WOMEN'S UNIVERSITY IN AFRICA

Addressing Gender Disparity and Fostering Equity in University Education

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Handbook for PhD Researchers

2018-2019

CONTENTS

PhD CALENDAR FOR 2018-2019

MONTH & DATE	ACTIVITY	TIME
INTAKE TWO		
OCTOBER 2018		
2 October	**Orientation at Manresa Campus, Harare**	**1000hours**
6 Oct	Qualitative Research Methodology (Weekend)	0900-1130hours
13 Oct	Qualitative Research Methodology (Weekend)	0900-1130hours
20 Oct	Qualitative Research Methodology (Weekend)	0900-1130hours
27 Oct	NVivo (Weekend)	0900-1130hours
NOVEMBER 2018		
	Submission of PhD Thesis Topics	1430hours
3 Nov	NVivo (Weekend)	0900-1130hours
10 Nov	NVivo (Weekend)	0900-1130hours
17 Nov	Research Ethics (Weekend)	0900-1130hours
24 Nov	Quantitative Research Methodology (Weekend)	0900-1130hours
DECEMBER 2018		
1 Dec	Quantitative Research Methodology (Weekend)	0900-1130hours
8 Dec	Quantitative Research Methodology (Weekend)	0900-1130hours
15 Dec	SPSS (Weekend)	0900-1130hours
JANUARY 2019		
5 Jan	SPSS (Weekend)	0900-1130hours
12 Jan	SPSS (Weekend)	0900-1130hours
19 Jan	SPSS Weekend)	0900-1130hours
26 Jan	SPSS (Weekend)	0900-1130hours
FEBRUARY 2019		
1-28 Feb	Writing of Research Proposals	
MARCH 2019		
1-31 March	Writing of Research Proposals	
22 March	**Submission of Students' and Supervisors' Progress Reports**	0900-1130hours
APRIL 2019		
1-30	Writing of Research Proposals	
MAY 2019		
1-31	PhD Seminar Series & Refining Research Proposals	
JUNE 2019		
8 June	Submission of Draft Research Proposals, Ethics Clearance and Informed Consent Forms to Research Ethics	
JULY 2019		

1-31 July	Incorporating comments from Research Ethics Committee	
AUGUST 2019		
9 Aug	**Submission of PhD Research Proposals and Students' and Supervisors' Progress Reports to the Higher Degrees Committee**	
29-30 Aug	Students' Oral Defence of Proposals before the Higher Degrees Committee	
SEPTEMBER 2019		
13-14 Sept	Submission of applications to proceed to conduct fieldwork	

1.   INTRODUCTION

1.1.   Welcome to the PhD Programme at WUA

Congratulations on obtaining a place to conduct your PhD research at the Women's University in Africa (WUA). A very warm welcome to you and it is our privilege to have the opportunity to work with you as we help you to advance your professional career and as we deepen and enrich our research culture. We hope that you will find your time at WUA intellectually stimulating and your experience personally fulfilling.

This handbook aims to provide an introduction to the PhD programme and it broadly lays out the journey of a PhD researcher from registration, proposal development, fieldwork, write up, thesis submission, to examination and graduation. The primary purpose of the PhD programme is to provide research training and career development enabling students to reach highest standards of scholarship, engage with existing literature and debates on their chosen subject, develop independent critical theoretical and analytical insights and plan, research and successfully write a doctoral thesis. Successful PhD candidates become specialists in their area of study and they are eligible to enter the academe or other fields that are consistent with their predilections.

This handbook should be read together with the Regulations for the Doctor of Philosophy Degree Programme which is available at the Admissions Office. The Research, Quality Assurance & Postgraduate Centre is committed to helping you to get to know how things work, what is expected of you and important deadlines that you must meet. The supportive Centre is a relatively small outfit dedicated to developing a creative environment for doctoral and postdoctoral research through the provision of opportunities for participation in research workshops, methodology and skills training and professional development during your period of study at WUA. We greatly value your intellectual curiosity and we look forward to working with you as you widen your research knowledge, skills and experience.

1.2.   PhD Programme Structure

1.2.1.   Fulltime Students

The fulltime PhD programme at WUA follows a three-year format at the minimum. The programme consists research training and further development and submission of a detailed, ethically sound and acceptable research proposal in the first year after which students may apply to proceed to conduct primary research or fieldwork during the second year. The third year is for writing up the doctoral thesis. Students should work with the target of submitting the thesis by the end of the third year. Extensions beyond the third year up to the end of the fourth or fifth year at the latest should be justified in writing by the student and supported by the supervisor(s).

1.2.2. Part-time Students

For part-time students, the PhD programme follows a four-year standard with the possibility of extending to not more than 8 years at the latest.

1.3. Bodies involved in Administering the PhD

The PhD programme is administered under the guidance and control of the University Senate. The University Senate gives final approval to degrees and it monitors the implementation of high standards of conduct and performance.

Below the Senate is the Higher Degrees Committee of the entire University and it has appointed PhD holding representatives from the Faculties. The Higher Degrees Committee exercises responsibility with respect to reviewing PhD applications and recommending those candidates eligible for admission, receiving and deliberating on students' and supervisors' progress reports, appointment of examiners and reviewing examiners' reports.

The day to day operation of the programme is supervised by Dr Solomon Mombeshora, the Director of the Research, Quality Assurance & Postgraduate Centre. Nevertheless, the essence of the WUA experience remains the work of the research student with the PhD supervisor(s).

1.4. Supervision

Each candidate is assigned a **principal supervisor** and the relationship between the student and supervisor is the core of the PhD programme and both parties have responsibilities. The supervisor will help the student to develop the PhD thesis through discussion and the review of draft materials or chapters presented by the student. The supervisor has primary responsibility for inspiring the student advance towards successfully finishing the degree programme.

There is also an **associate supervisor** who further supports the work of the PhD student by offering an additional perspective to the candidate. The associate supervisor will not be as involved in the student's work as the principal supervisor. However, the associate supervisor may take up responsibility for supervision when, for various reasons, the principal supervisor is unable to continue supervising the student or when the principal supervisor is on official leave of absence.

The Research, Quality Assurance & Postgraduate Centre will ensure that all new PhD research students meet their supervisors as early as possible.

1.4.1. Responsibilities of Research Students

PhD research students are adults whose responsibilities include the following:

- ✓ Maintaining regular contact with the principal supervisor;
- ✓ Developing and submitting to the supervisor a research work plan which is consistent with the normal expectations of the University;
- ✓ Agreeing with the main supervisor on a schedule of meetings and maintaining progress in fulfilling the schedule;
- ✓ Submitting written material to the principal supervisor in time to allow comments and discussion before proceeding to the next stage;
- ✓ Taking note of the guidance and feedback from the supervisor(s);
- ✓ Taking responsibility for their own personal and professional development;
- ✓ Familiarising themselves with the University PhD and General Regulations and policies such as the Policy on Intellectual Property and Other Income Generating Projects, and Ethics Policy;
- ✓ Recording details of each supervision in a **Logbook** including what was discussed and agreed upon with their supervisor;
- ✓ Arranging to meet with the Director of the Research, Quality Assurance & Postgraduate Centre if the student feels that there are challenges in establishing an effective working relationship with the main supervisor or associate supervisor. The Director will provide advice on any grievance procedures to follow.

1.4.2. Responsibilities of Supervisors

The principal supervisor's responsibilities are as follows:

- ✓ Agreeing on a schedule of supervisory meetings with the student;
- ✓ Providing advice and support to the student on the preparation of a research work plan during the first year;
- ✓ Approving a research plan developed by the student;
- ✓ Maintaining regular contact with the student and signing off a student's entries of supervisory meetings in the logbook;
- ✓ Providing constructive comments on the student's written work within one month of it being given to the supervisor;
- ✓ Advising the student on expected ethical standards in conducting research;
- ✓ Completing an annual report on the student's progress for consideration by the Higher Degrees Committee and Senate;
- ✓ Ensuring that the student is made aware if there is lack of progress or if the work submitted is below the standard that is generally expected;
- ✓ Encouraging the student to present research findings at seminars or conferences and to publish some of these before submission of the final thesis;

- ✓ Nominating external and internal examiners for the student's viva and arranging a mutually convenient date for the viva; and
- ✓ Briefing the student on the procedures involved in the viva or oral examination.

1.4.3. Change of Supervisors

In circumstances where the supervisor feels that he/she is no longer able to supervise the student for one reason or many reasons or where the student finds it difficult to continue with the principal supervisor, the following things should be taken into account:

- The supervisor and the student must have worked together for a minimum period of six months;
- The supervisor and the student must reach a mutual agreement on the need for change;
- A formal request should be submitted to the Director of the Research, Quality Assurance & Postgraduate Centre by either party by completing the requisite form; and
- The Higher Degrees Committee will make the change and inform the Senate.

In addition to the foregoing Introduction, Section 2 below presents the 'The Roadmap for a Doctoral Researcher and Key Milestones' and finally Section 3 provides a staff directory and biographies of PhD Supervisors at WUA.

2.   THE ROADMAP FOR A DOCTORAL RESEARCHER   AND KEY MILESTONES

2.1.   Activities upon Arrival

Upon arrival at WUA, the following activities should be carried out:

- ✓ Provisionally registering as a PhD student so that you become a member of the University who can receive tuition, use the Library and other University facilities;
- ✓ Working out a schedule of regular meetings with the supervisor, at least once a month;
- ✓ Preparing an overall research plan with objectives, activities and a timetable for your research; and
- ✓ The research plan should include the proposed title of the thesis which is endorsed by your supervisor and approved by the Higher Degrees Committee and Senate.

2.2.   Year One

2.2.1. Research Methodology and Skills Training

You must discuss training needs with your supervisor at the beginning of each year and especially at the start of the first year. This should help you to identify areas for further development and training.

The University offers Research Methodology and Skills Training for PhD students during the first half of the first year. The course focuses on how to construct a literature review and debates in philosophy of social science research and their influence on research methodology and research design. The sessions will cover a variety of qualitative and quantitative methodological approaches. The qualitative methodological approaches include, *inter alia,* ethnography, interviews and discourse analysis. Quantitative methodological approaches include descriptive and inferential statistics, the use of the Statistical Package for Social Sciences, regression analysis and so on.

2.2.2. Research Proposal Development and Submission

During the first year, the student, in close consultation with the supervisor, is expected to develop a research proposal which includes the following segments:

1. **Title of the thesis**
2. **Introduction**
    o Introduction
    o Context or background
    o Statement of the research problem
    o Purpose or Aim of the study
    o Objectives of the study
    o Research questions or hypotheses
    o Justification for the study
    o Importance of the study
    o Assumptions of the study
    o Delimitations/scope of the study
    o Limitations of the study
    o Brief indication of the theoretical framework and research methodology to be used
    o Brief reference to ethical and legal issues involved
    o Summary
3. **Literature Review**
    o Introduction
    o Debates on the subject of study
    o Gaps in existing knowledge and how the study adds to, develops or challenges existing literature in the field;
    o Theoretical and conceptual framework of the study
    o Summary

4. **Research Methodology and Methods/Design**
   o Introduction
   o Site(s) of the study
   o Research paradigm (i.e. linking theoretical framework to research methodology)
   o Research design or methods
   o Data generation procedures or data collection instruments
   o Triangulation of data sources
   o Data analysis or interpretation procedures
   o Ethical issues and how they will be handled
   o Summary

The complete research proposal must be submitted with the written consent of the supervisor to the Director of the Research, Quality Assurance & Postgraduate Centre for consideration and approval by the Higher Degrees Committee and Senate.

2.2.2.1. Defence of the PhD Research Proposal

The student will be invited to a pre-fieldwork viva to defend his/her research proposal before a panel of the Higher Degrees Committee. The Higher Degrees Committee may arrive at any one of the following decisions:

- Pass and proceed to conduct fieldwork; or
- Pass subject to minor revisions or clarification to be submitted and validated in writing by supervisor before proceeding to conduct fieldwork; or
- Fail with major revision and additional viva at the next assessment point.

Upon approval by the Higher Degrees Committee, the student proceeds to fully register for the PhD degree programme. Students whose full research proposals have been approved may apply using appropriate forms to proceed and conduct fieldwork. The completed application form, signed by the student and the supervisor, should be submitted to the Director of the Research, Quality Assurance & Postgraduate Centre.

2.2.3. Ethical Review

Every PhD research student whose research involves human research participants will require ethical approval before the research proposal is submitted to the Higher Degrees Committee. Each student needs to complete an ethics clearance and informed consent forms for consideration and/or approval by the Research Ethics Committee of WUA. The ethics clearance and informed consent forms may be collected from the office of the Director of the Research, Quality Assurance & Postgraduate Centre and an ethics clearance certificate issued by the Research Ethics Committee should be attached to the full PhD proposal for submission to the Higher Degrees Committee. The aim is to ensure that ethical issues are dealt with in the research design. Research that involves

medical issues may require clearance by the Medical Research Council of Zimbabwe upon payment of a fee by the student concerned.

Most research funding bodies require evidence of ethical scrutiny by the University and this entails filling out the ethics clearance and informed consent forms which are scrutinised by the Research Ethics Committee. If the Research Ethics Committee is satisfied an ethics clearance certificate will be issued subject to certain terms and conditions. The student should complete the relevant ethics forms with help from his/her supervisor.

2.2.4. Monitoring of Progress

Students will be monitored through a half-year report and an annual report. The reports will assess quality of written papers and the pace of advancement. The forms for half-year and annual reports are available from the office of the Director of the Research, Quality Assurance & Postgraduate Centre and should be filled in by the student in coordination with, and approval by, the supervisor(s).

The completed report forms provide the Higher Degrees Committee with a guide on the student's progress. The forms may also be used to indicate any challenges or difficulties that the supervisor or the student may be facing.

2.2.4.1. Student's Report

The student's half-yearly and annual progress report should provide the following details:

- ✓ The current stage and status of research;
- ✓ Issues that the student may be experiencing in carrying out research;
- ✓ An indication of whether non-academic factors have impeded the student's research progress;
- ✓ How many times the student met with the supervisor and whether that was satisfactory;
- ✓ Whether the student received adequate, appropriate and constructive feedback and advice;
- ✓ The courses of training the student participated in during the year and whether this was adequate;
- ✓ Funding arrangements;
- ✓ Research objectives for the following half-year or full year;
- ✓ The quarter (i.e. first, second, third, or fourth) and year when the student expects to submit the thesis;
- ✓ Any other things that the student wishes to bring to the attention of the Higher Degrees Committee.

2.2.4.2. Supervisor's Report

The principal supervisor is required to complete a half-yearly and an Annual Report which provides specifics on:

✓ Whether satisfactory progress is being made vis-à-vis the student's research work plan;
✓ Whether the student was in regular contact;
✓ The quarter and year during which the supervisor expects the thesis to be submitted;
✓ Whether there is any risk that the student may not meet the deadline for submitting the thesis;
✓ Whether any non-academic factors impeded the student's progress;
✓ Any other challenges that the student may be experiencing and possible solutions to address the challenges.

2.2.4.3. Half-Yearly and Annual Review Meetings and Approval of Registration

The Higher Degrees Committee will meet half-yearly and annually to consider all reports submitted by supervisors and students. If there is satisfactory progress, the committee will make a decision on the student's registration for the following academic year.

2.2.5. Unsatisfactory Progress

If the student's progress is deemed to be unsatisfactory, the Higher Degrees Committee has two options for a decision:

✓ The student may be offered provisional registration for a specified period at the end of which the student must fulfil stipulated requirements such as completing a chapter or chapters in order to be fully registered; or
✓ The student may be refused permission to register in the following academic year.

2.2.6. Appeals

If a student has been refused permission to re-register, he/she will receive a letter from the Office of the Director of the Research, Quality Assurance & Postgraduate Centre informing him/her of the procedure to be followed for appealing the decision and the fee to be paid for processing the appeal.

2.3.   Year Two

2.3.1. Fieldwork and application procedure

Upon successfully completing the first Annual Review, the student may be allowed to proceed to conduct field research after completing an application form. The application form is available from the office of the Director of the Research, Quality Assurance & Postgraduate Centre. The completed application form should be submitted by the student to his/her supervisor who will make a recommendation that the student is ready for fieldwork. The Higher Degrees Committee will make a decision on the application.

The Director of the Research, Quality Assurance & Postgraduate Centre will write to inform the student of the decision.

Before the student proceeds to carry out fieldwork, he/she must ensure that the following things are in order:

- The thesis title and research proposal have been approved;
- Where necessary ethical approval has been secured;
- The student has received notification in writing from the office of the Director of the Research, Quality Assurance & Postgraduate Centre that approval to carry out fieldwork has been granted.

2.3.1.1. Contact with the supervisor

During fieldwork, the student should maintain regular contact with his/her supervisor to inform the supervisor of progress.

2.3.2. Application to extend period of fieldwork

If a student wishes to extend the period of fieldwork beyond one year, he/she needs to inform the supervisor. If the supervisor supports the request, the student should complete the application form which is available from the office of the Director of the Research, Quality Assurance & Postgraduate Centre. The supervisor is supposed to support the application in writing and submit it to the Director for consideration by the Higher Degrees Committee. The Director of the Research, Quality Assurance & Postgraduate Centre will notify the student of the decision of the Higher Degrees Committee.

2.3.3. Return from fieldwork

Upon return from fieldwork, the student should inform the office of the Director of the Research, Quality Assurance & Postgraduate Centre in writing.

2.4. Years Three and Four

2.4.1. Thesis Writing

After completing fieldwork, the student should see the supervisor and agree on a write up framework and timeline. The onus for writing up field findings is on the student buoyed up by the supervisor's constructive comments at regular meetings.

PhD students who are at the stage of writing up are required to present one or two draft chapters at a seminar during the third and/or fourth year. Seminars help PhD candidates to get constructive comments and suggestions from other researchers. The office of Director of the Research, Quality Assurance & Postgraduate Centre arranges the seminars.

The draft chapters presented can be further fine-tuned for presentation at local or international conferences and submitted for publication in edited books and/or refereed journals. This is particularly important and it is required of all students.

2.4.2.   Notice of Intention to Submit Thesis

As already pointed out in Section 1.2.1., PhD students should produce the first full drafts of their theses before the end of the third year. The extension into the fourth year is meant to enable the students who have complete drafts to tie up odds and ends in their theses in readiness for final submission and examination. The move to the fourth year requires the recommendation of the supervisor after completing an appropriate form obtainable from the office of the Director of the Research, Quality Assurance & Postgraduate Centre.

The student should complete an Application for Entry to the PhD Examination form obtainable from the office of the Director - Research, Quality Assurance & Postgraduate Centre. The form should be signed by the student and the supervisor and it should be submitted at least three months prior to the final submission. The student is required to write a one-page summary or abstract of the thesis which must accompany the Application for Entry to the PhD Examination form.

2.4.3.   Submission of Summary or Abstract

The one-page summary should, with clarity and precision, articulate the compass of the research and the distinct and significant contribution that the thesis is making to knowledge of the subject. The summary or abstract should state the problem that was investigated, the method(s) of investigation and outline the main arguments of the thesis and its major conclusions.

The summary may be single spaced and on A4 size paper. The summary must not exceed 300 words.

It should contain the following details:

WOMEN'S UNIVERSITY IN AFRICA

THE NAME OF THE DEGREE PROGRAMME e.g. DEVELOPMENT STUDIES DEGREE PROGRAMME

THESIS TITLE e.g. AN ANALYSIS OF HUMAN WILDLIFE CONFLICTS IN SOUTHEASTERN ZIMBABWE

NAME OF THE CANDIDATE e.g. REHEMA MAPINDUZI & STUDENT REGISTRATION NUMBER e.g. W253545

SUMMARY

2.4.4. Preparation of Thesis for Examination

In order to submit the thesis for examination, the student must be fully registered and must pay the requisite examination fees. Information about the amount of fees payable may be obtained from the Office of the Deputy Registrar Academic.

Three copies of the thesis, which are in spiral binding, should be submitted to the office of the Director of the Research, Quality Assurance & Postgraduate Centre in person.

The thesis must not exceed 80, 000 words in length including the bibliography but excluding appendices.

2.4.5. Presentation of Thesis

Before submission, the student should check that:

- All chapters and sections in chapters are there and in correct order;
- The Table of Contents is present and page numbers correspond to the chapters, headings and subheadings;
- All figures, diagrams and tables are present and that they have appropriate titles and legends where necessary;
- Organisations and individuals who helped in the research are appropriately acknowledged;
- The text has been checked for typographical errors and all errors have been corrected;
- References are cited using the Harvard University style of referencing;
- All pages are correctly numbered; and
- The bibliography lists authors cited in the thesis in alphabetical order.

2.4.6. Submission and the Viva

As stated above, a student intending to submit a thesis for examination should, with the approval of the supervisor, submit his/her intent to submit the thesis together with a summary or abstract at

least two months before the submission. This period enables the appointment of examiners and setting a date for the viva.

2.4.6.1. Appointment of Examiners

The supervisor has the duty to recommend to the Higher Degrees Committee an external and internal examiner of the thesis and to set a date for the viva. Permission for two internal and two external examiners is possible if there are compelling reasons. Examiners must not be connected to the student or have any prior influence on the thesis.

2.4.6.2. Examiners' Assessment Options

In examining a PhD thesis, the decisions of the examiners ordinarily crystallise into five options:

- Straight pass which means the student is ready to graduate and become a doctor;
- Pass with minor revisions including either correcting a few typos or references before binding;
- Pass with corrections. This may involve the addition of a few pages to capture additional literature and/or revised data analysis. The revised thesis may be checked by one of the examiners but there is no need for a second viva. The student is not a doctor until the revisions have been approved after which the candidate passes and proceeds to graduation;
- Major revision which may take a year or up to 18 months during which substantial revisions are made in response to the detailed report of the examiners. It is essential for the student to discuss the revisions with the supervisor; and
- Fail, in which case the candidate is not allowed to revise and re-submit the thesis for examination.

2.4.6.4. Post-viva Approval Process

Following the viva, the reports written by the examiners will be approved by the Higher Degrees Committee and the Senate. Once the viva reports have been approved, the student will receive the formal recommendation made by the examiners and full reports from the Office of the Deputy Registrar Academic. .

2.4.6.5. Submission of Final Version of Thesis

The Office of the Deputy Registrar Academic will provide the student with information relating to the deadline for submitting the revised thesis and when the hardbound thesis should be submitted. The final thesis, together with a soft copy on a compact disc, will be placed in the University Library. The thesis will be available for public consultation except in a few cases where the sensitivity of the data may warrant restricted access. The student should discuss restricted access with the supervisor before the thesis is submitted and inform the Office of The Deputy Registrar Academic accordingly.

2.4.6.6. Graduation

Graduation ceremonies are held in October of each year. Successful PhD candidates eligible for graduation will be informed of specific graduation dates and what is expected of them by the Office of the Deputy Registrar Academic. However, in order to graduate the student must have completed all corrections to the thesis and must not owe the University fees or Library fines.

2.4.6.7. Unsuccessful Candidates

The theses of PhD candidates who do pass their examination will be retained by, and become the property of, the University.

2.5. Further Information

2.5.1. Changing to Part-Time Status

If a student wishes to transfer from fulltime to part-time or from part-time to fulltime, he/she should complete the relevant form which is available from the office of the Director of the Research, Quality Assurance & Postgraduate Centre. The change in status will be effected in the next academic year. The student should send the completed form to the supervisor who will decide on the recommendation to make to the Director of the Research, Quality Assurance & Postgraduate Centre. The Higher Degrees Committee and Senate will decide on the change of registration. The Director will inform the student of the decision.

3. STAFF

3.1. Staff Directory

Staff Member	Email Address	Phone

1	Dr Solomon Mombeshora	smombeshora@wua.ac.zw ‖ smombeshora@gmail.com	+263 772 235 670
2	Dr Innocent T. Mahiya	itmahiyauz@gmail.com	+263 773 463 391
3	Dr Yuleth Chigwedere	yulethc@yahoo.com	+263 773 508 461
4	Dr Silas Mangwende	sparowa@gmail.com	+263 772 588 711
5	Dr Alexio Mbereko	ambereko@gmail.com	+263 783 725 429
6	Dr Sam Takavarasha Jr	stjnr1@gmail.com	+263 77472 7548
7	Dr Phoebe Kashora	pkashora@gmail.com	+263 772 747 836
8	Sister Dr Tendai Chikutuma	tchikutuma@gmail.com	+263 772 393 507
9	Dr Priscilla Mataure	mmataure@zol.co.zw	+263 772 365 234
10	Dr Hellen Venganai	helvenganai@gmail.com	+263 715 378 638
11	Dr Johnson Magumise	joemagumise2000@yahoo.co.uk	+263 772 765 653
12	Dr Paradzayi Pathias Bongo	paradzayib@gmail.com	+263 783 506505
13	Dr Godfrey B. Nyamushamba	gnyamus@gmail.com	+263 785 518 305
14	Dr Alex Benjamin Madzivire	madzivireab@macotra.co.zw	+263 712 606 433
15	Dr Wenceslaus Mudyanadzo	mudyanadzo1960@gmail.com	+263 772 424 132

3.2.   Biographies

Dr Solomon Mombeshora

Overview

Dr Solomon Mombeshora is the Director of the Research, Quality Assurance & Postgraduate Centre. He is a social anthropologist and sociologist with over 20 years of experience in teaching, supervision and examination of PhD theses and MSc and BSc dissertations in Anthropology and Sociology. He Chairs the Higher Degrees Committee and the Research Board and he has particular research interests in environment and sustainable development, as well as the application of qualitative research methods to development practice. Recent research and publications focus on the interface of climate change governance, natural resources management policy, institutional processes and livelihoods outcomes. He has performed professional consultancy services for a number of organisations in Zimbabwe, Liberia, Ethiopia, Mozambique, Botswana and South Africa. His doctoral research in the early 1990s was on the social implications of agrarian change in the Southern Highlands of Tanzania.

Education and Qualifications

1993   PhD in Social Anthropology, University of Cambridge, UK

1989   MPhil in Social Anthropology, University of Cambridge, UK

1987   BSc Honours in Sociology, University of Zimbabwe, Zimbabwe

Record of Employment

2018 -   Director, Research, Quality Assurance & Postgraduate Centre, Women's University in Africa, Zimbabwe

2013   Senior Lecturer in Development Studies, Women's University in Africa

2010-2011   Senior Adviser on Land Tenure and Property Rights under the Government of the Republic of Liberia–USAID Land Rights and Community Forestry Programme, Liberia

2007-2009   Lecturer, Department of Sociology, University of Zimbabwe

2005-2006   Resident Consultant & Coordinator of the Environmental Governance, Policy and Livelihoods Programme at the International Union for the Conservation of Nature - Regional Office for Southern Africa

1994-2005   Lecturer, Department of Sociology, University of Zimbabwe

Dr Innocent T. Mahiya

Overview

Dr Innocent T. Mahiya is the Dean for the Faculty of Social and Gender Transformative Sciences. He is a sociologist with over 8 years of experience in teaching, supervision and examination of MSc and BSc dissertations in Anthropology and Sociology. His research and teaching interests are in rural development, research methods and gender. He is well grounded in rural development and food security issues among communal areas having spent three years reading for a PhD in the same area. One of the key dimensions of Dr. Mahiya's PhD focuses on food security through a rights based approach among small scale farmers. Dr Mahiya has done researches and published in international journals. He has also done funded research with local and international organisations. His current research work is on the impact of mobile money on society, adoption of innovation platforms in Zimbabwe as well as food security in rural areas.

Education and Qualifications

2016   PhD in Sociology, Rhodes University, South Africa

2010   MSc in Sociology and Anthropology, University of Zimbabwe, Zimbabwe

2008   BSc Honours in Sociology, University of Zimbabwe, Zimbabwe

Record of Employment

2017 -   Dean, Faculty of Social and Gender Transformative Sciences, Women's University in Africa, Zimbabwe

2015-2016   Departmental Chairperson, Dept. of Sociology and Psychology, Women's University in Africa

2012-2014   Faculty Coordinator, Faculty of Social and Gender Transformative Sciences, Women's University in Africa

2010-2012   Lecturer, Department of Sociology, Women's University in Africa, Zimbabwe

2008-2010   Graduate Teaching Assistant, Department of Sociology, University of Zimbabwe

Dr Sam Takavarasha Jr

Overview

Dr Sam Takavarasha Jr is the Dean of the Faculty of Management and Entrepreneurial Sciences Women's University of Africa. Prior to that he worked as a Research Fellow at the University of Fort Hare in the Department of Information Systems. He acquired his PhD in Information Systems at the University of Zimbabwe where he led consultancy research projects and championed Zimbabwe's first e-learning virtual lecture hall. He conducted three national consultancy projects, two of which as the principal investigator. He also lectured in Information Systems at the University of Portsmouth UK and the University of Fort Hare. He has published over a dozen peer reviewed academic papers and published an edited book with IGI-Global. His research interests include e-Commerce, ICT for Development, Capability Approach, Activity Theory, Mixed Methods Research and Information Systems in Developing Countries. He is currently lead Track Chair of European Conference of Information Systems (ECIS 2018) ICT4D track, and he is running two special publication issues for IJISPM and EJISDC. His editorial experience includes special issue journal editing, book project editing, track chairing and programme committee member for IFIP HCC13 among other conferences.

Education and Qualifications

2016   PhD in Information Systems, University of Zimbabwe

2007   Postgraduate Certificate in Research Methods, University of Portsmouth, UK

2006   BSc Honours in Computer and Information Systems, University of Portsmouth, UK

Record of Employment

2018 -   Lecturer Teaching E-Business (Master's Program); Project Management for Computers and Quality Management

2017   Lecturer in IT Project Management at University of Fort Hare. Principal Investigator on NSSA Project, University of Zimbabwe

2011-6   Project manager/Consultant (Zimbabwe) Council for Assisting Refugee Academics (CARA-UK)

2011-5   PhD Research Fellow at University of Zimbabwe; supervising BSc Projects; Provincial Research Team leader POTRAZ project; 2012/13 Lead Researcher SAIH Project

2006/09   Tutor for Project Management for Information Systems; BSc Level 11, Duties: Tutoring, Marking, University of Portsmouth, UK .

2007/08   Lecturer in Ecommerce, ECRET, ECIAT BSc Level 111 &11, Lead Research, Grey Hounds Project, University of Portsmouth UK

2009   Diana Prince of Wales Memorial Fund Researcher (Refugee and Asylum Seekers Initiative)

Dr Godfrey Bernard Nyamushamba
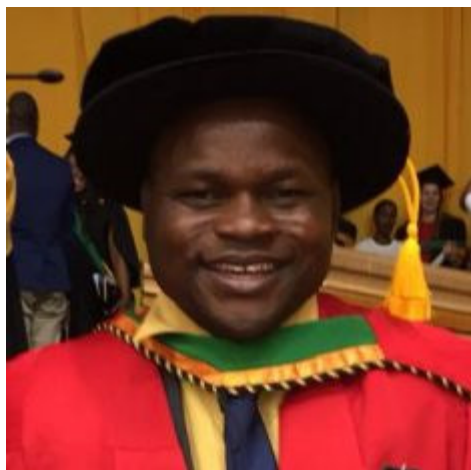
Overview

Dr Godfrey Bernard Nyamushamba is the Acting Dean of the Faculty of Agricultural Sciences. He obtained the following degrees from the Women's University in Africa: BSc. Agric. Hons in Animal Science (2006) and Masters in Business Administration (2010). He also obtained an MSc in Animal Science (2012) from the University of Zimbabwe (UZ) and enrolled for my PhD in Animal Science in 2014 at the University of Fort Hare. His PhD research, conducted in South Africa, investigated the effects of non-genetic factors affecting cow and calf performance of indigenous Nguni cattle and characterise their morphological characteristics. The study demonstrated that cow and calf performance was affected by age and sex of the calf, season and parity of the dam. Prediction equations based on heart girth can be used efficiently to estimate live body weight of indigenous Nguni cattle. The study also concluded that calf and cow performance was affected by non-genetic factors. It was recommended that when selecting for linear measurements, age and season of measurement should be given seriously considered and adjusted for. To date he has published 15 publications in refereed reputable journals to date and he completed my PhD in Animal Science in 2017. One of his research papers is a review paper published in 2017 from his completed PhD thesis which focused on, '*Cow and calf performance, morphological diversity and the relationship between body weight and linear type traits of indigenous Nguni cattle*.' He recently graduated on 10 May 2018 at the University of Fort Hare (UFH) in South Africa.

Education and Qualifications

2018   PhD in Agriculture (Animal Science), UFH South Africa

2012   Master of Science in Animal Science, UZ

2010   Master of Business Administration, WUA

2006   BSc Honours in Agriculture Animal Science, WUA

Record of Employment

2018   A/Dean Faculty of Agricultural Science, Women's University in Africa, Zimbabwe

2018   Senior Lecturer in Animal Science, Women's University in Africa

2012-2018   Lecturer in Animal Science

2008-2012   Teaching Assistant, Department of Animal Science Women's University in Africa

Dr Yuleth Chigwedere

Overview

Dr Yuleth Chigwedere is the Communication Skills Co-ordinator in the Faculty of Social and Gender Transformative Sciences. She has over 20 years of experience as an educator. Prior to joining WUA, she was a Communication Skills lecturer at Chinhoyi University of Technology for six years. She has done language consultancy services for organisations such as the African Union, British Council, OSSREA and *Fortune* Business Weekly (Ethiopia). She has also had exposure under a U.S. Language Fellow programme to Best Practices in English Language Teaching through the SIOP (Sheltered Instruction Observation Protocol) Module, Innovative Teaching Approaches with Young Learners, English for Academic Purposes, Adult ESL, and SLA (Second Language Acquisition) Research. She has presented academic papers both locally and internationally in such countries as U.S., Netherlands and Portugal. The title of her doctoral research was "Head of Darkness: Representations of madness in postcolonial Zimbabwean literature" and her research interests include Language, African literature and Gender Studies. She has several publications in these research areas.

Education and Qualifications

2015	DPhil (English), University of South Africa
2005	Masters in English, University of Zimbabwe
1998	Graduate Certificate in Education, University of Zimbabwe/University of Tampon
1993	BA Special Honours in English, University of Zimbabwe
1991	BA General (English, Linguistics, Sociology), University of Zimbabwe

Record of Employment

2014 -	Coordinator/Lecturer, Women's University in Africa
2010-2014	Lecturer, Chinhoyi University of Technology
2008-2009	Language Consultant, Ethiopia
2006-2008	Lecturer, Chinhoyi University of Technology
2004-2005	Materials Production Officer, Curriculum Development Unit
1992-2004	Teacher, Ministry of Education

Dr Silas Parowa Mangwende

Overview

Dr Silas Parowa Mangwende is a distinguished lecturer in the Faculty of Management and Entrepreneurial Sciences. He is an expert in Financial Mathematics and Statistics with over 10 years experience in university teaching. He is member of the University Higher Degrees Committee, Research Board and Senate. Dr Mangwende has keen interest in interdisciplinary research in which he applies mathematical and statistical models to get insight into phenomena. His recent researches focus on Mathematics and Higher Education Curriculum as well Technology and Higher Education Curriculum. He was awarded the Vice Chancellor Best Lecturer of the Year through his outstanding teaching skills. His doctoral thesis is characterised by the development of out-of-school entrepreneurship model using mathematical functional relationships.

Education and Qualifications

2015   PhD in Education, University of KwaZulu-Natal, South Africa

2006   Masters degree in Business Administration, Zimbabwe Open University

1993   BSc in Mathematics and Statistics Education, ISP Varona, Cuba

Record of Employment

2010 -   Lecturer in Quantitative Research Methods, Statistics and Financial Mathematics, Women's University in Africa

2007-2010   Lecturer in Quantitative Business Analysis and Operation Research, Bindura University of Science Education

2006   Part time Lecturer in Operation Research and Investment Management Zimbabwe Open University

Dr Phoebe Kashora

Overview

Dr Phoebe Kashora is a lecturer in the Faculty of Social and Gender Transformative Sciences. She is an Adult Educator from the 1980s training teachers at Primary Teachers Colleges. She chairs the Research Ethics Committee. In her PhD she specialised in Life Long Education or continuing Education. Dr Kashora has a vast experience in teaching, supervision and examination in Masters and undergraduate researches. Current research and publications focus on lifelong education.

Education and Qualifications

2015   PhD in Lifelong Education, UNISA, SA.

1998   Masters in Adult Education, University of Zimbabwe

1996	Diploma in Adult Education. University of Zimbabwe
1979	BA General in English and History, Fourah Bay College, University of Sierra Leone

Record of Employment

2007 -	Lecturer in Social Sciences, Faculty of Social and Gender Transformative Sciences, Women's University in Africa, Harare, Zimbabwe
2003-2005	Lecturer in Rural Development, Gender and Human Communication, University of Swaziland
1980-2002	Lecturer, Morgan Zintec College, Zimbabwe

Dr. Pathias Paradzayi Bongo

Overview

Pathias Paradzayi Bongo is the Coordinator of the Child Sensitive Social Policies (CSSP) Programme in the Faculty of Social and Gender Transformative Sciences. He is an academic and former development practitioner with 19 years social science research experience, as well as 9 years NGO field experience. His research interests are in Disaster Risk Management (DRM), Project Planning and Management and Development Studies. His highest academic qualification is a Doctorate Degree in Social Studies (Environment and Livelihoods) from the University of Zimbabwe (2003). He has also published articles on DRM in refereed journals and books. He was among a team that established the Institute of Development Studies at the National University of Science and Technology in 2011 (IDS-NUST) where he designed their post-graduate Disaster Management programme. A seasoned consultant in Disaster Risk Management and programme evaluations since 2010, Pathias has conducted a number of local, regional and international consultancy assignments for NGOs, SADC and UN agencies.

Education and Qualifications

2004   Certificate in Development Management for Development Practitioners (Project Planning and Management (UNISA)

2003   DPhil in Social Studies (Environment and Livelihoods), University of Zimbabwe (*Programme initially MPhil but upgraded to DPhil in 2000)*

1995   BSc Honours in Sociology, University of Zimbabwe, Harare

1995   Diploma in Personnel Management (IPMZ), Zimbabwe

Record of Employment

2018 -   Coordinator of Child Sensitive Social Policies (CSSP) Programme, lecturer in CSSP and Development Studies

2017   Lecturer in Child Sensitive Social Policies (CSSP) Programme

2013-2017   Lecturer in Disaster Management and Development Studies, Bindura University of Science Education (BUSE)

2012-2013   Research Fellow, Institute of Environmental Studies, University of Zimbabwe

2009-2012   Lecturer in Disaster Management and Development Studies, National University of Science and Technology (NUST)

2006-2010   Projects Manager, Livelihoods and Disaster Management, Practical Action Southern Africa (formerly ITDG)

2003-2006   Area Development Programme Manager, World Vision International (Harare Peri-Urban and Hurungwe Area Development Programmes)

1997-2002   Teaching and Research Assistant, Department of Sociology, University of Zimbabwe

Dr Johnson Magumise

Overview

Dr Johnson Magumise is an Educational Psychologist who has over 10 years of experience in teaching as well as supervision of undergraduate and postgraduate programme dissertations in Psychology and Education. He has research and teaching interests in education in general, and inclusive education, as well as anything to do with psychology. He prefers working with qualitative research methods. His research and publications focus on the educational practices in general and inclusive education in particular, as well as community involvement in formal education.

Education and Qualifications

2018   PhD in Educational Psychology, University of Pretoria, South Africa,

2005   M.Ed. in Educational Foundations (Psychology), University of Zimbabwe,

2001   B.Ed. (Teacher Education), University of Zimbabwe,

1992   Dip.Ed. (Teacher Education), University of Zimbabwe,

Record of Employment

2007-   Lecturer in the Education Department, WUA

2010-2012   Faculty Coordinator (Social Sciences), WUA

1993-2004   School Teacher

Dr. Priscilla Mataure

Overview

Dr Priscilla Mataure is the Coordinator of the BSc (Honours) Degree in Midwifery at the Women's University in Africa. She has over 20 years of experience in Clinical and Public Health; Sexual Reproductive and Rights; Programme Planning and Design; Strategic Plan Development; Monitoring, Evaluation and Appraisal of community based and institutional programmes; gender mainstreaming and development; and other development programmes. She has skills in Qualitative and Quantitative Research, Guidelines and Materials Development, Health Promotion, HIV and AIDS programming, Home Based Palliative Care, Systemic Counselling, Youth Education and Life Skills Training, Health Systems Strengthening and Management; Advocacy and Policy Analysis. She has done research and training for various organisations and institutions such as UNFPA, UNICEF, European Union, USAID, DFID, UNDP, DANIDA, FAO, Ministries of Health, Ministries of Education, and several international and local organisations in the southern Africa region. She has conducted several published and unpublished researches commissioned by various agencies and institutions.

Education and Qualifications

2013   PhD in Health Sciences, University if South Africa

2005   MSc in Health Systems Management, University of London, UK

2004   Diploma in Health Systems Management, London School of Hygiene & Tropical Medicine

1981   State Certified Nurse, Phoebe Hospital, Liberia

1980   BSc in Nursing, Cuttington University, Liberia

1977   State Registered Nurse, Mpilo Hospital, Zimbabwe

Additional Selected Relevant Training

2016	Health Research Ethics and Good Clinical Practice Course, Medical Research Council of Zimbabwe
2002	Public Health Research Fellowship from the Centre for AIDS Prevention Studies, University of California in San Francisco
2000	Project Design and Management, Management Systems, Zimbabwe
1999	Diploma in Systemic Counselling, Connect Zimbabwe

Record of Employment

2018 -	Lecturer in Midwifery, WUA
2004-2018	External Research Examiner, Department of Health Sciences University of South Africa. Consultant Public Health Research, Health Systems Strengthening and Sexual Reproductive Health
2007-2008	Project Coordinator, University of Zimbabwe and Stanford University Behavioural Obstacles and Economic Impacts Associated with ART Scale-Up Research
2006-2007	Part-time Lecturer Women's University in Africa, Department of Social Studies
2000 – 2004	Programme Manager, Southern Africa HIV/AIDS Information Dissemination Service (SAfAIDS)
1995 – 1999	Adolescent and AIDS Prevention Project Coordinator, University of Zimbabwe Department of Community Medicine
1993- 1995	Research Nurse, University of Zimbabwe, Zimbabwe AIDS Prevention Project
1988–1993	National AIDS Project coordinator and Blood Donor Services Manager, Zimbabwe Red Cross Society
1985-1987	Child Survival Programme Coordinator, Save the Children, USA
1982 –1985	Clinical Instructor, United Bulawayo Hospitals

Dr. Alexio Mbereko

Overview

Alexio Mbereko is a Lecturer in the Child Sensitive Social Policy Programme (CSSP). He is an experienced social scientist who holds a PhD in Development Studies from the University of KwaZulu-Natal. He has 14 years experience as a researcher and has served as a social scientist on three trans-disciplinary ECOHEALTH (Environment, society and health) research projects, which are the Malaria and Bilharzia in Southern Africa (MABISA) and the Tackling Infections to Benefit Africa (TIBA) amongst five other smaller studies. Dr. Mbereko has a sound background in humanities and social sciences were he has successfully utilised political ecology theory to understand social differentiation, marginalisation and inequalities, public health, natural resource utilisation, governance and policy. He has 12 publications. His research contributes to sustainable development through interrogating the environment, society and health nexus in a differentiated political economy. He fights for social justice through equity and equality.

Education and Qualifications

2014   PhD in Development Studies, University of KwaZulu-Natal

2008   MPhil in Social Sciences, University of Zimbabwe

2002   BA Humanities and Social Sciences, Africa University

Record of Employment

2018   Lecturer, CSSP, WUA

2014-2018   Post-Doctoral Research Fellow (served as a Country Coordinator on MABISA research project), College of Health Sciences, UKZN

2012-2014   Part-time Lecturer in Sociology Department, UKZN

2011   Visiting Research Fellow, Department of Environmental Sciences (formerly Department of Natural Resources) CUT

2003 to 2010 Researcher, University of Zimbabwe

Sister Dr Tendai Chikutuma OP

Overview

Sr Tendai Chikutuma PhD is a Lecturer in Social Sciences and Gender Transformative Development. She has attended and presented papers at several and local and international conferences. She is a social scientist and educator with over ten years teaching, supervision and examination of Masters and Undergraduate dissertations. Recent research and publications focus on Early Childhood Development issues. She has performed professional consultancies for a number of organisations in Zimbabwe. Her areas of interest are Special Needs Education, Early Childhood Development, Educational Psychology and Guidance and Counselling. Her doctoral thesis completed in 2013 was on the quality of Early Childhood Development programmes in Primary Schools in Harare, Zimbabwe.

Education and Qualifications

2014   PhD in Educational Psychology, UNISA, South Africa

2008   Masters in Educational Psychology, MSU, Zimbabwe

2005   BECD Foundation Phase UNISA, South Africa

1995   Early Childhood Education and Care, St Gabriel's Training College

Record of Employment

May 2017 -   Lecturer at the Women's University in Africa, Harare

2016   Consultancy work for UNICEF on the Early Reading Initiative and Performance and Curriculum Review for the Jesuit Schools

2010-2016   Lecturer at Belvedere Technical and Teachers' College and Part-time lecturer at the Women's University in Africa, Harare, Zimbabwe

2007 -   Part time tutor and module writer at Zimbabwe Open University

2005-2009	Lecturer in the Early Childhood Development Department at Mkoba Teachers' College, Zimbabwe
1996-2005	Nursery school heading and teaching; primary and secondary teaching at various Dominican Schools, Zimbabwe

Dr Hellen Venganai

Overview

Dr Hellen Venganai is a Lecturer in Child Sensitive Social Policies. She has working experience in media, public relations, and civil society sectors. Her research interests revolve around gender, sexuality, culture, postcolonial studies, and development policies. She has been involved in a research project on the role of women in traditional leadership in Africa. Her previous publications focused on sexuality, identity construction, and gender based violence. Her doctoral research was on understanding the significance of cultural practices, notably labia elongation, in the lives of young urban Shona women and men in contemporary Zimbabwe.

Education and Qualifications

2017 PhD in Sociology, Stellenbosch University, South Africa

2012 MA in Development Studies, Erasmus University Rotterdam - International Institute of

Social Studies (ISS), Netherlands

2009 BSc Honours in Sociology and Gender Development Studies, Women's University in Africa, Zimbabwe

Record of employment

2018 -   Lecturer in Child Sensitive Social Policies, WUA

2016-2018   Director, Mambure Trust

2013   Volunteer, Women Empowerment Foundation Scribes Africa, WEFSA

2010   Part-time Producer/Presenter, Radio Zimbabwe, ZBC

2007-2009   Corporate Communications Manager, Gramma Records

2004-2007   Executive Producer for Continuity, Radio Zimbabwe, ZBC

2002-2003   Producer/Presenter, Radio Zimbabwe, ZBC

Dr Alex Benjamin Madzivire

Overview

Dr Alex Benjamin Madzivire, an honoured member of the International WHO's WHO of Professionals for its 2012–2013 Edition, was admitted to the degree of Doctor of Business Leadership with the University of South Africa's (UNISA) Graduate School of Business Leadership (SBL) in 2004. In 2000, was admitted to the degree of Master of Business Leadership with the same institution.   Dr Madzivire also holds diverse accreditations, academic and professional qualifications. Dr Madzivire is the Founder and Inspirational Thought Leader of MaCoTra (Pvt) Ltd and MaCoTra Business Schools. In 2011, Dr Madzivire authored and self-published 4 books from his doctoral thesis.   In 2012, he proceeded to author and self-publish 7 books, providing further insights on each one of the 7 MaCoTra Model Choruses. He is in the process of writing a second edition of his 12th book detailing the evolution of the MaCoTra business from 1980. He deposited 25 articles on the University of Zimbabwe institutional repository in 2013. Seventeen of these articles are being formatted into a book to be published for academia in 2018. In the process of publishing books and articles, Dr Madzivire has developed more than 14 conceptual strategy and leadership tools to guide people's strategic thinking, innovation and solutions seeking processes from multiple contemporary perspectives.

Dr Madzivire started off his career as a teacher of high school students doing mathematics. He then got promoted to leadership positions of deputy headmaster, headmaster and education officer in the Zimbabwe Ministry of Education before joining the private sector.

Dr Madzivire has transitioned from application of theories of organizational change driven by Western approaches by developing a distinctive African transformation methodology – the MaCoTra (Madzivire Collaborative Transformation) Model. The MaCoTra Model – a CHORUS-based model – is the platform for all his interventions cutting across the private sector, public sector and civic sector.

Dr Madzivire's major accomplishment is cited by his clients and associates as contributing directly towards incisive transformational business leadership at the individual, team, family and institutional levels.

Education and Qualifications

2003	Doctor of Business Leadership – University of South Africa (UNISA)
1999	Master of Business Leadership – UNISA
1994	Higher Diploma in Human Resources Management (with distinction) – Institute of Personnel Management (IPMZ)
1992	Post-Graduate Diploma in Educational Technology (with merit) – University of Zimbabwe (UZ)
1991	Diploma in Personnel Management (with distinction) – IPMZ
1983	Bachelor of Education – UZ
1981	Secondary Teachers' Certificate (with distinction in Mathematics, distinction in Theory of Education, distinction in Teaching Practice and best student) – Gweru Teachers' College

Record of Employment

2018 -	Lecturer in the Faculty of Management and Entrepreneurial Sciences, Women's University in Africa (WUA)
2016-2018	Part-time Lecturer in the Faculty of Management and Entrepreneurial Sciences, WUA
2017 -	Part-time Lecturer in the Graduate School of Management, University of Zimbabwe
1999 -	Founder, Inspirational Thought Leader, MaCoTra Business School
2012 -	Supervisor, National University of Science and Technology Graduate School of Business
2001-2011	Part-time Lecturer and Supervisor, Zimbabwe Open University
2000-2001	Regional Transformation Manager, BP Africa New Markets Business Unit

1997-2000	Development & Training Manager, BP & Shell Marketing Services & BP Oil Africa Region
1995-1997	Group Training & Development Manager (Employee Capacity Development), TA Training Centre
1994-1995	Training Manager, Southampton Assurance
1993-1994	Training Officer, Southampton Assurance
1991-1993	Education Officer Policy, Planning, Research & Evaluation (Harare), Ministry of Education
1989-1990	Headmaster, Glen Norah 1 High School
1987-1988	Headmaster, Glen Norah 2 High School
1985-1987	Deputy Headmaster, Harare High School
1983-1985	Acting & Deputy Headmaster, Chindunduma High School
1982	Acting Deputy Headmaster, Chindunduma High School
1982	Head of Mathematics Department & Hostel Master, Chindunduma High School

Dr Wenceslaus Mudyanadzo

Overview

Dr Wenceslaus Mudyanadzo is currently lecturing in the Master of Public Administration (MPA) Programme in the Faculty of Management and Entrepreneurial Sciences and ICT at Women's University in Africa. Dr Mudyanadzo has 15 years progressive professional experience in teaching, supervision and examination of dissertations and thesis at the Midlands State University (MSU) and the Zimbabwe Open University (ZOU) between 2003 and 2018. Dr Mudyanadzo's research focus includes Politics and Governance, Public Administration/Public Management, Public Affairs, Foreign Policy and Diplomacy. He has published a book *Zimbabwe's Diplomacy 1980 to 2008* and several peer reviewed journal articles

Education and Qualifications

2017	DPhil in Politics and Public Management, MSU
2014	Postgraduate Certificate in Security Sector Governance, Witwatersrand University

1991   Master of Public Administration, University of Zimbabwe (UZ)

1986   BSc Honours in Politics and Administration, UZ

Record of Employment

2003-2018   Served for 15 years as an academic at MSU in the Departments of Human Resource Management and the Department of Politics and Public Management

2001-2003   Part-time Lecturer in the Department of Political and Administrative Studies, UZ

2002-2006   Tutor, Examiner and Module Writer for ZOU

1996-1999   Deputy Ambassador/Head of Chancery, Zimbabwe Embassy, Australia. Also accredited to New Zealand and Singapore

1994-1996   First Secretary, Zimbabwe Embassy, Australia. Also accredited to New Zealand and Singapore

1987-1994   Political Officer/Desk Officer in various Divisions/Departments of the Ministry of Foreign Affairs, Zimbabwe