

TICAD VI

SIDE EVENT FOR FEMALE VICE CHANCELLORS FROM UNIVERSITIES IN AFRICA

Proceedings of the Forum for African Women Vice Chancellors (FAWoVC)
Held at Radisson Blu Hotel, Nairobi, Kenya from 22nd to 25th August 2016



TICAD
NAIROBI 2016



WOMEN LEADERSHIP IN HIGHER EDUCATION AND THEIR ROLE IN ECONOMIC EMPOWERMENT

Organized by: Jomo Kenyatta University of Agriculture and Technology in collaboration with DAAD, UNESCO, RUFORUM, BECTRUM and UN Women





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Table of Contents

Abbreviations and Acronyms	7
1. Introduction	9
2. Biodata of Vice Chancellors	11
Professor Mabel Opana Imbuga, PhD, MBA.....	11
Professor Teresa A. O. Akenga, PhD, MRSC, MBS, MBA.....	13
Professor Address Mauakowa Malata, PhD, FAAN.....	15
Professor Christine Dranzoa, PhD, M.Sc., B.Sc.	17
Professor Mary J. N. Okwakol, PhD.....	18
Professor Rose A. Mwonya, PhD, M.Sc., B.Sc.	19
Professor Mary Khakoni Walingo, PhD, M.Sc., MBA, EBS	20
Prof. Leah Marangu, PhD	21
Professor Amna Badri, PhD, MA, BSc.	23
Prof. Julia Aker Duany, PhD, MSc, BSc.	24
Professor Zipporah Ng’ang’a, PhD, M.Sc., EMBA, B.Sc.	25
Prof. Mary Ndungu, PhD, M.Sc., EMBA B.Ed. Sc.	26
3. Speeches and Remarks	27
3.1 Opening Ceremony:.....	27
3.2 Presented Papers	30
4. Formation and Launch of Forum for African Women Vice Chancellors (FAWoVC)	45
4.1 Goal and Objective	45
4.2 Governance of FAWoVC	46
4.3 Membership of FAWoVC	47
4.4 Funding Mechanisms for FAWoVC.....	48
4.5 Relevant Networks and Linkages	48
4.6 Declaration	50
4.7 Appended Signatures to the Declaration in 4.6 above.....	50



APPENDIX I: LIST OF PARTICIPANTS	51
APPENDIX II: LIST OF PRESENTERS.....	52
APPENDIX III: ORGANIZING COMMITTEE MEMBERS.....	54
APPENDIX IV: RAPPORTEURS.....	54

Abbreviations and Acronyms


AAAS	American Association for the Advancement of Science
AAU	Association of African Universities
ADAPPT – K	Africa Dry-land Alliance for Pesticidal Plant Technologies
AIDs	Acquired Immune Deficiency Syndrome
ANCAP	African Network for the Chemical Analysis of Pesticides
ANSTI	African Network of Scientific and Technological Institutions
ARSA	Academics, Research and Students Affairs
AWARD	African Women in Agriculture Research and Development
AWSE	African Women in Science and Engineering
B. Ed. Sc.	Bachelor of Education in Science
B. Sc.	Bachelor of Science
CAADP	Comprehensive Africa Agriculture Development Programme
CGIAR	Consortium of International Agricultural Research Centres - formerly Consultative Group for International Agricultural Research
CHE	Commission for Higher Education
CIDA	Canadian International Development Agency
COACH	COACH for Women Scientists and Engineers
CODATA	Committee on Data for Science and Technology
CUE-Kenya	Commission for University Education - Kenya
DAAD	German Academic Exchange Service
DeKUT	Dedan Kimathi University of Science and Technology
DFID	Department for International Development - Government of the United Kingdom
EBS	Elder of the order of the Burning Spear
EMBA	Executive Masters of Business Administration
FAAN	Fellow of the American Academy of Nursing
FAO	Food and Agriculture Organization
FAWE	Forum for African Women Educationists
FAWoVc	Forum for Africa Women Vice Chancellors
FKE	Federation of Kenya Employers
FWIS	L'Oreal-UNESCO for Women in Science
GCHERA	Global Consortium of Higher Education and Research for Agriculture
H. E.	His Excellency
HELB	Higher Education Loans Board
ICIPE	International Centre of Insect Physiology and Ecology
ICWES	International Conference of Women Engineers and Scientists
IDRC	International Development Research Centre
IFAD	International Fund for Agricultural Development
INWES	International Network of Women Engineers and Scientists
INWES	International Network for Women Engineers and Scientists
IPAR	Institute of Policy Analysis and Research
ISAAA	International Service for the Acquisition of Agri-biotech Applications
IUCEA	Inter-University Council of East Africa
JICA	Japan International Cooperation Agency

JKUAT	Jomo Kenyatta University of Agriculture and Technology
JOOST	Jaramogi Oginga Odinga University of Science and Technology
KALRO	Kenya Agricultural and Livestock Research Organization
KCS	Kenya Chemical Society
KENET	Kenya Education Network
KIE	Kenya Institute of Education
KIST	Kigali Institute of Science and Technology (Rwanda)
KU	Kenyatta University
M. Sc.	Master of Science
MASM	Medical Aid Society of Malawi
MBA	Master of Business Administration
MBS	Moran of the Order of the Burning Spear
MDGs	Millennium Development Goals
MMU	Multimedia University of Kenya
MUST	Meru University of Science and Technology
NACOSTI	National Council for Science, Technology and Innovation
NHK World	Japan's National Public Broadcasting Organization
OPCW	Organization for Prohibition of Chemical Weapons
PETU	Economic Community of Central Africa States' Poles d'Excellence Technologique Universitaires
PhD	Doctor of Philosophy
RISE	Regional Initiative in Science and Education
RUFORUM	Regional University Forum for Capacity Building in Agriculture
SDGs	Sustainable Development Goals
SEKU	South Eastern Kenya University
SETAC	Society of Environmental Toxicology and Chemistry
SKA	Square Kilometre Array
SOFCONSTEC	School of Family, Consumer Sciences and Technology
STEM	Science, Technology, Engineering and Mathematics
STI	Science, Technology and Innovation
STTI	Sigma Thata Tau International
SVCDC	Sorghum Value Chain Development Corporation
TICAD	Tokyo International Conference Africa Development
TTUC	Taita Taveta University College
TUK	Technical University of Kenya
TV	Television
UN	United Nations
UN Women ESARO	United Nations Women: East and Southern Africa Regional Office
UNC Project	University of North Carolina Project - Malawi
UNESCO	United Nations Educational, Scientific and Cultural Organization
UniBRAIN	Universities, Business and Research in Agricultural Innovation
US	United States
USA	United States of America
USAID	United States Agency for International Development
VC	Vice Chancellor
WARM	Wildlife and Animal Resources Management

1. Introduction

Higher Education and its leadership have an important role in enabling universities overcome current challenges and support the realization of continental goals, as given within the African Union Agenda 2063. Mainstreaming gender within higher education is of paramount importance for enhancing the performance of higher education institutions, and enabling them to play their rightful role within the development process. Previous focus on the Millennium Development Goals (MDGs), target three (3), was around gender parity in primary and secondary education. This was found to be inadequate, rather, gender equality and women's empowerment is a requirement for the fulfillment of all the Sustainable Development Goals (SDGs). It is therefore imperative that leaders in all sectors of education address adequately the issue of gender equality and implement actions that will bridge the current gender gap.

Managers of higher education institutions have a greater opportunity to interact with youth and leaders from both governments and private sectors. They thus have a greater chance to influence decisions made in regard to human resource training and employability. However, at such levels most of the Managers are men and hence girls have few role models to emulate. More often than not the few female Managers face more challenges than their male counterparts and bringing about change becomes a mammoth task. It requires resilience and great support from stakeholders, without which such Managers may easily be dismayed and give up. Currently there are about twenty female Vice Chancellors managing universities in Africa out of about over five hundred universities. Alarming as the statistics may be, the need to encourage more women to take the leadership role cannot be overemphasized. Nevertheless, the few already in the system need encouragement, mentorship and capacity building to keep afloat amongst the many odds and realize the intended goals and aspirations of both the institutions and themselves. It was with this in mind that a Forum for African Women Vice Chancellors (FAWoVC) was held for the first time in Nairobi, Kenya from 22nd to 25th August 2016 under the theme "Women Leadership in Higher Education and their Role in Economic Empowerment". The idea was mooted by the Vice Chancellor of Jomo Kenyatta University of Agriculture and Technology (JKUAT, Kenya), Prof. Mabel Imbuga. The event was organized as a side event



of the Sixth Tokyo International Conference on African Development (TICAD VI) Summit held in Nairobi from 22nd to 28th August 2016. The overall objective of the Forum was to form and launch the Forum for Africa University Women Vice Chancellors, Rectors and Presidents. The specific objectives of the forum were to:

1. Share lessons from women leaders from similar institutions from other parts of the World, such as Europe and Japan,
2. Discuss and agree on Forum objectives and key activities, as well as governance and management arrangements, and
3. Launch the Forum for African University Women Vice Chancellors, Rectors and Presidents (FAWoVC).

The Forum was attended by ten (10) Vice Chancellors, one (1) Deputy Vice Chancellor, and one (1) Principal of a University Constituent College. These proceedings of the Forum give an overview on the Managers bio-data, the speeches of the invited guest speakers within the Forum theme, the formation of the FAWoVC and its launching.

2. Biodata of Vice Chancellors




**Professor Mabel Opanda Imbuga,
PhD, MBA**

Administrative Responsibilities: Vice Chancellor of Jomo Kenyatta University of Agriculture and Technology (JKUAT), Kenya.

Academic Background: Prof. Imbuga is a Professor of Biochemistry, with over 35 years of teaching and leadership experience. She has extensive knowledge and demonstrative experience in the higher education system, having grown from an Assistant Lecturer, Lecturer, Senior Lecturer, Chairman of Department, Dean Faculty of Science, Director as well as a Deputy Vice Chancellor in charge of Academic affairs to Vice Chancellor JKUAT, a position she has held over the last 8 years.

Professional Responsibility and Membership: She holds several positions both nationally and internationally. These include: Chairperson of the Regional University Forum for Capacity Building in Agriculture (RUFORUM), Member of the Global Consortium of Higher Education and Research for Agriculture (GCHERA), Member of International Conference of Women Engineers and Scientists (ICWES), Board member of the Federation of Kenya Employers (FKE), Member of Pan African University Council, Member of the Kenya University and Colleges Placement Board (KUCCPS), Board Member of Taita Taveta University College (TTUC), Board Member of Kenya Agricultural and Livestock Research Organization (KALRO). Member of the Board of Trustees of



Kenya Education Network (KENET), She Co-Chairs the Committee on Data for Science and Technology- CODATA, Commissioner- Commission for University Education (CUE-Kenya), Board Member of the Universities, Business and Research in Agricultural Innovation (UniBRAIN), Jury Member of the L'Oreal for Women in Science (FWIS), Chairperson of the Board of Sorghum Value Chain Development Corporation (SVCDC).

Professor Imbuga has been a panelist for the Global Agenda - a TICAD VI side event by NHK World, Scientific Elder, (IDRC), immediate former Chairperson of Inter University Council for East Africa (IUCEA), former President and founder Member of the African Women in Science and Engineering (AWSE), immediate former Chairperson of Vice Chancellors Committee - Public Universities Kenya, Former Board Member of Technical University of Kenya (TUK), Former Board Member of Multimedia University of Kenya (MMU), Former Board Member of Dedan Kimathi University of Science and Technology (DeKUT), and former Board Member Meru University of Science and Technology (MUST), Former Director International Network of Women Engineers and Scientists representing English speaking Africa, and a former member of Board of the Higher Education Loans Board (HELB).

Recognitions: In recognition for her contribution to training, research, and leadership in academia, Prof. Imbuga was honoured by the President of the Republic of Kenya and Commander in Chief of the Defense Forces with Elder of the Burning Spear (EBS).




**Professor Teresa A. O. Akenga,
PhD, MRSC, MBS, MBA**

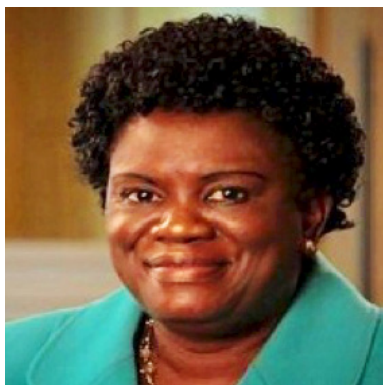
Administrative Responsibilities: Prof. Akenga is the Vice-Chancellor, University of Eldoret, Kenya. She has served previously as Deputy Vice-Chancellor in charge of Academics, Research and Extension at The Management University of Africa and as Deputy Principal, Academic Affairs at Bondo University College, the current Jaramogi Oginga Odinga University of Science and Technology - JOOUST. She is Professor of Organic Chemistry and served as such at Kigali Institute of Science and Technology, (KIST), Rwanda, currently the College of Science and Technology, University of Rwanda. She also served as a Lecturer and Senior Lecturer in the Chemistry Department at Jomo Kenyatta University of Agriculture and Technology, teaching Organic Chemistry.

Academic Background: Prof. Teresa Akenga is a trained graduate lecturer of Chemistry and Mathematics. She holds a B.Ed. Sc. (Chemistry major) from Kenyatta University, M.Sc. (Chemistry) from Kenyatta University, MBA (Corporate Governance) from KCA University and PhD (Organic Chemistry) from University of New South Wales, Australia.

Professional Responsibility and Membership: She is a member of the Royal Society of Chemistry, Pan African Network of Chemists, International Union of Pure and Applied Chemists, African Dry-Land Alliance for Pesticidal Plant Technologies-Kenya Chapter (ADAPPT-K), Kenya Chemical Society (KCS), African Network for the Chemical Analysis of Pesticides (ANCAP), Society of Environmental Toxicology and Chemistry (SETAC), Consortium on Science, Technology, and Innovation for the South-Medicinal Plant Network.



Recognitions: As an academician, she has published many articles and journals which are nationally, regionally and internationally recognized. She has also supervised and mentored many postgraduate students. In recognition for her contribution to training, research and curricula development, she was awarded the Moran of the Order of the Burning Spear (MBS) by H.E President Uhuru Kenyatta in 2013.




**Professor Address Mauakowa Malata,
PhD, FAAN**

Administrative Responsibilities: Prof. Malata is the Vice-Chancellor of the Malawi University of Science and Technology, and is also Vice President of International Confederation of Midwives. She is former Principal of Kamuzu College of Nursing, a Constituent College of the University of Malawi, a position she held from 2008 to February 2016. During her leadership as Head of School, she spearheaded the Development and Implementation of six (6) Masters Programmes and three (3) PhD Programmes. Furthermore, she promoted Faculty capacity building, increasing the number of Kamuzu College of Nursing Faculty with PhDs from five (5) to thirty (30) during her time of leadership.

Academic Background: She holds a BSc. in Nursing from University of Malawi, MSc. and PhD from Edith Cowan University in Australia.

Professional Responsibility and Membership: She has been Principal Investigator/Co-Principal Investigator for research projects focusing on Sexual and Reproductive Health and has published in numerous International Peer Reviewed Journals. She serves on various Boards such as World Vision, Action Aid, MaiKhanda, Parental and Child Health Initiative, UNC Project, African Enterprise, MASM Medi Clinics, MLW Malawi Scientific Board and Seed Global Health Ltd, among others. She also sits on various Editorial Boards.

Recognitions: She is past President of Africa Honour Society of Nursing of Sigma Theta Tau International (STTI). She is a Virginia Henderson Fellow of STTI, and an Adjunct Professor for Michigan State University. She received a Doctor



Honorius Cuasa by University of Oslo in Norway, and an Award of Excellence in Nursing & Midwifery by the National Organization of Nurses and Midwives of Malawi. She is a Fellow of the American Academy of Nursing since 2014. She was awarded a Medal of Distinction by the University of Malawi for being one of the first female Professors. She received a Customer Focused Executive of the Year Award by the Chartered Institute of Customer Management.



**Professor Christine Dranzoa,
PhD, M.Sc., B.Sc.**

Administrative Responsibilities: Prof. Dranzoa is the Vice Chancellor, Muni University, Uganda. She is a Professor of Wildlife Management and the Founder Vice Chancellor of Muni University, which is the sixth Public University of Uganda, West Nile region in Arua town. Professor Dranzoa led the taskforce that was charged by Uganda Government to establish Muni University from 2010 - 2013. She previously served as the first female Deputy Director, School of Graduate Studies in Makerere University from 2005- 2010 and was the Founding Head of Department of Wildlife & Animal Resources Management (WARM), Faculty of Veterinary Medicine. She is the Current President of the Pan African NGO, Chairperson of Forum for African Women Educationalists (FAWE) that is advocating and promoting the education of the Girl-Child in thirty four (34) African Countries.

Academic Background: BSc, MSc, PhD (Makerere University) and Diploma in Modern Management & Administration.

Professional Responsibility and Membership: She is an accomplished academician, highly published Member of Uganda National Academy of Sciences, and an Executive Committee Member of SASA, Uganda.



Professor Mary J. N. Okwakol, PhD

Administrative Responsibilities: The founding Vice Chancellor of Busitema University, Uganda. As a Vice Chancellor, she is responsible for the academic, administrative and financial affairs of the University. Prior to moving to Busitema University she served as Deputy Vice Chancellor of Gulu University, another Public University of which she was one of the founding leaders. She previously held various positions at Makerere University from 1973, rising to full Professor in Zoology in 1999. The graduates' taught/supervised/mentored by Professor Okwakol over the years are making important contributions towards development nationally and internationally. As a researcher, she has participated in and led many projects and published widely. She has served on many boards and councils at community, institutional, national, regional and international levels. Her contributions towards development have been recognized with awards.

Academic Background: Professor Okwakol holds a doctorate degree in Zoology from Makerere University, is a fellow of the Royal Entomological Society of London and a Fellow of the Uganda Academy of Sciences.

Recognitions: In March 2010, Prof. Okwakol was awarded an Honorary Doctorate - Doctor Honoris Causa - by Josai International University. The African - India Partnership Educational Excellence Award recognized her for outstanding contribution to education in December 2011. In May 2013 she was also awarded by the Government of Uganda, the Golden Jubilee Independence Anniversary Medal, in recognition of outstanding service in the field of education.



**Professor Rose A. Mwonya,
PhD, M.Sc., B.Sc.**

Administrative Responsibilities: Professor and Vice-Chancellor, Egerton University, Kenya. While in Egerton University she has previously served as Deputy Vice-Chancellor, in Charge of Academic Affairs, Dean of Students, Director of Centre of Women Studies and Gender Analysis. Chairperson, Department of Agriculture and Home Economics, Associate Professor, Department of Agriculture and Home Economics and a Senior Lecturer, Department of Agriculture and Home Economics. Prof. Mwonya has participated in curriculum development in Egerton University, University of Swaziland, Pathfinder International, and Bukura Agricultural Institute in Kenya.

Academic Background: Prof. Mwonya holds a PhD, M.Sc. and B.Sc. in Home Economics Education from Iowa State University, Ames, Iowa, USA, and a Diploma, in Agriculture and Home Economics from Egerton College, Njoro, Kenya.

Professional Responsibility and Membership: She is Founder member of African Leaders in Agriculture and Environment Association, Life Member of Egerton University Alumni Association, Member of the American Home Economics Association, Member of the African Home Economics Association, Member of the Nutrition Association of Kenya, Member of Iowa State Integration for Professional Women, and Member of International Federation of Home Economics Association.



**Professor Mary Khakoni Walingo,
PhD, M.Sc., MBA, EBS**

Administrative Responsibilities: Vice Chancellor Maasai Mara University, Kenya. Prof Walingo is providing transformative strategic leadership for the university to meet challenges and provide solutions to emerging issues and also attain global standards in science research and innovation. Previously, she was the Principal Murang'a University College in 2013, Deputy Vice Chancellor Maseno University from 2006 to 2013, Director of Kisumu town campus of Maseno University in 2006, and Dean SOFCONSTEC in Maseno University.

Academic Background: Prof. Walingo holds a PhD in Food and Nutrition, a Master of Science in Applied Human Nutrition, a Master of Business Administration in Strategic Management, and a Bachelor of Education in Home Economics.

Recognitions: She was awarded the First Women Award in Kenya; the Kenya Science and Technology award. She was also honoured by the President of the Republic of Kenya and Commander in Chief of the Defense Forces with Elder of the Burning Spear (EBS).




Prof. Leah Marangu, PhD

Administrative Responsibilities: Prof. Marangu is the Vice Chancellor of Africa Nazarene University in Kenya. Prior to her appointment as the Vice-Chancellor at Africa Nazarene University, Professor Marangu was a visiting Professor at Brigham Young University in the USA. She has also worked as a Professor for twelve (12) other leading Universities. She is a woman of many firsts. Professor Marangu was appointed a full Professor and Chair of the Department of Home Economics at Kenyatta University in 1978, becoming the first woman Professor in Kenya. She was also the Chair of the Board of Directors at Jomo Kenyatta Foundation in 2005. She has served Kenya in various capacities including Commission for Higher Education (CHE), Egerton University Council, National Council of Science and Technology, Kenya Bureau of Standards, Kenya Institute of Education (KIE), Institute of Policy Analysis and Research (IPAR), Inter - University Council for East Africa (IUCEA), Taskforce on Performance Contract among others. Prof. Marangu is widely travelled and has published more than 50 peer-reviewed publications. She has also attracted funds to the tune of over US dollars 2.1 million in research grants.

Academic Background: The USA trained Professor of Home Economics holds a PhD from Iowa State University, two Master of Science degrees in Home Economics and Family Environment from Northern Illinois University and Iowa State University, respectively, and a Bachelor of Science degree in Home Economics from Olivet Nazarene University.

Recognition: Professor Marangu is considered one of Kenya's leading



humanitarians and is highly decorated both locally and internationally. She is an Honorary Alumni of Kenyatta University and is decorated with Moran of the Order of the Burning Spear (MBS) and Silver Star of Kenya by H.E. President Mwai Kibaki and retired President Daniel Moi, respectively. She received an International Leadership and Character Award and Distinguished Achievement Citation by Iowa State University and an Outstanding Alumni Lay Award, Maggie Sloan Crawford Award and Doctor of Letters (D.Litt.), all from Olivet Nazarene University.



**Professor Amna Badri,
PhD, MA, BSc.**

Administrative Responsibility: Joined Ahfad University for Women in 1976 and has risen through the ranks to become a Professor and Vice President of Academic Affairs in the same university.

Academic Background: Professor Amna Badri holds B.Sc., University of Khartoum (1975) MA, University of California, (1978), Ph.D., University of Khartoum (1987)



**Prof. Julia Aker Duany,
PhD, MSc, BSc.**

Administrative Responsibility: Prof. Julia Aker Duany, is the Vice Chancellor of John Garang Memorial University of Science and Technology in South Sudan. She is also the Chair of the Recruitment Board at the Republic of South Sudan. She has held several government positions including being the Undersecretary of Parliamentary Affairs. At university level, she helped start a program to enable 14 South Sudanese women to earn master's degrees in the United States. That initiative has expanded the number of female university lecturers in South Sudan from 3 to 17.

Academic Background: She holds a Doctor of Philosophy from the School of Education, Department of Educational Leadership and Policy Studies, Indiana University, United States of America.



**Professor Zipporah Ng'ang'a,
PhD, M.Sc., EMBA, B.Sc.**

Administrative Responsibilities: Prof. Ng'ang'a is Deputy Vice Chancellor Academics, Research and Student Affairs (ARSA) in South Eastern Kenya University (SEKU) in Kenya. Previously, she was the Director of the Institute of Tropical Medicine and Infectious Diseases in Jomo Kenyatta University of Agriculture and Technology (JKUAT). She served as the Principal of the College of Health Science in JKUAT. The Professor has thirty (30) years of working experience at University as Lecturer, Senior Lecturer, Associate Professor and Professor. She has supervised over fifty (50) Masters' students and sixteen (16) PhD students under different Universities.

Academic Background: Prof. Ng'ang'a holds a PhD in Parasitology, Masters of Science in Medical Parasitology, an Executive Masters in Business Administration, and a Bachelor of Science in Biochemistry and Zoology.



**Prof. Mary Ndungu,
PhD, M.Sc., EMBA B. Ed. Sc.**

Administrative Responsibilities: Prof. Mary Ndungu is the Principal of Kirinyaga College, a Constituent University College of JKUAT. Previously, she was the Deputy Principal in charge of Administration, Planning and Development in the same College. She also served as Dean and Associate Dean of the Faculty of Science; and Chairperson of Chemistry Department in JKUAT. She has supervised ten (10) PhD students and ten (10) Masters Students. Prof. Ndungu has published twenty two (22) research papers in international journals and twenty seven (27) others in conference proceedings.

Academic Background: Prof. Ndungu is a Professor of Chemistry of Natural Products. She holds a PhD and Master of Science in Chemistry, an Executive Masters in Business Administration, and a Bachelor of Education in Science.

Professional Responsibility and Membership: Prof. Ndungu is a peer reviewer for several journals which include the International Journal of Tropical Insect Science and Journal of Agriculture, Science and Technology. She is also a reviewer for proposals for grant funding by GEF. Prof. Ndungu is a member of Kenya Chemical Society, Natural Products Research Network for East and Central Africa (NAPRECA), Vector Control Group for Research in Traditional Anti-Malarial Medicine (RITAM). She is also the Secretary of the DAAD Alumni Kenya Chapter and the Chairman of KDSA JKUAT Chapter.

Recognitions: Prof. Ndungu was awarded the award of Woman of the year in Ruiru Constituency on the International Women's Day in 2015. She was also recognized for the best scientific paper presentation and write up by the ICIPE Governing Council in 2015.

3. Speeches and Remarks

3.1 Opening Ceremony:



**Prof. Mabel Imbuga:
Vice Chancellor, Jomo Kenyatta
University of Agriculture and
Technology - Forum Convener.**

As a convener of the Forum, Prof. Mabel Imbuga brought to the fore the urgent need to harness women potential towards Africa's development. As a Professor of Biochemistry, Imbuga argued that despite huge deposits of natural resources, Africa remained home to half of the world's poor and insignificant show casing in research, technology and innovation outputs. She added that while women constitute over half of Africa's 1.2 billion citizens, the gender parity in key structures of governance and decision making was skewed in favour of men. Noting that the progressive Africa's Agenda 2063 aims to unleash the potential of women and youth for an inclusive growth, Prof. Imbuga said time had come for decisive actions, programmers and structures that would bring the potential of African women and youth to bear on the continents aspirations even as the continent was preparing to host the sixth Tokyo International Conference on African Development (TICAD VI). A sure way to achieve this transformation, she added, was through higher education and targeted mentoring. Consequently, she proposed that the team forms and launches a Forum for African Women Vice Chancellors, Rectors and Presidents (FAWoVC)

whose objective would be to support the girl child in Science Technology Engineering and Mathematics (STEM), and to share lessons and experiences learnt from managing Higher Education Institutions in Africa. The Forum would also catalyze the actualization of a critical mass of women scientists and leaders who can play a decisive role in governance and decision making for Africa's development. She urged that this can be done in collaboration with strategic partners, organizations and individuals alive to women aspirations, and willing to add to the momentum.



From right: Prof. Judy Wakhungu (Cabinet Secretary, Ministry of Environment and Natural Resources, Kenya) Dr. Peggy Boateng (UNESCO Regional Office, Zimbabwe) and Prof. Mabel Imbuga (VC JKUAT).



**Prof. Judy Wakhungu:
Cabinet Secretary (Minister)
Environment & Natural Resources of
the Republic of Kenya.**

While delivering the keynote address, Prof. Wakhungu commended the conveners of the Forum. She termed this as being critical towards gender equality and women empowerment in line with the Sustainable Development Goals (SDGs). Recalling that the Forum was being actualized in the wake of the TICAD (VI) Conference to be held in Africa for the first time, she called for political commitment in gender mainstreaming in all productive sectors of Africa in order to tap the potential of women and youth. Prof. Wakhungu lauded the synergy of academia, government and private sector in the Forum workshop. The Cabinet Secretary challenged participants to double efforts in mentoring young women scientists and scholars in the continent to be role models, adding that women empowerment in Science, Technology, Engineering and Mathematics (STEM) are key to achieving inclusive and sustainable development for shared prosperity. At the Forum, Prof. Wakhungu urged the members to develop tangible strategies that can trigger structural changes to facilitate women inclusivity in higher education and leadership positions, and jobs for sustainable growth in Africa.

3.2 Presented Papers



Mobilizing Science Technology and Innovation (STI) For Africa’s Sustainable Development: Peggy Oti-Boateng (PhD), UNESCO Regional Office for Southern Africa, Africa Regional Science Advisor- S&T and Coordinator of ANSTI

Dr. Peggy Oti-Boateng made a keynote presentation on Mobilizing Science Technology and Innovation (STI) for the SDGs’ and Opportunities for Women in Africa. She gave insights into the untapped and emerging areas of STEM in which Vice Chancellors could influence the participation of Africa’s youth and women in pursuing STEM careers for a paradigm shift to enhance economic transformation of the continent. She challenged African countries to align their STI policies with emerging global trends and needs to foster conducive atmosphere for innovation.

Dr. Peggy said it is through innovation that Africa can transform its rich human and natural resources into capital goods, processes and services that can accelerate its socio-economic development. To achieve this, she called for well-educated and critical mass of experts in STI with capacity to fashion collaborative efforts with organizations like UNESCO and map a new path for Africa towards achievement of SDGs. She added that organizations such as UNESCO with a mandate to build capacity in science and engineering, could offer the much needed leverage in formulating responsive STI policies and promotion of international scientific corporation for Africa’s sustainable development.



Strengthening University-Private Sector Partnerships: The Role of Vice Chancellors: Hon. Prof. Margaret Kamar, B. Sc., M. Sc., PhD, Former MP and Minister for Higher Education, Science and Technology, Kenya

Credited with key reforms in Kenya's higher education sector during her tenure, Hon. Prof. Margaret Kamar made a crisp presentation on the nexus between academia and the private sector. She elucidated that the relationship between the two is a symbiotic one in which the industry consumes products, processes, innovations and knowledge as well as human capital from Universities. On the other hand, entrepreneurs and business community produce goods, services and materials for consumption by Universities. Given the intricate and beneficial relationship between the entities, Prof. Kamar called for a greater synergy between the industry and academia in research and technology transfer.

Prof. Kamar urged the Vice Chancellors to trigger internal reforms including curriculum review and identify best placed partners to foster academia-industry linkage. She said as team leaders and players, Vice Chancellors should be creative, innovative and decisive in their approach to work. The best way to improve the condition of women Vice Chancellors was through transformative and value addition leadership. Women, she contended had the same capacity to inspire change and drive organizations to greater productivity like their male counterparts. Prof. Kamar challenged participants to be supportive of each other, mentor each other, and point colleagues to emerging opportunities.



**TICAD VI Outlook and JICA's
Support for Female in Higher
Education: Madam Keiko Sano - Chief
Representative, JICA Kenya Office**

In an incisive presentation on TICAD VI Outlook and JICA Support for Females in higher education, Madam Keiko Sano traced TICAD trajectory since its founding in 1993. The summit has with time emerged as a major rallying point for international support towards Africa's socio-economic and political development.

Madam Keiko noted that like Africa, Japan also experienced low female leadership integration in academia with only two (2) female presidents of national universities out of the eighty six (86). Japan, she said, had therefore embarked on a plan to increase female university presidents to 12% by 2020. In addition to this Japan is working towards achieving an increase in the number of female decision makers, Professors and Associate Professors to the levels of 10%, 15% and 23% respectively, by 2020.

The JICA Kenya Office Chief said her agency had rolled out a number of programmes to buffer enrolment of girls in science and mathematics at primary and secondary levels of education across Africa. In the higher education front, Madam Sano said that JICA had set a quota aimed at increasing the number of female scientists and engineers to study in Japan from Africa. She singled out the African Business Education (ABE) initiative launched in 2014 to allow young African scholars to acquire Masters' degrees and internships from Japanese universities and companies.




**Opportunities for Women in Africa:
Peggy Oti-Boateng (PhD), UNESCO
Regional Office for Southern Africa,
Africa Regional Science Advisor- S &T
and Coordinator of ANSTI**

Over 50% of the world's population is in Africa with 40% school enrolment. More women are illiterate in eighty one (81) out of one hundred and forty six (146) countries in the world. Most governments have also neglected S &T training. Less than 20% of African countries have national STI policies with the corresponding governance strategy for implementation, yet STEM education or STI is the driver for sustainable development. Africa continues to suffer from challenges of food security and nutrition, water and energy crisis (climate change and variability), although it has the world's most abundant natural resources.

The Challenges of the African Woman are many and include discrimination and suppressed motivation, family responsibilities, few role models, limited affirmative actions of governments in the enrolment and employment in higher education institutions, gender inequality and few women in decision making organs. Few women scientists and even fewer women engineers are in leadership positions in S & T institutions. Despite some deliberate efforts by some organizations and few governments in taking the lead in the affirmative action, the rate of women in STI participation still remains low. A case in point is observed from the statistics of ANSTI/DAAD Alumni over a period of thirty one (31) years - 1983 to 2014 - where there is only 9% women representation.

The New Global Agenda for Transforming the World are spelt out in the Sustainable Development Goals (SDGs). Nine (9) out of the seventeen (17) goals require direct input of STI. These are SDGs numbers 2, 3, 4, 7, 9, 11, 13, 14, and 15. The SDG number 5 specifically addresses achievement in gender



equality and empower of women and girls. The strategic objectives of the Science Programme in UNESCO are: Strengthening STI and policies - nationally, regionally and globally; and promoting international scientific cooperation on critical challenges to sustainable development. The response to these by the universities should therefore be on; STI Policy Design and Implementation; STI Systems and Governance; Gender in STI Studies to inform policy; Strengthening capacity in teaching, learning and research in STEM; Curriculum review; Mentoring Female STEM students in schools and Universities; Fellowships for women; and Resource mobilisation. It is therefore imperative for all actors in education to work together in order to advance the STI agenda and realize the stipulated SDGs.



Women as Drivers of Change in Africa: Prof Adipala Ekwamu, Executive Secretary RUFORUM

RUFORUM was founded in 2004 to provide a platform for training quality graduates who could connect knowledge with practice in rural communities, and respond to issues facing small scale farmers in Africa; especially CAADP. The platform also provides for networking, resource mobilization and advocacy for transformation of higher education for relevance in Africa including strengthening gender equity and environmental sustainability. It rationalizes resource use and enhances economies of scale and scope. RUFORUM currently has a membership of sixty (60) universities in twenty five (25) countries. It is worth noting that twelve (12) of the universities are headed by women, i.e. the Vice Chancellors of these institutions are women. Since 2004 to date, therefore, RUFORUM has responded to the gender gap raising it from 4% to 46% as of 2016. In fact, the current Chairperson of the RUFORUM Board is for the first time a female Vice Chancellor, namely, Prof. Mabel Imbuga.


RUFORUM interventions on gender has focused on increasing participation and voices of women in education/training, research and production and marketing of knowledge. RUFORUM actively promotes gender equity. Indeed over 42% of RUFORUM M.Sc. scholarships are awarded to women, a much higher than the 16% average enrolment in Masters' programmes in Africa. RUFORUM also, together with AWARD and FAWE, supports women scientists to build social networks, gain confidence and access professional opportunities that have potential to propel them into domains previously considered only available to men. One such event is an upcoming event is AWARD leadership Training on Gender for RUFORUM Principals and Deans.



Financing Higher Education to Enhance Research and Innovation in STEM for Female Africa Vice Chancellors: Prof. Nkem Khumbah, PhD, STEM-Africa Initiative, University of Michigan

Prof. Nkem Nkumbah started by introducing COACH, which is a grass root organization that works to increase the number and career success of women scientists and engineers through innovative programmes and strategies. Among the programmes, the career workshop is one of the most popular. In 2013 COACH held workshops in three universities in Kenya, namely; JKUAT, Kenyatta University and University of Nairobi. He reiterated that Africa has critical deficiency in education in technology and innovation. Efforts at correcting imbalances in Higher Education in Africa has led to establishment of many institutes and initiative. These include; Nelson Mandela Institutes; the RISE network of the Science Initiative Group; the World Bank's African Centers of Excellence; the African Union's Pan African University Institutes; the African Institutes of Mathematical Sciences and Next Einstein Initiative; the Economic Community of Central Africa States' Poles d'Excellence Technologique Universitaires (PETU); UNESCO's African Network of Science and Technology Institutes; and the Square Kilometer Array (SKA) Station in South Africa.

Governments of African countries continue to enjoy goodwill through sizable development aid that unilaterally provides externally developed end solutions to address challenges that derive or persists for the most part from lack of advanced STI competencies and infrastructures – such as AIDs, energy, and Ebola. This effectively undermines Africa's own efforts at developing its research and training competencies in relevant areas to address the same issues, by not being aligned



or diverting attention away towards provision of end solutions. An empowered African board will proactively review existing and future international partnership programmes and funding, and work with African governments and institutions on aligning incoming funds to support Africa's efforts to assume STI competencies and ownership of solving their own problems.


To change this scenario, the Vice Chancellors of African Universities should follow-up on multilateral engagements but do not have to wait on Donors or Partners to propose. For development AID opportunities, there is need to remain sufficiently abreast of International Science Currents. The proposed Forum for African Women Vice Chancellors (FAWoVC) needs to highlight the career and successes of African Women scientists, engineers and leaders in the Higher Education and Technical Industries.

African Women in Agriculture Research and Development (AWARD): Wanjiru Kamau - Rutenberg, PhD, Director, AWARD



In her speech, Dr. Wanjiru Rutenberg indicated that women represent about 50% of the workforce in agricultural production in Sub-Saharan Africa. However, only 25% of agricultural researchers are female. Women are also underrepresented in leadership positions where priorities of agricultural research are set, resources allocated, and policy decisions are made.

African Women in Agriculture Research and Development (AWARD) aims in empowering African women scientists in Sub-Saharan Africa. The AWARD annually offers seventy (70) two-year career development fellowships. The fellowships strengthen the research and leadership skills of top women agricultural scientists across Sub-Saharan Africa. The AWARD programme delivers a holistic career development programme that includes three complementary components, namely: mentoring, science and leadership. The fellowships have no age limit



and are open to any agricultural discipline. Since 2008, four hundred and sixty five (465) African women scientists have participated in this programme.

AWARD aims at investing in Africa's Leading Agricultural Women Scientists through; training courses, paid up opportunities to present their research at international conferences, paid up membership to professional associations and partnerships with international partners for advanced science placements for the top scientists.

The AWARD courses cover a broad base of knowledge and skills designed to leave participants enlightened, empowered and inspired enough to make any impact in their careers and institutions. The course has the following four series which includes mentorship. Secondly, leadership series which includes Leadership skills for agriculture research and development for career development; Women's leadership and management skills as well as negotiation skills. Thirdly, Science skills in Research proposal writing and scientific writing. The last of the series includes Gender mainstreaming skills which includes gender training for senior managers and leadership and engendering agricultural research for development.

AWARD continuously monitors the implementation, and impact of its programme activities. The results of the monitoring and evaluation exercise have reaffirmed the importance of the AWARD courses in leadership. The courses stated herein are opportunities for universities to partner with AWARD.



African Women in Science and Engineering (AWSE): Prof Caroline Thoruwa, Chairperson, AWSE

Prof. Thoruwa introduced AWSE as an organization that serves women scientists and engineers in various African countries. The formation of AWSE was necessitated by the low number (below 20%) of women in science and engineering. The organization was launched in November 1999 in Nairobi, Kenya which also hosts the Headquarters. The main goal of the network is to create a critical mass of African women scientists and engineers, through various empowerment programmes, and to enhance their visibility and contribution in research and education in the development of the continent. The organization's activities include; Organization of conferences and workshops for African Women Scientists and Engineers to disseminate their research findings; Career development; Leadership training for women scientists and engineers; Increasing girls' participation in science through awareness creation; Mentoring programmes for students in high schools and universities; Gender Sensitization activities for high school teachers; Sensitization of the community against negative attitudes and sexual harassment; Attracting, recruiting and retaining girls and women in STEM; Empower women scientists who are already in decision-making positions; Recognition of outstanding women scientists and engineers; Poverty alleviation by appropriate technology transfer to rural communities; Advocacy; and Sensitization of policy makers and administrators on unequal conditions of employment and service. The partners of AWSE include; UNESCO, International Network of Women Engineers and Scientists (INWES), DAAD, OPCW, AAAS, NACOSTI, Samsung, Ministry of Education, JKUAT, KU, CIDA, ISAAA, and CGIAR.

Gender in International Academic Collaborations: Dr. Helmut Blumbach, Director, DAAD Africa Regional Office



Dr. Helmut Blumbach organized a round table discussion with the delegates. He introduced DAAD as an association of most of the German Higher Education Institutions – working together towards the internationalisation of German higher education. DAAD supports academic exchange in three main areas, namely; Scholarships for the Best; Structures for Internationalization; Expertise for Academic Collaboration. Since 1950, 860,000 foreigners have had a German experience and 1,175,000 Germans have traveled the world over.

The DAAD Cooperation with Africa has the following goals: Staff development (Training in Germany or in Africa), Institutional building, Higher education management, Support of regional African networks, Linking African and German universities by partnerships, motivating Germans to go to Africa for study and research. DAAD Alumni is very active and the Alumni are the Ambassadors and partners for Germany. The alumni encourages interaction and provides the means and forums necessary for academic collaboration.

Discussion on the Role Gender in International Academic Collaborations: It was noted that in some countries like Kenya, a number of women have the right qualifications for taking up leadership positions in universities and government. However, the critical mass of qualified women for the top positions is lacking in most African Countries. In some countries such as Malawi, only three (3) professors are women due to lack of the requisite qualifications for such positions by the women. There is thus need to take stock of the number of qualified women in leadership positions in the African countries. Such data would establish the gap and the capacity building need per country.

Challenges of Women Leaders and Recommendations: In training, women are left out because of age limit. In addition their taking up leadership positions, like in rural remote areas, is hindered by the age of their children. There is need to advocate for policy change to higher age limit for academic scholarship. There is also need to have targeted programmes for women in career development at both M.Sc. and PhD levels. School based programmes/mature learning should be encouraged for women. In Kenya, these programmes have allowed many women to progress in education. Women are hesitant to take leadership role may be due to cultural issues. There is also a lot of bullying for women Vice Chancellors once they are installed.


Training women in management and leadership was recommended to strengthen their position in Higher Education. The training could be done using existing institutions, and could be in different categories, namely; Long term - from primary school, Student clubs, to university level for tutorial fellows and teaching assistants; Short-term- different leadership levels from Chairmen of Departments, Deans, Principals and Deputy Vice Chancellors. The issue of establishing a programme for female Vice Chancellors as role models and mentors of young women in leadership, academic and research was also deliberated and suggested for consideration. In addition to this DAAD was informed of the need to for the launching and implementation of an international programme for capacity building in leadership as an in country, regional or international programme. The DAAD also took opportunity to inform participants on the existing support it offers for outreach activities for gender offices in the universities.



UN Women: Women Economic Empowerment - Related Activities in Africa: Dr. Åsa Torkelsson

According to a research study by the UN Women, the access to economic resources by women was much lower when compared to that of men. It was however notable that chicken ownership in most households was by women and more so in Kenya. Dr. Torkelsson outlined her organization's focus, which included: The promotion of women's empowerment in agriculture, up scaling rural technologies for women, building and strengthening women's resilience, gender in the extractives industries, and financial inclusion and entrepreneurship development. UN Women initiatives also promote women's education in entrepreneurship. In Kenya, UN Women also creates awareness and builds the capacity of women entrepreneurs to access public procurement opportunities offered by the government in line with current policies. The organization is also partnering with Equity Group Foundation to enhance entrepreneurship training using delivery channels, such as mobile - based technologies, and promoting their access to appropriate financial services. UN Women has established Global knowledge hub for Women's Economic Empowerment (www.EmpowerWomen.org). This avenue promotes digital learning for women entrepreneurs in partnership with colleagues through Facebook.

The UN Women also provides for innovating knowledge sharing. This is through National - level policy dialogues such as found in Malawi, Uganda and Tanzania. Others include: participation in policy dialogue, Online Platform in Global Africa Website, empowerment conversations, newsletters, and use of social media in sharing knowledge through programme development. Examples of these include the collaboration of UN Women ESARO and Kenya Country



Office, with FAO and IFAD, in the production of educative media entertainment programmes such as the Kenyan TV programmes under the names of Shamba Shape-Up and Makutano Junction, respectively. These programmes are viewed by approximately 8.6 million viewers. About 80% of the viewers' learn something new while 68% of them have taken up and implemented the ideas being propagated.

4. Formation and Launch of Forum for African Women Vice Chancellors (FAWoVC)

Realizing the critical role of Higher Education, Science, Technology and Innovation in shaping the social, political and economic development paradigm of Africa, over twenty (20) participants comprising of ten (10) African Women Vice Chancellors, one (1) Deputy Vice Chancellor, one (1) University Constituent College Principal, and development partners from Kenya, Uganda, Malawi, South Sudan, Sudan, and United States of America met for the first time in Nairobi, Kenya, for a Tokyo International Conference on African Development (TICAD VI) side event from 22nd to 25th August 2016.

The side event organized by JKUAT in partnership with DAAD, UNESCO, RUFORUM, BECTRUM, UN Women and JICA was convened to establish a platform for Women Vice Chancellors/Rectors/Presidents in Africa to promote, empower and sustain women into leadership positions in academic institutions and research organizations.

4.1 Goal and Objective

The platform not only seeks to create a critical mass of women academics to aspire for leadership positions but also seeks to forge strategic partnerships, collaborations and networking especially in Science, Technology, Engineering and Mathematics (STEM) research and innovation; advocate for gender mainstreaming in institutions of higher learning; and catalyse, design and implement human capital development projects in the region with a focus on women.

Acknowledging the unique opportunity of the Forum in bringing Africa's top female intellectuals to dialogue, the VCs agreed that there was a need to share experiences and forge a partnership for joint action. The Vice Chancellors agreed to:

1. Form the Forum for African Women Vice Chancellors (FAWoVC)
2. Appoint an interim governing body for FAWoVC
3. Sign a declaration document on the launch.

It was agreed that the mandate of FAWoVC would be:

1. Institutionalization of gender affirmative action at all levels of higher education;
2. Creation of a virtual institute for leadership development;
3. Development of modules in leadership and mentoring;
4. Development of professional career programmes; and
5. Formulation and implementation of work-life policies.

4.2 Governance of FAWoVC

The governance of FAWoVC will comprise of seven **(7) board members**, made up exclusively of Female Vice Chancellors, and an additional three **(3) non-voting Associate members** (either gender) by invitation from the prevailing board through majority vote. The total number of the board members will be ten **(10) members**.

An Interim Committee was appointed to steer the process of FAWoVC formation. The interim team comprised of the following people:

1. Prof. Mabel Imbuga - JKUAT, Kenya (Chairperson - was mandated to host the interim secretariat, with one or two support staff form JKUAT);
2. Prof. Leah Marangu - African Nazarene University, Kenya;
3. Prof. Mary Okwakol - Busitema University, Uganda;
4. Prof. Mary Walingo - Maasai Mara University, Kenya;
5. Prof. Amna E. Badri - Ahfad University, Sudan;
6. Prof. Address Malata - Malawi University, Malawi,
7. Prof. Julia Aker Duany- Dr. John Garang Memorial University, South Sudan.

The interim governance was charged with the following duties:

- a) Development of the draft constitution;
- b) Informing AAU, and soliciting for their endorsement and seeking co-location of secretariat space;
- c) Seeking technical support from RUFORUM;
- d) Following up on the support of DAAD, JICA, ANSTI, UNESCO, and other partners;
- e) Mobilization of resources for the establishment and support of the Forum operations;
- f) Communication of the Forums goal and objectives to the wider African Higher Education Community;
- g) Informing similar bodies around the globe and networking with them; and
- h) Convening at least one follow up meeting within one calendar year.

4.3 Membership of FAWoVC

Membership of FAWoVC was divided into a number of levels as described below:

- a) **Full membership:** Substantive female Vice Chancellor / Rectors / Presidents of accredited / chartered universities in Africa;
- b) **Emeritus membership:** female Vice Chancellor / Rectors / Presidents of universities in Africa whose term of office has ended or they have been promoted to higher levels (by invitation based on pre-defined criteria);
- c) **Associate Membership:**
 - i) Female Deputy Vice Chancellors/Principals of University Constituent Colleges / Rectors / Presidents of accredited / chartered universities in Africa (**for mentorship**);
 - ii) Male Vice Chancellors / Rectors / Presidents of accredited / chartered universities in Africa supporting the vision of FAWoVC; and

iii) Vice Chancellors / Rectors / Presidents of private / public universities in Africa with letters of interim authority.

d) Honorary membership: An advocate of the FAWoVC - By invitation based on pre-defined criteria or by application, and can be a male or female from anywhere in the world.

4.4 Funding Mechanisms for FAWoVC

The following mechanisms were proposed as potential funding mechanism for the forum.

- a) Membership fees
- b) Endowment
- c) Philanthropies
- d) Grants
- e) Strategic Partnerships
- f) Fundraising

The exact mechanism of fundraising will be documented in detail during the drafting of constitution.

4.5 Relevant Networks and Linkages

To strengthen the activities of FAWoVC and increase the audience for policy advocacy, linkage with national, regional and international bodies with similar focus and interest was considered to be of great importance. The proposed networks and linkages included:

- a) National**
 - i) Line ministries
 - ii) Parastatals / Agencies
 - iii) Strategic Private Sector Partners
 - iv) National Vice Chancellors' Associations.

b) Regional

- i) RUFORUM
- ii) Inter-University Council for East Africa (IUCEA)
- iii) Association of African Union (AAU)
- iv) African Network of Scientific and Technological Institutions (ANSTI)
- v) African Women in Science and Engineering (AWSE)
- vi) Forum for African Women Educationalist (FAWE)
- vii) African Women in Agriculture, Research and Development (AWARD)
- viii) Conference of Vice Chancellors, Deans of Science, Engineering and Technology (COVIDSET).

c) International





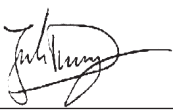
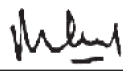
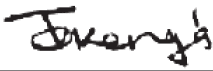


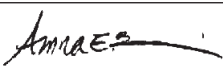
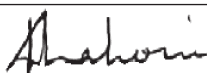
- i) UNESCO
- ii) UN Women
- iii) JICA
- iv) DAAD
- v) INWES
- vi) USAID
- vii) CIDA
- viii) DFID
- ix) Association of Commonwealth universities
- x) Strategic international universities
- xi) Similar Women Vice Chancellors/ Rectors/ Presidents associations across the world.

The lists as given in (a) to (c) under this section is not exhaustive.

4.6 Declaration

We the undersigned Female Vice Chancellors, representing a total of 11 Women Vice Chancellors from Universities in Africa, during a meeting held in Radisson Blu Hotel in Nairobi, Kenya on the 24th August 2016, declare the formation and launch of the Forum of African Women Vice Chancellors/Rectors/Presidents (FAWoVC).

4.7 Appended Signatures to the Declaration in 4.6 above

No.	Name	University	Signature
1.	Prof. Mabel Imbuga	Jomo Kenyatta University of Agriculture and Technology (Kenya)	
2.	Prof. Christine Dranzoa	Muni University (Uganda)	
3.	Prof. Leah Marangu	African Nazarene University (Kenya)	
4.	Prof. Address Malata	Malawi University of Science and Technology (Malawi)	
5.	Prof. Julia Aker Duany	Dr. Jong Garang Memorial University of Science and Technology (S.Sudan)	
6.	Prof. Mary Okwakol	Busitema University (Uganda)	
7.	Prof. Teresa Akenga	University of Eldoret (Kenya)	
8.	Prof. Mary Ndungu	Kirinyaga University (Kenya)	
9.	Prof. Rose Mwonya	Egerton University (Kenya)	
10.	Prof. Amna Badri	Ahfad University for Women (Sudan)	
11.	Prof. Mary Walingo	Maasai Mara University (Kenya)	

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