	<i>Formal Dinner and Networking Leadership</i> Prof Linda Ronnie DVC: Teaching and Learning (Acting) University of Cape Town
Tuesday, 27th of August 2024 A multi-lenses perspective on leadership	08h30 – 10h00	<i>Café Conversation</i> Women leaders perspectives Facilitator: Brightness Mangolothi
	10h00 – 10h30	Tea Break & Networking
	10h30– 12h10	<i>Gender Equality Plans – Core Elements for Structural Change in Higher Education</i> Prof Britta Thege Head of the Institute for Interdisciplinary Gender Research and Diversity (IGD) Kiel University of Applied Sciences, Germany <i>A Gendered Lens Towards Sustainable Universities</i> Dr Zethu Mkhize

		Director Transformation Stellenbosch University
	12h15 – 13h15	Choose & Attend 1 Parallel Workshop: Academic Tract Support Service Tract
		<i>Support Service Tract</i> <i>Women in Support Service experiences</i> Dr Masentle Lengane Director: Employment Equity and Transformation UNISA
		<i>Academic Tract</i> <i>The role of NRF in advancing succession planning and sustainable higher education</i> Prof Thandi Mgwebi Group Executive: Business Advancement NRF
	13h15 – 14h00	Lunch & Networking
	AFTERNOON FREE	
Wednesday 28th of August 2024 Career Advancement for Women in Higher Education	08h20 - 10h00	<i>Career path journeys & options in the Higher Education Sector</i> Prof Boitumelo Molebogeng Diale Professor of Educational Psychology & Educational Psychologist University of Johannesburg Dr Nita Lawton-Misra Registrar University of the Western Cape
	10h00 – 10h30	Tea Break & Networking
	10h30 – 12h00	<i>Coaching and Mentorship and Reflection</i> Dr Paddy Pampallis

	<p>CEO Integral Africa Institute Prof Christa Grobler Executive Dean: Faculty of Applied and Computer Sciences Vaal University of Technology</p>
12h00 – 16:00	Choose & Attend 1 Parallel Workshop: Academic Tract Support Service Tract
12h00 – 13h00	<p><i>Career Management Considerations for Support Services Staff</i> Coaches: Dr Daisy Selematsela Director Libraries University of Witwatersrand</p>
	<p><i>Career Management Considerations for an Academic Staff</i> Prof Anthea Rhoda DVC: Teaching and Learning University of Free State</p>
13h00 – 14h00	Lunch & Networking
14h00 – 16h00	Choose & Attend 1 Parallel Workshop cont.:
	<p><i>Career Management Considerations for Support Services Staff</i> Dr Daisy Selematsela Director Libraries University of Witwatersrand</p>
	<p><i>Career Management Considerations for an Academic Staff</i> Prof Anthea Rhoda DVC: Teaching and Learning University of Free State</p>

	16h00 – 18h00	BREAK
	18h00 - 20h00	<i>Closing Dinner speaker</i> Prof Menah Pratt Vice President for Strategic Affairs and Diversity and Professor of Education Virginia Tech., US <i>Burger Building Night - Prizes Galore</i>
Thursday, 29th of August 2024 Self-care, Integration & Closure	07h30 - 08h20	<i>Residential Delegates:</i> Check out of room & place luggage in storage at the Reception Desk
	08h30 – 10h00	<i>Applying for your senior leadership job: Unpacking the dos and don'ts, including the preparation for an interview</i> Vuyokazi Dwane Senior Director: Human Resources Cape Peninsula University of Technology
	10h00-10h20	Tea Break & Networking
	10h20 – 11h20	<i>Future world of work and how it impacts our existence in HE</i> Prof René Pellissier International consultant, strategic and research specialist CHEC Higher Education Leadership Development
	11h20– 12h40	<i>Self-care: You are okay, but stuff that happened to you wasn't!</i> Ziyanda Mavumengwana Clinical Psychologist and Author Ziyanda Mavumengwana
	12h45 – 13h00	<i>Where to from here? Evaluation, Aha moments and a vote of thanks!</i> Brightness Mangolothi

		Director HERS-SA
	13h00-14h00	Closing Lunch
Awards evening	17h00 for 17h30	HERS-SA HIGHER EDUCATION WOMEN LEADERS AWARDS Venue: Cape Town Aquarium (V&A) <i>Dress Code – Formal/Traditional (With a touch of blue/gold)</i>

SPEAKERS PROFILES

**Prof Amanda Gouws
(Distinguished Professor of
Political Science, Stellenbosch
University)**



Amanda Gouws is Distinguished Professor of Political Science at the University of Stellenbosch, South Africa, where she holds a National Research Foundation Chair in Gender Politics. Her research focuses on women and citizenship, women's representation, women's movements and gender based violence. She has published widely in these areas. Her books include (with Jim Gibson) *Overcoming Political Intolerance in South Africa* (Cambridge, 2003), which received the Alexander George Book Award for best book in Political Psychology in 2003. *(Un)Thinking Citizenship: Feminist Debates in Contemporary South Africa*. (Ashgate 2005). In 2014 she received the Wilma Rule Award for the best paper in gender and politics from the International Political Science Association. With Daiva Stasiulis she published *Gender and Multiculturalism: North/South Perspectives*. (Routledge. 2014). Her latest book, *Feminist Institutionalism in South Africa*:

SUNDAY, 25 August 2024

Designing for Gender Equality (2022) appeared with Rowman and Littlefield. She is the editor of *Nasty Women Talk Back* (with Joy Watson) (2018) and *The COVID Diaries* (with Olivia Ezeobi) (2021), Both with Imbali Press. She was a Commissioner for the South African Commission for Gender Equality from 2012-2014.

**Dr Naomi Lumutenga
(Executive Director & Co-Founder,
Higher Education Resource
Services-East Africa (HERS-EA))**



Naomi Lumutenga is the Executive Director & Co-Founder, Higher Education Resource Services-East Africa (HERS-EA).

HERS-EA (<https://www.hersea.org/>) is a sister organisation of HERS based in Denver, USA, and HERS-SA. HERS-EA is an educational non-profit organization advancing women leadership and management in Eastern Africa. HERS-EA has trained over 170 women from universities in Uganda, Kenya, Tanzania, Rwanda, Burundi, South Sudan, and Ethiopia. Naomi also serves as Honorary Canon at

Canterbury Cathedral in UK, after serving for 11 years as a member of the General Synod of the Church of England.

Naomi is a Ugandan-born Educationalist, PhD holder, and accomplished speaker whose interests and peer-reviewed publications are in gender equity and community education. While teaching in UK, she was actively involved in campaigning at national and international forums, for Social Justice, Equal Rights for women (especially in Developing Countries), Fair Trade & Debt Relief for the most highly indebted countries (HICs). In 2016/17 she was the technical editor to a consultancy reviewing the Government White Paper for the Ministry of Education in Uganda. Naomi is currently co-editing a book; Reimagining Engaged Women Leadership for Development in Africa, to be published later this year, by Peter Lang Inc, of NY.

MONDAY, 26 AUGUST 2024

**Prof Chris Nhlapo
(Vice-Chancellor and Principal,
Cape Peninsula University of
Technology)**



Prof Chris Nhlapo is the Vice-Chancellor and Principal of the Cape Peninsula University of Technology (CPUT), a registered public higher education institution in Cape Town, South Africa. His previous position was as Deputy Vice-Chancellor of research, Technology Innovation and Partnerships, at CPUT.

He is currently the Chairperson of the Technological Higher Education Network South Africa (THENSA) that looks after all the UoT's in South Africa, and a Board Member of the Universities South Africa (USAf), and an Executive Board Member of the Human Resource Development Council of South Africa (HRDC), as well as a Board Member of the French South African Institute of Technology (F`SATI)

Prof Nhlapo holds a BSc (Chemistry and Mathematics) (University of the Free State), a BSc Hons (Chemistry) (University of the Free State), an MSc (Chemistry) (University of Limpopo), and a PhD (Chemistry) (University of the Northwest). He also holds an HEd (University of the Free State). He is a Fellow of the International Union of Pure and Applied Chemistry (IUPAC) and worked within Commission IV where he focused on IUPAC Projects. He headed the Department of Chemistry at the University of the Free State (UFS) before joining the National Research Foundation (NRF). At the NRF, he participated in building research capacity and capability within HEIs through the development of national and international strategic partnerships. He led the development

of strategic documents and guidelines strengthening HEIs management and leadership capabilities by establishing research collaboration support and sustaining research collaborations. Some of these documents have become the blueprints standards for research capacity and development at HEIs.

Prof Nhlapo continues to participate in the international and national discourse regarding the economic competitiveness of South Africa versus the Developmental State, Technology Transfer, and Innovation in comparison with other OECD countries.

**Dr Ronel Retief
(Registrar, Stellenbosch
University)**



Ronel Retief was appointed as Registrar of Stellenbosch University (SU) on 1 January 2017.

After having obtained her Master's degree in Afrikaans Literature from Stellenbosch University (SU), she received a doctoral travel grant from the then Centre for Science Development which enabled her to do the groundwork for her doctoral study at Utrecht University, The Netherlands. She obtained her doctoral degree on

the Construction of the Female Subject in the Poetry of Afrikaans Women Poets since 1970 from SU in 2005.

On her return from the Netherlands Ronel spent 5 years at the Division of Research Development as Coordinator of Research Funding. In August 2003 she was appointed Deputy Registrar at the Faculty of Medicine and Health Sciences where she spent the next 13 years until her appointment as Registrar.

Ronel has a keen interest in leadership development. She participated in a leadership development programme at Said Business School, Oxford University, and in 2022 had the opportunity to attend the Management and Leadership in Education programme at the Harvard Graduate School of Education. She is involved in student leadership development through the Frederick van Zijl-Slabbert Leadership Institute at SU and has participated, first as a delegate and later as a presenter, in the HERS Academy.

In her role as Registrar, she is part of the VC's management team and is responsible for student administration (including the client services centre), governance support, record management and legal services. Ronel has taken on a few large institutional projects, inter alia, rewriting the SU Statute and heading up a high-stakes student administration system implementation project.

Ronel is the vice chair of the USAf Registrar's Forum and serves on various committees and panels within the higher education sector in SA

Odette Ramsingh
(Senior Director: Human
Resources, Sefako Makgatho
Health Sciences University)



Odette Ramsingh is the Senior Director: Human Resources at Sefako Makgatho Health Sciences University in South Africa. Previously, she served as the Director General of the South African Public Service Commission, overseeing the performance of the South African Public Service. In 2009, she made a successful transition to the corporate sector as a Group Human Resources executive and then joined the academic sector in 2017.

Odette is a consummate executive with a solid academic and professional grounding in a wide spectrum of disciplines, including legal, governance, public administration, policy analysis, human resources, labour law, financial and business management. Her skills and abilities were refined through more than 20 years of experience in senior management roles in the public (including tertiary) and private sector. On an academic level she holds a number of degrees (BA, LLB, MBA and MA), and did a Senior Executive Programme at the Harvard Business

School in the United States, and obtained her Master's degree in the United Kingdom, having been awarded the Nelson Mandela Scholarship in 2004. She is an admitted attorney of the Supreme Court of South Africa.

Odette has served on a number of bodies on the African continent and internationally, and is regarded as a leading authority in governance, public administration, HR and, transformation. She was the first head of the Interim Secretariat of the Association of African Public Services Commissions and served as Deputy President of the African Public Sector HR Network. She was also a Member of the Committee of Experts on Public Administration (CEPA) at the United Nations, serving two terms, and had the privilege of evaluating the United Nations Public Service Awards (UNPSA) nominations from across the globe, and in 2020 she moderated the UN Public Service day.

Dr Diana Nandagire Ntamu
(Director of the Entrepreneurship,
Innovation and Incubation
Centre, Makerere University)



Dr. Diana Nandagire Ntamu is an Entrepreneurship Development

specialist and the Director of the Entrepreneurship, Innovation and Incubation Centre at Makerere University Business School (MUBS). She is a Senior Lecturer in the Department of Entrepreneurship and Innovation and holds a Doctor of Philosophy (PhD), an MBA (Entrepreneurship and Small Business Management) and a B.A Education (Economics major) from Makerere University.

Over the last 20 years, Dr. Ntamu has worked with local and international institutions promoting entrepreneurship through training and research. As the Director of the Entrepreneurship, Innovation and Incubation Centre, she has designed and implemented training programmes for micro, small and medium enterprises and provided leadership to the various projects at the MUBS Entrepreneurship Centre. She has researched small and growing businesses in Uganda and Nigeria, the leather sector in the East African Community, entrepreneurship in family businesses, entrepreneurship and poverty alleviation in markets, marginalisation and women entrepreneurship, youth employment and social entrepreneurship. Dr. Ntamu has published articles in collective action, financial resilience, social entrepreneurship, public interest and portfolio entrepreneurship. As a consultant, she has supported organisations to build sustainability plans and develop transformation roadmaps.

She has teaching experience of 17 years at both undergraduate and graduate levels. She has served on committees and boards in public and private sector institutions. She serves as a judge of the PAKASA, a programme of the Vision Group that inspires and promotes young entrepreneurs. She is a member of the Uganda Women Entrepreneurs Association (UWEAL), a member of the Institute of Small Businesses and Entrepreneurship in the United Kingdom, and the International Society of Third Sector Research (ISTR). She is a board member of the Microfinance Support Centre Ltd and was a member of the Business Process Outsourcing and Innovation Council since November 2021 under the Ministry of ICT and National Guidance. She serves as a member of the Projects Committee of the MasterCard Foundation-funded projects at the Private Sector Foundation Uganda and the MUBS Leadership and ICT Centre Boards. She has teaching experience of 17 years at both undergraduate and graduate levels. She has served on committees and boards in public and private sector institutions. She serves as a judge of the PAKASA, a programme of the Vision Group that inspires and promotes young entrepreneurs. She is a member of the Uganda Women Entrepreneurs Association (UWEAL), a member of the Institute of Small Businesses and Entrepreneurship in the United Kingdom, and the International Society of Third Sector Research (ISTR). She is a board member of the Microfinance Support Centre Ltd and was a member of the Business Process Outsourcing and Innovation Council since November 2021 under the Ministry of ICT and National Guidance. She serves as a member of the Projects

Committee of the MasterCard Foundation-funded projects at the Private Sector Foundation Uganda and the MUBS Leadership and ICT Centre Boards.

**Dr. Bernadine Idowu
(Professor of Biomedical Science,
University of West London)**



Dr. Bernadine Idowu is a King's College London Graduate. She went on to do her PhD at QMUL. Bernadine is an award-winning Scientist, a recipient of the Roger Cotton Prize, she has published in peer-reviewed journals, her most recent publication in June 2023 has nearly 6,000 views, 'A personal reflection upon navigating into a senior academic role'. She is a recipient of the African Achievers Award validating her Academic Impact.

She is the Founder and Chair of the BME Early Career Researcher (ECR) Network, which runs an annual conference, now in its 8th year, that attracts an international audience, to empower ECRs to remain in academia by empowering them with mentors and various tools and resources.

She is an Associate Professor of Biomedical Science and Course Leader within the School of Biomedical Sciences, University of West London,

and a visiting Senior lecturer within the Centre for Oral Clinical & Translational Sciences, KCL. She is the Founder of YACnCAY, a registered charity that mentors young people to be good citizens in today's society. She freelances for the Guardian newspaper. She is a Principal Fellow of HEA. She was elected to be a member of the Royal Society of Biology. She sits on various Advisory Boards and is the Co-Chair of Black in Biomedical Research Advisory Group for the Medical Research Council. She was recently invited to the launch of the MRC-LMS where she was introduced to HRH Princess Royal Anne.

Twitter @toyinyacncay

LinkedIn Bernadine Idowu-Onibokun

Website

www.uwl.ac.uk/staff/bernadine-idowu

**Dr Sharon Munyaka
(Organisational Psychologist
Sharon Munyaka Inc.)**



Sharon holds a doctorate in industrial psychology from the Nelson Mandela University in South Africa. She is a registered Industrial & Organisational Psychologist with the Health Professions Council (HPCSA) and has over 20 years of experience in positively transforming behaviour in

the workplace. She has worked across multiple industries and works at an individual, team and organisational level. Her scope of work in organisations has included facilitating conversations around diversity and transformation. Her strong facilitation skills have put her in good stead in managing conflict and the general unwillingness to shift from the status quo. She also facilitates diversity processes in schools across SA. With the ongoing global change, Sharon has been supporting schools to become more agile and relevant.

Sharon is part of the Presencing Institute (MIT) eco-system as follows: an accredited Theory U Facilitator, part of the PI Faculty for the United Nations SDG Leadership Labs, Faculty for the Ubuntu Lab Institute (part of the PI-U-School), and lead on a u-lab 2x project. Sharon is also an alumni of the Common Purpose (UK) global CSCLeaders2019 cohort.

In addition to developing strategies for optimum performance, Sharon has a strong talent management capability which has resulted in her continual support of clients which includes but is not limited to clients such as Primedia Pty, Flint Group South Africa, PraekeltFoundation, Massmart Holdings, Massdiscounters, Nedbank, Reserve Bank of South Africa.

Sharon does leadership coaching across sectors with a keen interest in high-potential leaders moving up the leadership pipeline. Sharon is

accredited on the Results Based Coaching, ORSC, LUMINA and the Enneagram. She teaches post-grad coaching modules.

Sharon is an accredited mediator with Conflict Dynamics in South Africa as well as the Centre for Effective Dispute Resolution (CEDR), UK. Sharon has an interest in working on commercial and medical mediation matters.

Sharon is a board member at CitizenLeader Lab, South Africa, a non-profit focused on leadership development and working with school principals to transform education. Sharon serves as a trustee for the SHL PBO focusing on advancing educational opportunities for industrial psychology students across South African universities. Sharon is also a Certified Principal Business Psychologist (Association for Business Psychology) in the United Kingdom.

**Prof Linda Ronnie
(Acting, Deputy Vice-Chancellor:
Teaching and Learning, University
of Cape Town)**



Emerita Professor Linda Ronnie was appointed acting DVC: Teaching and Learning. Linda Ronnie is Professor Emerita: Organisational Behaviour and

People Management. She is also an academic advisor to the national Department of Higher Education and Training (DHET) National Collaboration Project: Future Professors Programme (Phase 1). A National Research Foundation (NRF) rated scholar, Ronnie has published in the fields of organisational behaviour and higher education with a focus on the intricacies of the employer-employee relationship through the lens of the psychological contract. She is the proud recipient of the UCT Distinguished Teacher Award, winner of the inaugural Emerald Case Writing Competition, and runner-up of the 2021 Ceeman's Case Writing Competition, both international awards. She is the former dean of the Faculty of Commerce. She joined the UCT Graduate School of Business (UCT GSB) in 2002 after 15 years in industry. At the UCT GSB she was the director of the Associate in Management and the Postgraduate Diploma in Business Administration programmes as well as convenor of the MBA programme.

TUESDAY, 27 AUGUST 2024

**Prof Dr Britta Thege
(Head of the Institute for
Interdisciplinary Gender Research
and Diversity (IGD), Kiel
University of Applied Sciences)**



Prof Dr Britta Thege is head of the Institute for Interdisciplinary Gender Research and Diversity (IGD) of the Kiel University of Applied Sciences in Germany since 1996; lecturer at the Department of Social Work and Health since 2005; Deputy Equal Opportunities Officer since 2015; member of the university's Complaints Office since 2020 and holds an adjunct professorship at the Department of Social Work and Health since 2021. She received her academic training at the Ludwig Maximilian University of Munich (Diploma in Sociology), the University of Sussex (Master Sociology) and the University of Pretoria (Doctor of Philosophy). She has many years of expertise in the implementation of Gender Mainstreaming in organisations, gender in higher education, gender in (academic) personnel development and the anchoring of gender aspects in research and teaching, as well as project development and project management.

Dr Zethu Mkhize
(Director of Transformation,
Stellenbosch University)



Zethu Mkhize is the Director of Transformation Office at Stellenbosch University. She holds a D Phil degree in Social Work which she obtained from the University of South Africa and a master's Diploma in Human Resource Management from the then Rand Afrikaans University (currently known as the University of Johannesburg). Her leadership management training includes, inter alia, Financial Management and Higher Education Management obtained from Corporate Business & Management Training and Wits Business School respectively.

She joined higher education as a lecturer in social work where she taught social work practice and policy.

She has worked as a skills development facilitator for Quality Council for Trades and Occupations (QCTO) accredited programmes. Her previous roles in the support environment includes Manager: HIV Policy Development, Manager: Anti-

harassment & Discrimination, and Director: Student Affairs.

She has participated in international collaborations with various universities including Chicago State University; Michigan State University; Jackson State University, Gallaudet University and De Mont Fort University. She participated in a skills enhancement programme at Temple University (Pennsylvania).

Her remarkable contribution in the discipline includes her role as the Secretary of the academic society (Association of South African Social Work Education Institutions). She was a member of the Ministerial Task Team that was assigned to develop terms of reference for the re-engagement of veteran social workers. Her other roles included being a member of the Ministerial Committee on the Review of the White Paper for Social Welfare (1997) and president of a statutory council (South African Council for Social Service Professions). She is a member of the Transformation Managers Forum, a community of practice for transformation managers in South African higher education public universities that operates under the auspices of Universities South Africa (USAF)

Her area of interest is social justice, women empowerment, and policy development.

Dr Thandi Mgwebi
(Group Executive: Business
Advancement, National Research
Foundation of South Africa.)



Prior to her current role, she served as the Deputy Vice-Chancellor: Research, Innovation, and Internationalisation at Nelson Mandela University (NMU) and the Tshwane University of Technology (TUT). Through these strategic roles, she has gained extensive experience and is an internationally recognised leader in higher education.

Dr Mgwebi has championed partnerships with many international organisations inside and outside of Africa. Her commitment to international collaboration is apparent in the many roles she plays in various committees, such as her role as a Council Member of the Sustainable Development Solutions Network (SDSN) Leadership Council; the African Institute of Mathematical Sciences; and various other national and international committees. In her previous tenure at the NRF, she championed partnerships with Fulbright, the British Council, the Newton Fund and others. She also played a pivotal role in driving the transformation of the DSI-NRF South

African Research Chairs Initiative leading to the appointment of women Chairs, known as SARChI 42.

She possesses a profound understanding of developments in South Africa's higher education landscape, complemented by a track record of managing complex portfolios. Her experience in building and managing knowledge networks and partnerships for change underscores her capacity to leverage international and national support for context-tailored initiatives and co-investment models in support of research and innovation.

Dr Mgwebi completed her postdoctoral research in Virology at the University of Cape Town and holds a PhD (Medicine) in Cell and Developmental Biology from UCT; a Tertiary Educational Management degree in Higher Education Management from the University of Melbourne, Australia; and a Management Development Programme certificate from the University of Stellenbosch Business School. She received her undergraduate BSc degree from the University of Transkei (now WSU). She also obtained a certificate in Business Sustainability from the University of Cambridge, UK.

Dr Masentle Lengane
(Deputy Director, University of
South Africa)



With over two decades of dedicated service in fostering Employment Equity (EE) and Transformation within the academic and corporate spheres. I am a seasoned leader recognized for strategic vision and operational excellence. Currently serving as the Deputy Director of Employment Equity and Transformation and Seconded to the position of Director of Leadership, Policies and Systems at the University of South Africa (UNISA). I hold primary accountability for EE and Transformation promotion, monitoring, and reporting to various stakeholders including the Department of Labour, the Council, and the UNISA community.

My tenure at UNISA has been marked by orchestrating comprehensive EE and Transformation initiatives, ensuring compliance with legislative mandates and institutional policies. Notable accomplishments include drafting institutional EE plans, facilitating EE training sessions, and spearheading the establishment of critical support structures such as the Centre for Students with Disabilities. Prior to my directorial role, I served as

an Employment Equity Specialist, focusing on Disability Affairs, where I advocated for inclusivity and accessibility, both in recruitment practices and workplace accommodations. My contributions extended beyond disability management to encompass all facets of EE and Transformation implementation, ranging from recruitment to reporting and development.

Before my tenure at UNISA, my experience at Basil Read (Pty) Ltd, Bedfordview, honed my skills in EE facilitation and organizational development. I led initiatives spanning recruitment, skills development, and community engagement, evidencing a commitment to corporate social responsibility.

Throughout my career, I have demonstrated adeptness in strategic planning, financial management, and change leadership, ensuring alignment with organizational goals and regulatory frameworks. My expertise is underpinned by a robust portfolio of professional development, including workshops, conferences, and specialized training sessions.

In committee memberships and external engagements, I have advocated for diversity, equity, and social justice, contributing to broader societal transformation agendas. My multidisciplinary approach,

I am poised to leverage my expertise and leadership acumen to advance EE and Transformation agendas, driving organizational excellence and societal impact in an ever-evolving landscape.

Prof Boitumelo Diale
(Professor, University of South Africa)



Prof Boitumelo Diale ("Prof D" known by her students and colleagues) is a Full Professor in the Department of Educational Psychology, College of Education, University of South Africa (UNISA). She is a NRF C2 Rated researcher. Prof Diale held previous leadership roles in the Faculty of Education, University of Johannesburg for the past eleven years before she joined UNISA in March 2024. At UJ, Prof Diale was the Master's Programme Coordinator (2014- 2016), Head of the Department of Educational Psychology (2017-2021) and Vice Dean: Teaching and Learning (2021-2022). Prof Diale's niche area focuses on various projects combining career transitioning across the lifespan, neurodiversity, bullying in schools and sexuality studies. Prof Diale established and directed the Center for Neurodiversity@UJ based at the Soweto Campus. She is also the former President of the UJ Convocation (2019 -2022) and deputy president (2022- 2023). As an academic, Prof Diale's areas of

specialization are Career Psychology, Neurodiversity, Personal and Professional Development, Sexuality Education and Life Orientation. As a scholar and researcher, Prof Diale is a registered Educational Psychologist with the HPCSA and an Employee Wellness Practitioner for 19 years. She is an Educational Psychologist at the Clinix Tshepo Themba Private Hospital in Soweto. Nationally, Prof Diale is the former chair of the South African Career Development Association (SACDA) and the South African College of Applied Psychology (SACAP) Academic Board and currently a board member of both organizations. From 2019 to date, Prof Diale has been appointed a Visiting Professor at the University of Nigeria, Nsukka (UNN). Prof Dale is married to Ntate Governor Diale, who is an Attorney of Law, and they are blessed with two sons, Katlego and Ofentse.

Dr Nita Lawton-Misra
(Registrar, University of the Western Cape)



Dr Nita Lawton-Misra (Ph.D) joined the University of the Western Cape (UWC)

as Registrar in 2015. Before joining UWC, she served in various senior roles at the University of the Witwatersrand (Wits). Dr Lawton-Misra holds a PhD in Educational Psychology from UWC, and a MEd degree from Wits University. In addition, she participated in the International Executive Development Programme run by the Wits Business School, as well as the Oxford Strategic Leadership Programme held at the Said Business School of Oxford University.

As Registrar, Dr Lawton-Misra is the compliance officer of the University, in terms of the HE Act, which includes being secretary to Council, Senate and Convocation. She is also responsible for the overarching academic administrative life-cycle of students, including data management. She is the Deputy Information Officer of the University and is responsible for POPIA advocacy, training and awareness.

Dr Lawton-Misra is also a registered psychologist and a certified life coach. She has presented research papers at various national and international conferences, has facilitated and participated in numerous workshops and seminars, as well as steered a group of nine university Registrars in compiling The Registrar's Handbook, a resource tool on governance and academic administration. She is currently a board member of the Council on Higher Education (CHE); a member of the Legal Advisory Committee, a sub-committee of Universities South Africa (USAf); and in 2020 was appointed as a director on the board of the Tertiary Education

and Research Network of South Africa (TENET) where she served until 2023

**Dr Paddy Pampallis
(CEO, Integral Africa Institute)**



Qualifications

- Doctorate in Professional Executive Coaching (MDX)
- Transpersonal Psychology (UK: Sheffield)(Post Grad 2 year Dip.)
- M.ED Psych Cum Laude (Wits) (Cum Laude).
- BA Hons Clin Psych. HDE (Wits). HPCSA registered.
- PCC ICF Coach Accredited.
- Integral U Master Coach, Facilitator, Author, Speaker and Consultant

Dr Paddy Pampallis is the CEO, founder of the Integral Africa Institute (2015) (IAI), co-founder and CE of The Coaching Centre (Pty) Ltd (2003) (TCC) and the Ubuntu Coaching Foundation (NPO) and Integral Africa Conference. Her purpose is the co-creation and development of applied conscious leadership and practice into the world, through growing the capacities and capabilities of both inner and outer mastery. Passionate about drawing on our African wisdom to decolonise mindsets towards a more expansive, integrative, and inclusive

way of being, she sees the focus of education/leaders taking on an embodied practice of skilful transformative learning and leadership towards our full potentiality and flow. Dr Pampallis' ground-breaking spirit saw her as first (of 5) to receive a Doctoral Degree in Executive Coaching (2005). Her business has worked with over 100 companies, many universities, health systems, and government. TCC (2003) is a professionally and internationally accredited school of coaching and leadership utilising an Integral Africa approach. With a constant eye on the interweaving of theory and practice into a dynamic process for managing change, anxiety, culture, relationship, strategy, the work of the TCC school has graduated hundreds of adult students. The feedback: this has been life changing. Transformative learning comes down to having the highly skilled dialogic conversation for relationship. With an international footprint, Dr Paddy is a faculty on Meridian University for transformative practice, as well as a fellow at other universities.

Everything is urgent: we have to go slowly.

Baya Akamolafe (Philosopher)

**Prof Christa Grobler
(Executive Dean, Vaal University
of Technology)**



Prof Christa Grobler has served in the Higher Education sector since 1997. She has a variety of experiences both in Health Sciences and in Higher Education. As a leader, building capacity and knowledge transfer is her passion and consider inter- trans- and multidisciplinary collaboration as a high priority and values team dynamics.

She is currently appointed as the Executive Dean of the Faculty of Applied and Computer Sciences at Vaal University of Technology. Additionally, she serves on the Professional Board for Medical Technology (Vice chair) of the Health Professions Council of South Africa (HPCSA) till 2025 as appointed by the Minister of Health. Furthermore, she was appointed by Member of the Executive Council (MEC): Health to serve as a member of the Provincial Health Research Committee of Health in Gauteng. The Council of Higher Education (CHE) appointed her to serve as a member of an Institutional Audit Panel.

As an empowered scholar of distinguish quality, she indicated that making a significant contribution to

academic excellence, research capacity building, and community engagement is an honour and privilege.

**Dr Daisy Selematsela
(University Librarian,
Witwatersrand University)**



Daisy Selematsela (PhD) is the University Librarian at the University of the Witwatersrand (Wits University). Previously served as the Executive Director Library & Information Services at the University of South Africa (UNISA) and Acting Vice Principal for Research and Innovation; Executive Director Knowledge Management Corporate at the NRF. An appointed Professor of Practice of Knowledge Management of the University of Johannesburg.

Vice President, 2023-2027 of the International Science Council (ISC); Executive Committee Member of Committee on Data (CODATA) of the International Science Council (ISC).

She served on policy forums such as the UNESCO Science Sector; SA National Commission for UNESCO Forum; Executive member: International Council for Science Union (ICSU SCID) ad Hoc Committee on Information and Data; ICSU EDC Panel

- International Science Union World Data Centre Panel.

Her role in academic citizenship involves serving on international Boards of Directors of, CODATA (Committee on Data of the International Science Council) of the International Science Council, Research4Life, GetFTR, Networked Digital Library of Theses & Dissertations (NDLTD) and recently stepped from ORCID and COAR (Confederation of Open Access Repositories). At national level serves on the Board of Directors of ITOCA (Information Training and Outreach Centre for Africa), SANLiC (South African National Licensing Consortium) and serves as Chairperson of both CHELSA (Committee for Higher Education Librarians of South Africa) the South African National Committee of CODATA through the NRF. She previously served on the Board of the National Library of South Africa, Council for Library and Information Services (NCLIS) and Council of the National Archives of South Africa.

She served on the Editorial Board of Committee on Data for Science and Technology (CODATA) Data Science Journal (DSJ). Currently on the Editorial Boards of Global Change Research Data Publishing and Repository and Preservation, Digital Technology & Culture (PDT&C) Journal; ALIS (Annals of Library and Information Science) Journal.

Daisy is the recipient of the 2016 and 2019 Knowledge Management Leadership Award by the Global Knowledge Management Congress &

Awards in association with World Education Congress; and the 1st International Conference on Knowledge and Innovation Management (ICKIM) Babcock University.

As an alumnus of HERS-SA and HERS-Bryn Mawr College (Philadelphia).

**Prof Anthea Rhoda
(Deputy-Vice Chancellor
Academic, University of the Free
State)**



Professor Anthea Rhoda is the Deputy-Vice Chancellor Academic at the University of the Free State. She has completed a BSc Physiotherapy and a PhD in Physiotherapy at the University of the Western Cape (UWC). She also completed a BSc Honours in Physiotherapy (Neurology) and an MSc in Medical Sciences (Rehabilitation) at Stellenbosch University. Prof Rhoda is a C1 NRF rated researcher with a research focus in the field of disability and rehabilitation, more specifically the rehabilitation of adults with neurological conditions caused by stroke or spinal cord injuries. Her research activities has been supported by grants awarded by both the SAMRC and the NRF. She also conducts research in the area of faculty development and interprofessional

education. Her research outputs includes publications in international and local journals, book chapters as well as presentations at conferences both locally and abroad.

Her interest in building capacity in African scholars has seen her supervise a number of PhD and Masters students from across the African continent. Prof Rhoda is dedicated to developing a critical mass of next generation academics which is demonstrated in the Capacity Building Programme for Associate Lecturers and the Mentoring for Academics Programme she facilitated when she was the Dean at UWC. Prof Rhoda is an Associate Editor for the African Journal of Health Professions Education and a previous Chairperson of the South African Committee of Health Sciences' Deans. Prof Rhoda has also completed the Sub-Saharan Africa- FAIMER Region Institute fellowship as well as the Strategic Management Programme at the SAID Business School, University of Oxford.

**Prof Menah Pratt
(Vice President for Strategic
Affairs and Diversity and
Professor of Education, Virginia
Tech., US)**



Menah Pratt is the Vice President for Strategic Affairs and Diversity and Professor of Education at Virginia Tech. A fierce advocate and visionary, she is the founder of the Faculty Women of Color in the Academy National Conference (12th year) and the Black College Institute (7th year), impacting hundreds of women and minority students annually.

Nationally recognized as a leader, scholar, and author, Dr. Pratt has received several awards: the 2023-2024 American Council on Education Fellowship; Women We Admire in Virginia, 2023 and 2024; the 2023 Individual Winds of Change award by the Forum on Workplace Inclusion; the 2021 Inclusive Excellence Individual Leadership Award by the National Association of Diversity Officers in Higher Education; and the 2018 American Education Studies Association Critics' Choice Award for outstanding scholarship for *A Black Woman's Journey from Cotton Picking to College Professor: Lessons about race, gender, and class in America*, a biography about her mother, Dr. Mildred Pratt. Elected chair of the Council on Diversity, Equity, and Inclusion for the American Public Land-Grant Universities, she is also the author of 5 books on issues of race, class, and gender in education. Her most recent work is *Blackwildgirl: A Writer's Journey to Take Back her Superpower*. The book and companion journal, *Finding your Superpower* explore the journey from Black girlhood to Black womanhood.

She has a bachelor's degree from the University of Iowa with a major in English and minors in Philosophy and African-American Studies. She received her master's degree in Literary Studies from the University of Iowa and a master's degree in Sociology from Vanderbilt University. In addition, she earned her PhD and JD from Vanderbilt University. A writer, poet, musician, and a blogger at www.menahpratt.com, her life's work reflects a commitment to helping others actualize their potential to serve humanity.

THURSDAY, 29 AUGUST 2024

**Vuyokazi Dwane
(Senior Director: Human Capital,
Cape Peninsula University of
Technology)**



Vuyokazi has 29 years' experience as a People Professional, having started her career as a change management and organisational development consultant and progressed through various project management roles. Since 2007, Vuyokazi has held strategic HR leadership roles where she has been responsible for leading HR teams, developing and overseeing the implementation of the People Agenda across a variety of employment settings in both private and public sectors. She currently holds the position of Senior Director: Human Capital at the Cape Peninsula University of Technology (CPUT). Vuyokazi is a courageous, inclusive, empathetic and ethical leader who can be relied upon to uphold the shared values and principles that honour the humanness that is precious to all she meets. She is passionate about facilitating the growth and learning of others which she expresses in how she journeys and co-creates growth plans for those whose careers she stewards.

**Prof René Pellissier
(International consultant,
strategic and research specialist,
CHEC Higher Education
Leadership Development)**



'If you try to predict the future, know that you will be wrong. The trick is to be as least wrong as possible and be ready.'

René Pellissier is an international consultant, strategic and research specialist. She has worked for several international universities in the United States, the United Kingdom, France, and the SADC and has held numerous executive positions in HE.

René is the strategic Focus Area Leader for Knowledge Co-Production at the Southern African Regional Universities Association (SARUA). She has headed several large scale capacity development projects funded by the EU. For instance the SADC administered Climate Change and Sustainable Development programme including the development of the transdisciplinary curriculum for the master's programme in Climate Change and Sustainable Development for the SADC; the German Industrialisation Organisation's Industrial Pharmacy Fellowship across the SADC, the EngageSDG focusing on Participatory Approaches towards Knowledge Co-Production within SDGs and research incentives for impact

funded by the IDRC. In addition, she has been involved in the design and development of several EU grants.

René also heads the Cape Higher Education Consortium (CHEC) Leadership Academy, where she designs and facilitates leadership development programmes in Higher Education and presents the following workshops: Operational Excellence in Higher Education, Human-centric Leadership in Higher Education, Knowledge co-production and mode 3 thinking and Systems Thinking in Higher Education. René supervises doctoral students in Digital Transformation and Complexity and regularly offers research design and research methods workshops having received several merit awards in research. She works as strategist, researcher, and systems engineer in the international arena based on her extensive international experience across the globe at universities in the United States, the United Kingdom, France and across Africa and sees herself as an international traveller and transdisciplinary innovator. Her specializations are technology and innovation and complex adaptive systems. Her students refer to her as MamaB or MamaBoss and her staff used BossLady.

She is a futurist and consultant specializing in the world of future work based on the evolution of technology and the resultant societal changes and needs. She is Professor of Research and Innovation (SA) and Professor of Information Management (UK). René holds an MSc (specialization: Mathematical Statistics), an MBA and a PhD in Industrial Engineering

(specialization: Systems Engineering). She was the first woman to receive the doctoral degree in Systems Engineering.

**Ziyanda Mavumengwana
(Clinical Psychologist, Ziyanda
Mavumengwana)**



Ziyanda is a Clinical Psychologist with experience in both the public and private sectors. Ziyanda's journey from humble beginnings in mental health advocacy is nothing short of inspiring. Her advocacy extends to the written word. Her self-published book, "You're Okay, But the Stuff That Happened to You Wasn't", blends personal narratives with psychological theories, offering a therapeutic toolkit for those grappling with life's challenges.

Ziyanda is the Young Achiever Award 2024 BHF Titanium Award winner.

She is currently contracted to Walter Sisulu University's, Student Affairs Division and heads up her practice in the Eastern Cape.

Ziyanda holds a Master's degree in psychology from Nelson Mandela University and is currently a 4th-year doctoral candidate at the University of Cape Town's Department of Psychology under the supervision of Professor Kevin Thomas and Prof Cheryl Foxcroft.

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