Scholarships & Postgraduate Studies
AT RHODES UNIVERSITY
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Mr John Gillam has 21 years of managing scholarship aid at Rhodes University to his name. He deserves the highest recognition for the key role he has played in ensuring that thousands of scholarship candidates have received the financial aid necessary to further their degrees.

At Rhodes today over 60% of postgraduate students – equating to approximately 900 students – are receiving financial aid through the University’s scholarship and bursary programme.

Postgraduate success
The success rate of Rhodes’ postgraduate funding programme deserves to be highlighted as it is outstanding, with only two students out of 3 000 leaving their studies in the past two years. These two left mostly for medical reasons.

Mr Gillam himself is a Rhodes graduate with a Geology degree and a Higher Diploma in Education. “My postgraduate diploma was one of the best things I ever did as I realised firsthand that getting people professionally educated and trained, and helping to develop them, is the best road to change in South Africa. I wanted to play my part in this and so I dropped the geology profession path and took up my first post in financial aid at Rhodes in 1993.”

Should you visit his office on any given morning – Room 206 in the Main Administration Block at Rhodes – you will always find students here, finding out what scholarships or bursaries best suit their line of study and seeking Mr Gillam’s advice and guidance.
Commitment to helping students
He is well known for his open door approach and for his commitment to helping students, ably supported by his office’s admin assistants, Ms Liezel Strydom and Ms Nichole de Vos.

“My vision has always been to grow our scholarship and bursary investment portfolio and to attract significant other sources of postgraduate funding to achieve the ideal where every postgraduate student at Rhodes gets some sort of financial aid. A percentage of students are awarded comprehensive scholarships or bursaries; others receive smaller awards to help cover their living expenses and academic fees.”

Bursaries, he explains, are generally awarded where there is a need factor coupled with high grades and academic merit, whereas a scholarship is based purely on high grades and academic merit. At Rhodes there is no financial pay back for either scholarships or bursaries, only for study loans, Mr Gillam explains.

Developing all sectors
Good candidates in greatest financial need are prioritised and certain funding programmes are specifically aimed at black South African and/or female students, in line with equity targets and the need to develop skills across all sectors of South African society.

“Our postgraduate target is 2500 students; which is realistic. We have approximately 1800 postgraduate students at the moment. Our emphasis, which is the national emphasis, is on Doctoral students but at the same time we are focusing on Honours students to grow the volume of Honours students in the hope that a greater percentage will go on to do their Master’s and PhD.”

A wonderful future in South Africa
Mr Gillam is confident that there is a wonderful future in South Africa for all students who work hard, are well educated academically, well equipped with life skills, and who are committed to this country and its people.

“This is what drives me,” he says. He is particularly passionate about postgraduate scholarship aid, which he describes as being “all about ensuring that all students who deserve the opportunity to pursue postgraduate studies have the opportunity to do so”.

“At Rhodes you are not a number on a computer system. Being a small university with a high ratio of staff members to student numbers, postgraduate students are welcomed into a highly supportive environment with close supervision from academics who focus on developing quality research and quality postgraduate researchers.”

– Mr John Gillam, Manager of the Rhodes Postgraduate Scholarship Programme in the Research Office at Rhodes University.
The shift from first degree to postgraduate studies is all about career development, Mr Gillam explains, because this is where students really decide what they want to do, and where they start ploughing back into the economy.

A postgraduate degree is becoming increasingly important
“Today a postgraduate degree is becoming increasingly important in the professional arena,” he explains. “Companies are looking at candidates with more than an undergraduate degree. Scholars with an Honours, Master’s, Doctoral or Postdoctoral degree have a distinct advantage, not only in pursuing academic opportunities but also throughout business and industry.”

As a research-active university Rhodes has proactively focused on growing its postgraduate students numbers over many years. “Our Vice-Chancellor of the past eight years (2006 – 2014), Dr Saleem Badat, our Deputy Vice-Chancellor: Research and Development, Dr Peter Clayton, and our Deputy Vice-Chancellor: Academic and Student Affairs, Dr Sizwe Mabizela, have all greatly contributed to this.”

Research: a core Rhodes strength
Rhodes has identified research as one of its core strengths. Based on this, the Research Office, headed by Ms Jaine Roberts, administers up to 60 Postdoctoral students in any given year – from South Africa, Africa and the rest of the world, injecting cultural diversity and alternative ideas.

The University also embraces the practice of “growing its own timber” – a phrase coined in 1998 by the Vice-Chancellor at the time, Dr David Woods.

“The over 40 academic staff members at Rhodes today who received scholarships and bursaries through Rhodes to pursue their postgraduate studies here are testament to the effectiveness of this approach,” says Mr Gillam.

“Watching former scholarship students like Dr Denzil Beukes (former Head of the Pharmaceutical Chemistry Division at Rhodes) and Professor Janice Limson (Head of Biotechnology at Rhodes) transform into the leading global academics they are today is the greatest reward for me.”
“Today a postgraduate degree is becoming increasingly important in the professional arena. Companies are looking at candidates with more than an undergraduate degree. Scholars with an Honours, Master’s, Doctoral or Postdoctoral degree have a distinct advantage...”

Mr John Gillam
A highly supportive environment

“We believe our ability to offer a scholarly environment, personalised supervision and highly specialised research offerings, outweighs the higher postgraduate scholarship amounts that other universities might pay,” says Mr. Gillam.

Students who need additional support of any kind, such as research-related matters or difficulties with their academic progress or writing skills or studying in English, are offered the full support they need by their supervisors and through dedicated courses run by the Centre for Higher Education Research Teaching and Learning (CHERTL) at Rhodes.

The Rhodes Foundation Account

Rhodes’ scholarship programme has proved sustainable over many years and the coffers are growing, thanks to sound investments made through the Rhodes Foundation Account. Rhodes also works hard to attract new donors – from large trusts to scholarships bequeathed in wills to individual donors donating any sum of money to help educate others.

Rhodes also puts aside a substantial amount for postgraduate study loans each year, with zero interest charged and generous pay back terms.

“We offer postgraduate loans as a last resort where, for example, a student has not managed to secure a scholarship or bursary or where the scholarship or bursary has not yet been paid,” Mr. Gillam explains. “Should the money become available or the student manages to secure a scholarship, the loan falls away.”

Postgraduate Studies Centre

Looking to the future, Mr. Gillam says that Rhodes has committed to the establishment of a Postgraduate Studies Centre.

“The Centre will manage all the logistics for postgraduates, including financial aid, matching the right supervisor to the right student and sourcing funds for postgraduate research requirements, such as travelling to conferences. The Centre would also act as a coordinator between the Registrar and residence or accommodation system, and as a gateway for international students, many of whom have complex admin requirements.

“The whole idea behind the Centre is to make the postgraduate entry and exit process as smooth as possible for students and their families. It would also be a hub where they could meet or discuss problems they might have; it would be a place where
they could feel at home and where they could come and relax or spend time in a reading room established specifically for them.”

Mr Gillam, the Research Office and other offices at Rhodes already offer much of what the Centre would consolidate for postgraduate students.

“Apart from their academic requirements, they sometimes, for example, need counseling – in which case we send them to the Counseling Clinic at Rhodes – or they need to know about accommodation options or what life in Grahamstown is like. We are here for them and we try to help them in every way. As I said, students are not a number on a computer system here. They are part of an academic family committed to their growth and development in every way.”
The **Postgraduate and Scholarship environment** at Rhodes University

Rhodes is a research-active university with outstanding postgraduate and postdoctoral success rates and impressive research output across its six faculties: Humanities, Science, Commerce, Pharmacy, Law and Education.

As one of South Africa’s five leading universities, Rhodes is contributing substantially to the growth and development of people and society through its:

- Scholarship programmes;
- Postgraduate, postdoctoral and research development programmes;
- Accelerated staff development programmes.

Many areas of our society and economy require graduates with higher levels of knowledge and expertise than that offered through an undergraduate degree.

We also have the challenge of ensuring that we help create and transform the social composition of the next generation of scholars and researchers.

As Rhodes University’s Vice-Chancellor from 2006 – 2014, Dr Saleem Badat, said: “The world today is all about new knowledge and leadership. We are living in a knowledge economy where universities function as leaders in knowledge creation for technology, business, the environment, social development, scientific and health innovation and evidence-based policy development – not divisible from society, but as leaders in society.”
Rhodes and the development of leaders
In November 2011 the National Planning Commission stated that in order to be productive and competitive, South Africa’s challenge is to produce 100 PhDs per one million of the population. It compared this to the 26 PhD graduates per million of the population that South Africa is currently producing, and pointed out that only one-third of instructional, research and technical staff at higher education institutions possess PhD qualifications.

Rising to this challenge, Rhodes is proactively pursuing its objective to continue developing as a postgraduate and research-active university.

Outstanding postgraduate success rates
As South Africa’s smallest university, Rhodes achieves outstanding postgraduate success rates.

As the Vice-Chancellor said at Rhodes’ 2014 graduation ceremony: “We rejoice that we enjoy among the best pass and graduation rates in South Africa; that we have among the most highly qualified academic staff and the best research output per academic staff member, and that we pursue socially committed and mutually respectful and beneficial engagements with various communities.

“In 2014 we had 2 367 graduates, which is a new University record, and necessitated six graduation ceremonies instead of the usual five. Given our total student body of 7 485 students, this is by far the best graduation rate among South African universities.”

71 PhDs and a record 286 Master’s degrees
Of these students, 1 286 students received undergraduate degrees, and 1 081 or 46.0% received postgraduate degrees. This includes 71 PhDs and a record 286 Master’s degrees.

“It’s a fabulous achievement for the smallest university in the country!” said Dr Badat. “To appreciate the significance of the 71 PhDs you have to note that a sister university that is four times our size and has over 30 000 students, will award 72 PhDs at its 2014 graduation ceremonies,” said Dr Badat.

“We are also very proud of the fact that 60% of our graduates are women, and 21% are international students from 37 countries in the
rest of Africa and around the world.”

Contributing to its PhD record are Rhodes’ 10 DST-NRF SARChI Research Chairs, which equates to 7% of all SARChI Chairs awarded to date in South Africa.

Mr Hertzog Bester, who was awarded an MSc bursary by the Rhodes SARChI SKA Chair, emphasises that his academic success has a lot to do with the personal attention he has received from Rhodes’ Department of Physics and Electronics.

As a small university situated in the university town of Grahamstown Rhodes is able to offer postgraduate and postdoctoral students the unique opportunity of personalised supervision in a scholarly environment where 56% of the teaching staff have PhDs.

Rhodes attracts a significant number of PhDs
Rhodes currently has the highest percentage of all South African universities with regard to PhD students as a percentage of Master’s students.

This suggests two trends: firstly, that Rhodes attracts a significant number of PhD students from outside the University, and, secondly, that a significant number of Rhodes Master’s students continue to do PhDs.

This makes Rhodes distinctive among South African universities and creates a solid foundation for pursuing a trajectory of becoming more postgraduate over time.

Towards boosting research funding, the Rhodes leadership has worked considerably hard. Since 2006 research funding for Rhodes, hard sought from a wide variety of sources, has more than doubled – from R80million to R210million.

Considerable energy has been invested in establishing strategic new research initiatives at Rhodes, such as Sandisa Imbewu, launched in 2011. Meaning ‘we are growing’ in isiXhosa, it reflects Rhodes’ strategy to grow its postgraduate student numbers, research and development programmes, and to multiply its postgraduate and research outputs.

The University is also enrolling a healthy number of Honours students with the intention of growing the percentage of Honours students that stay on to become Master’s and PhD students at Rhodes.
As a small university situated in the university town of Grahamstown Rhodes is able to offer postgraduate and postdoctoral students the unique opportunity of personalised supervision in a scholarly environment where 56% of the teaching staff have PhDs.
Supervisors and facilities at Rhodes
Postgraduates often base their choice of university on a particular supervisor, which is one of Rhodes’ strengths. One such supervisor is Distinguished Professor Tebello Nyokong of the Rhodes University Chemistry Department and SARChI Chair holder who in 2013 was awarded the National Research Foundation’s Lifetime Achiever Award.

Rhodes also understands that postgraduate research can be a lonely journey and has created facilities where postgraduates can feel at home. One such facility is the Postgraduate Commons (PGC) in the spectacular new Library at Rhodes, which has state of the art facilities and extensive digital research databases. Informally dubbed ‘Level Zero’, it is an inviting space seating 80 postgraduates with nine study cubicles, two group discussion rooms and a refreshment/social space.

Rhodes offers a Postgraduate Orientation Programme to assist postgraduate students in engaging with various theoretical approaches, data collection methods and methods of analysis.

The impact of Rhodes University scholarships
The postgraduate and postdoctoral scholarships offered by Rhodes combined with the many distinct advantages of being a Rhodes person attracts top students and researchers from South Africa, Africa and around the world to Rhodes.

The University takes pride in its motto Where Leaders Learn and produces graduates who are knowledgeable intellectuals, skilled professionals, and critical, caring and compassionate citizens who can contribute to economic and social development and an equitable, just and democratic society.

Many leading academics and achievers in the professional, scientific and business world were funded by Rhodes through its scholarship programme. They have not only succeeded in many different fields in South Africa and worldwide, they also reflect the character and conscience of a Rhodes person.

Growing Rhodes’ next generation of academics
Scholarships and academic staff development programmes are essential for Rhodes to grow the next generation of academics.
through its postgraduate academic pipeline.

It is estimated that soon, nearly half of all current professors in South Africa will have retired and the replacement pipeline is growing at a far slower pace. Employment equity and the current social composition of the academic staff is another serious and immediate ‘crisis’.

“The roots of this crisis are well known,” says Rhodes University’s Deputy Vice-Chancellor of Research and Development, Dr Peter Clayton. “In addition to historic conditions, slow growth in the new generation of academics can be attributed to the remuneration of academics, the pull of the public (government, public enterprises and science councils) and private sectors that offer considerably better remuneration, competition from other knowledge producing institutions, and the emigration of scholars to other parts of the world. The crisis is grave and needs to be actively addressed.”

Scholarships and academic advancement programmes
Rhodes is proactive about addressing this crisis as evidenced by no less than 40 academic staff members currently employed by the University who were funded through Rhodes’ scholarship and postgraduate academic advancement programmes.

Rhodes University’s leading academic advancement programmes are funded by the Kresge and Andrew W. Mellon Foundations and by a fund created by the Rhodes University Council.

These programmes pair outstanding young academics with more experienced mentors and at the same time reduce their teaching load as they work towards their Master’s and Doctoral degrees.

Postgraduate development goals
All research at Rhodes builds on its postgraduate development goals by facilitating:

• The consolidation and enhancement of current areas of academic excellence at Rhodes;
• Ventures into new research areas that enhance research and knowledge production, and, importantly, the growth in postgraduate student numbers;
• The pursuit and development of new opportunities in South Africa and the world at large that enhance research and knowledge production and the quality of citizens produced.
Success breeds success, and Rhodes is proud of the calibre of postgraduate and postdoctoral students it attracts. The University puts considerable thought and energy into providing the environment and support they need to succeed.
COMMON MISCONCEPTIONS ABOUT FUNDING

Applying for funding can seem a daunting task. However, there are some common misconceptions that make the process appear more difficult than it already is.

**Misconception 1:**
Students must apply for funding alone.

*Fact:* It is much better to approach a potential supervisor and to develop a research project together.

**Misconception 2:**
Students are limited to what is available.

*Fact:* If you have an idea for a research project, then you should approach a supervisor and develop a funding plan together. So keep an eye on the NRF website and when you see a research call that you feel is interesting, approach the department to implement it.

**Misconception 3:**
There is very little funding for students.

*Fact:* There has never been as much funding as there is now.

**Misconception 4:**
It is a quick process.

*Fact:* Unfortunately, obtaining funding can take a long time: six months to a year in some cases. This means you must start thinking of funding as early as possible (your third year is a good time to start thinking about your Master’s studies!). However, this does not mean it always takes this long.

**Misconception 5:**
Rejection means you are no good.

*Fact:* Not every research proposal is accepted first time around. If your application is rejected by one funding agency, then reapply again and again and again. This is where it is very important to work together with your supervisor and to encourage each other.
Flanagan Scholar 2014/2015
Ms Thando Njovane

You don’t think such good things will happen in life!
“You don’t think such good things will happen in life,” said Rhodes University Master’s graduate Ms Thando Njovane on hearing in December 2013 that she is the recipient of a two-year international Flanagan Scholarship.

The 27-year-old Lusikisiki-born scholar, who graduated with a distinction for her Master’s in English from Rhodes in 2013, describes how when Rhodes’ former Vice-Chancellor and Chair of the Flanagan Selection Committee, Dr Saleem Badat – told her she had been awarded the Flanagan Scholarship, she was overcome with emotion.

Doctorate in English at the University of York
“Poor Dr Badat, I was so anxious when he called me into his office on the 2nd December and told me I had been chosen out of the five final candidates, I burst into tears,” says a smiling Ms Ndjovane who headed to the University of York in the United Kingdom in March 2014 to start her Doctorate in English. This is her first experience of going overseas.

“I am so excited and so relieved. I was determined to do my PhD at York, where my PhD proposal on child-focused trauma fiction from Africa had already been accepted, but I had no idea how I would finance my studies,” says Ms Njovane who will be supervised by Professor David Attwell at the University of York.
“I have my amazing Master’s supervisor in the English Department at Rhodes, Sue Marais, to thank for all this. She saw me when I was invisible; she encouraged me to develop confidence in myself and to pursue my postgraduate studies. She has been supportive above and beyond the call of duty.”

Ms Thando Njovane, Flanagan Scholar 2014/2015.
Amazing Master’s supervisor at Rhodes

“I have my amazing Master’s supervisor in the English Department at Rhodes, Sue Marais, to thank for all this. She saw me when I was invisible; she encouraged me to develop confidence in myself and to pursue my postgraduate studies. She has been supportive above and beyond the call of duty.”

It was during her Master’s that Ms Njovane met Professor Attwell who is well known for his work on South African author JM Coetzee. “Sue gave me the opportunity to attend and present at conferences as a Master’s student and to start networking with local and international academics. I met Professor Attwell at a conference hosted by Rhodes in 2011 where I presented a paper and chaired a panel,” says Ms Njovane whose Honours in English and undergraduate BA degree were also at Rhodes.

Several highly prestigious postgraduate international scholarships are offered through the Research Office of Rhodes University, including the Flanagan, Rhodes Trust and Commonwealth Scholarships.

Bequeathed to South African women

The Flanagan Scholarship, the full title of which is The Patrick and Margaret Flanagan Scholarship, was bequeathed to South African women scholars in the 1982 will of the late Margaret Flanagan. She recognised the need for South African women to be educated and to be given the opportunity to pursue their postgraduate studies in any field of study at leading international universities.

In her will she wrote: “My underlying intention in making provision for the award of scholarships is my belief that the future of any country is, to an important extent, dependent on the women of that country being educated…” She further stated that she would like to give preference “to women of South African descent, without restriction as to creed or colour”.

Of the 30 candidates who have been awarded this Flanagan Scholarship since its inception in 1985, 13 are Rhodes University graduates.
Doors opened for the young married couple
“Rhodes has a special place in my heart because it sent my husband and I overseas and it offered us a future as full-time academics,” says Dr Saville Young, a registered clinical psychologist and senior lecturer in the Psychology Department at Rhodes University.

In 2001 at the age of 24 she headed for Cambridge where she did her MPhil in Social and Developmental Psychology, as the recipient of the two-year international Flanagan Scholarship.

This scholarship was bequeathed to South African women scholars in the 1982 will of the late Margaret Flanagan. The first recipient was in 1985, and it has been awarded ever since.

My husband could accompany me
“I was fortunate that my husband (Professor Charles Young – an associate professor in the Psychology Department today) could accompany me,” she adds. “The Flanagan Committee did not mind at all that I was engaged at the time. Only when I was announced as the winner did Dr David Woods, the Vice-Chancellor of Rhodes at the time, ask about my engagement ring. He asked what would happen to my fiancé, and I said he would come with me. We married before heading for Cambridge.”

Professor Young, a qualified counseling psychologist at the time, managed to secure an ancestral visa and was employed by the National Health System (NHS) in Cambridge while they were there.
“Through the Flanagan Scholarship, doors opened for both of us that would never have been opened without it. It was a whole new world and we met so many inspiring people with whom we have kept in contact.”

He also landed up doing his doctorate at the University of Essex, funded by the NHS.

**We met so many inspiring people**
“Through the Flanagan Scholarship, doors opened for both of us that would never have been opened without it. It was a whole new world and we met so many inspiring people with whom we have kept in contact,” says Dr Saville Young.

Of Cambridge University she says: “The pomp and ceremony at Cambridge was quite something to behold. I felt so privileged to be there, exposed to scholars at the forefront of their field who were incredibly warm and generous with their time, and nurturing towards me.

“I must add that I worked incredibly hard and have fond memories of the university library. What an incredible place, where, for hundreds of years, students have been sitting at the same desks.”

**MPhil with distinction**
After her one-year MPhil (for which she got a distinction) she did her PhD at Birkbeck College – one of the colleges of the University of London. The Flanagan Scholarship, being a two-year scholarship, financed the first year of her PhD. Her subsequent two years were financed through additional funding she secured through Birkbeck.

“It was great to experience two top UK universities, and I am particularly appreciative for the support I received during my MPhil from Professor Juliet Mitchell and from Professor Stephen Frosh during my PhD.”

Dr Saville Young worked as a teaching assistant at Birkbeck, where she taught mature students. “It was incredibly rewarding as they come with emotional experience and a strong desire to pursue a certain area of study,” she explains.

“What I appreciated at Birkbeck is the flexibility around part-time study for people who are working. I think the flexibility in the UK in general around this is remarkable and something to be emulated.”

**Home to South Africa in 2007**
On completion of their PhDs, Dr Saville Young and Professor Young returned home to South Africa in 2007.

“Apart from the fact that we’re both committed to South Africa, part...
of the agreement that you enter into with the Flanagan Scholarship Committee is that you will return to South Africa. It’s not enforced but candidates who do not have a long-term commitment to South Africa definitely lose points with the committee.

“For myself and Charles, we never once thought we were emigrating when we went. It was always about studying and gaining experience and then returning. This mindset was important, as we never put down roots over there,” she explains.

“We were both also very aware that we were privileged to receive an education overseas and we felt it was important that South Africans benefitted from our skills.”

On their return, Professor Young took up a post as the Head of the Counselling Centre at Rhodes, and Dr Saville Young was offered a Mellon postdoctoral scholarship in 2008 through the Psychology Department.

The Grahamstown/Rhodes network
“The Grahamstown/Rhodes network really worked for us in this regard,” she explains. “I was pregnant and we had one child when I met Professor Catriona Macleod, head of the Psychology Department at the time, at a children’s morning. Our second son was born in April 2007 and I started my postdoc the following year.

“I published research from my PhD, which was on men’s relationships with their brothers, using a relatively new method called psychosocial research that I’m still working on. It combines a discourse analytic approach with psychoanalysis.”

While she was doing her postdoctoral studies, two vacancies came up in the Psychology Department and she and Professor Young both applied and both got offered posts.

“It was wonderful from an academic and financial point of view as we had struggled to cover our expenses in the first two years. Charles got a job as a res warden so that we could have accommodation and it took a while for us to settle down. Once we both got academic jobs things significantly improved and we were able to buy our own home.”

They have now been at Rhodes for seven years and they have three boys, two at Kingswood College.
“We really appreciate the family-friendly lifestyle in Grahamstown,” she explains. “We are able to go home for lunch every day and we can pop out if we need to lift the boys to sport.”

**Lecturing and supervising Master’s students**

In addition to lecturing, both of them now supervise Master’s students in clinical and counselling psychology, and both are academic programme coordinators of the professional training programme in clinical and counselling psychology.

To qualify as a clinical or counselling psychologist, you have to have a Master’s degree, complete an internship, and you have to have completed and written an external board exam. Clinical psychologists also have to have completed a year of community service.

“I would like to see South Africa embracing specialisation in psychology to a far greater degree,” says Dr Saville Young. “Encouraging practising psychologists to pursue a PhD would facilitate this and enable them to define their area of expertise, which is what happens very successfully in the UK.”
Dr Saville Young currently sits on the Flanagan Scholarship Selection Committee, which includes the Vice-Chancellor, the Director of Research, the Director of Student Affairs, an academic from CHERTL, Dr Saville Young and Mrs Margot Beard, a retired academic from the English Department.

“With Flanagan we are looking for a well-rounded person – someone who is academically sound but who is also aware of the South African socio-political environment and is sensitive to these issues,” Dr Saville Young explains. “In this regard, participation in community projects led by the Community Engagement Office at Rhodes is important. Engaging with communities that often differ from the applicant’s background helps them to think about the South African situation in a more open-minded way.

“The candidates we choose do not always make a big, confident first impression, which other scholarship committees may prefer. Rather, we appoint people with potential who will grow exponentially through the scholarship.

“We meet the four or five final selection candidates at a dinner on the evening before the interviews. It helps them to relax a bit and gives us an opportunity to chat more informally with them. We inform all candidates about our decision shortly after the final selection interviews.”
Many leading academics and achievers in the professional, scientific and business world were funded by Rhodes University through its scholarship programme. They have not only succeeded in many different fields in South Africa and worldwide, they also reflect the character and conscience of a Rhodes person.

Featured here are three such achievers who pride themselves on their association with Rhodes:

- **Dr Doug Sanyahumbi:** Director of Technology Transfer at the University of the Western Cape (UWC)
- **Dr Cyril Nhlanhla Mbatha:** Associate Professor of Economics at the Graduate School of Business and Leadership (GSBL), University of South Africa (Unisa)
- **Mr Vuyo Kahla:** Group Executive of Advisory & Assurance and Company Secretary of Sasol Ltd and Rhodes University’s Council Chairperson
Scholarships are critical to building leaders

“It’s been good to get here,” says Dr Doug Sanyahumbi of his journey – from an undergraduate in 1990 when he started his BSc degree at Rhodes University, to his Honours, MSc and PhD, all at Rhodes, followed by a postdoctoral degree at the University of Birmingham, United Kingdom – all the way through to his current post as Director of Technology Transfer at the University of the Western Cape (UWC).

Dr Sanyahumbi emphasises his indebtedness to Rhodes’ Research Office and its Financial Aid Office, particularly to Mr John Gillam, who went out of his way to assist him with securing postgraduate scholarships.

From a cost perspective he says that he would not have been able to pursue postgraduate studies without financial assistance, which is the situation in which many bright, promising students find themselves.

“Scholarships are absolutely critical to building up leaders in the science space and in general in South Africa,” says Dr Sanyahumbi who, in addition to his scholarships, also tutored, lectured and served as a residence warden to cover his costs during his postgraduate studies.

Choose your supervisor carefully

His key advice to future postgraduate students is to choose your supervisor carefully.
“It’s all important to your future growth path because this is the person who will guide you and open their networks to you,” he says.

“It is equally important to take a deep look at what it is that society and the economy needs, and to design your postgraduate path around these needs. This is particularly important when applying for scholarships because they often favour good students who are socially conscious.”

Never one to stop studying, he recently completed his distance learning MBA through the University of Leicester, United Kingdom, to add business acumen to his scientific knowledge. “I need to understand both worlds,” he explains.

Both worlds are equally important to his position as the Director of Technology Transfer.

Taking technology to market
“We take to market the technology developed at the university. The technology ranges from new, non-volatile hydrogen fuel cell systems for vehicles to software that reduces the cost of HIV drug resistance testing, which is critical to putting people on the right treatment regime.”

Readying technology for market is a lengthy and complex process, including securing intellectual property protection.

“We are already engaging with industry partners on some of our innovations,” says Dr Sanyahumbi who developed an interest in this field during his postdoctoral studies in the United Kingdom from 2003 – 2006.

During my postdoc
“During the last year of my postdoc I took a course in technology commercialisation run jointly by the London Business School, Cambridge University and University College, London,” he explains.

“It fascinated me, and so when I completed my postdoc and came back to South Africa in 2006, I joined a technology business incubator in Cape Town called Acorn.”

A year later he was offered a post by the Cape Biotech Trust – an initiative of the Department of Science and Technology focused on technological development in the human health space.

In 2010 the Cape Biotech Trust was migrated into the Technology
Innovation Agency and Dr Sanyahumbi was appointed as General Manager for industrial biotechnology. “My role was to develop a strategy for this space in South Africa and to manage it.”

He remained here until 2012 when he joined UWC as the founding director of the Technology Transfer Office.

A snapshot journey
Looking back on the milestones that have got him to where he is today, Dr Sanyahumbi takes us on a snapshot journey to Zimbabwe where he and his identical twin brother Derrick grew up in Harare during a violent, volatile time. They were seven years old when Zimbabwe formally gained independence in 1980, following the Lancaster House Agreement.

“My grandparents lived in one of the rural areas called Guruve, and when we visited them, which we often did, we could always hear gunfire. If it came close we would hide under the beds. We thought it was the norm,” he explains, adding: “Many people in Zimbabwe, including our family, lost family members. The politics and losses have impacted heavily on family and community relations.”

The best possible education
Dr Sanyahumbi’s father was a headmaster and his mother was a nursery school teacher. They wanted to secure the best possible education for their children, and they took out a bank loan to send the twins to a private school called Peter House, 80 kilometres from Harare.

“It offered awesome academic and sporting opportunities but the cost was definitely a stress. Most of the boys at the school were from wealthy families, while our fees were only just covered by my Dad’s loan and a scholarship.”

Both excelled academically and at sport. Doug played first team rugby and soccer, and Derrick was chosen as head boy.

Tackle the white boys harder
“It was a wonderful time and a curious time. A psychology student once came to our school and asked whether we tackle the white boys harder when we play rugby, given Zimbabwe’s colonial, racist history. We just laughed; there were a lot of white learners at our school but we were all friends and we didn’t relate like that.”
“I feel strongly about giving back to South Africa – the country that has given me so much, and at the same time I would like to be able to play a role in helping developing science and technology in Zimbabwe.”

Dr Doug Sanyahumbi, Founding Director of the Technology Transfer Office, University of the Western Cape. Recipient of the Canon Collins Scholarship and Mellon Scholarship.
After school, Derrick went into marketing and became the youngest marketing manager for British American Tobacco in Zimbabwe, while Doug chose academia and Rhodes University.

An interest in biotechnology
“I was always interested in applied research in science, specifically in biotechnology and Rhodes was one of the few, if not the only university in South Africa, offering biotechnology at the time.”

Biotechnology, he explains, is all about how we can manipulate natural biological systems to our benefit, such as bacteria for antibiotics or yeast for beer or plants for a wide range of medicines.

BSc degree in Biochemistry and Microbiology
On completion of his BSc degree in Biochemistry and Microbiology (1990 – 1993) he returned to Zimbabwe and taught at Plumtree High School near Bulawayo.

“The school’s parents association created a scholarship, which Dr Sanyahumbi was awarded, and which enabled him to pursue his Honours Degree in Biotechnology at Rhodes. In return, he taught physics to A- and O-level learners at Plumtree High during the university holidays.

“Education has always been extremely important to Zimbabweans. The government schools have regrettably taken a huge knock in the current political dispensation but the private schools are still good,” he explains.

A new career level
Postgraduate studies took Dr Sanyahumbi to a new career level: “I was fortunate to secure further scholarships through Rhodes to pursue my Master’s in 1997/8 and my PhD from 2000 – 2003. I was awarded a Canon Collins Scholarship for my Master’s and a Mellon Scholarship for my PhD. Both were in Microbiology, Biochemistry and Biotechnology.

“My Master’s was on waste water treatment, specifically on treating water contaminated by lead and acid from the battery industry. My PhD was a continuation of this, using bacteria to treat water contaminated with heavy metals.”
Exceptional supervisors
“I was also extremely fortunate to have exceptional supervisors at Rhodes: Professor Peter Rose and Professor John Duncan for my Master’s and Professor Duncan for my PhD.

“They not only helped me to develop academically, they helped me to develop as a person and in so many different ways. When you are from another country it can be difficult, logistically and also emotionally because you are far from your family,” says Dr Sanyahumbi whose father passed away while he was at Rhodes doing his PhD. “He had a stroke and I didn’t manage to get back in time which affected me deeply.”

Cape Town and Harare
Home for Dr Sanyahumbi is now both Cape Town and Harare.

“I really enjoy visiting family and friends in Zimbabwe and it’s good to see an increasing number of people returning. A friend who runs a guesthouse in Harare is constantly throwing parties for people who are coming back.

“I feel strongly about giving back to South Africa – the country that has given me so much, and at the same time I would like to be able to play a role in helping developing science and technology in Zimbabwe.

“I’ve met with the Minister of Science and Technology in Zimbabwe, a very educated man with a PhD, but the infrastructure for science and technology has broken down there and it’s going to need to be built from scratch. I would not be able to do what I am doing now in Zimbabwe.

Playing on political issues
“I hope the government in South Africa realises that playing on political issues like land and race, and continuously blaming people, does not serve this country. There are Africans here who are not black and who have as much right to be here as anyone else.

“It’s not about colour, it is about building up this country, and we all need to pull together and move forward. Opportunities for bright, hard-working people are wide open here and we must not let that slide.”
Dr Cyril Nhlanhla Mbatha completed his undergraduate degree and his Honours, Master’s and PhD in Economics at Rhodes University from 2000 – 2007.

“Rhodes University gave me the opportunity to think independently and to deeply contemplate the meaning of life, what it is I want from life and how to go about achieving it. For me this is one of the greatest gifts anyone can receive because this is how you achieve personal freedom,” says Dr Cyril Nhlanhla Mbatha.

Dr Mbatha is now an Associate Professor of Economics at the Graduate School of Business and Leadership (GSBL), University of South Africa (Unisa). He teaches Economics to first year MBA students and supervises the doctoral student research in Business Leadership.

Dr Mbatha was formerly Chief Research Manager and Unit Head of the Education and Skills Development Programme at the Human Sciences Research Council (HSRC) before taking up his post at the GSBL in 2013.

His journey has taken him from an inadequate school education in the 1980s in the politically explosive Katlehong and Thokoza Townships on Gauteng’s East Rand to graduating with a PhD in Economics at Rhodes and subsequently lecturing at the University.
A great proponent of postgraduate study
“Like many students, I have had to travel a long road, and I can say without reservation that I am a great proponent of postgraduate study,” he says. “There is no doubt that if you are applying for a position in business or industry today and you have a postgraduate qualification, it will stand out as a big signal to prospective employers to take a closer look at you.”

He adds that if he were to advise anyone where to enroll for a postgraduate degree, he would say “do it at Rhodes”.

Do it at Rhodes
“Rhodes offers a family environment with world-class academic stature. The University looks after students who put in the effort and do well. The supervisors go out of their way to support you and the research, writing and communication skills you acquire through the close mentorship, are invaluable.

Also, if you cannot support yourself financially the people in the Research Office and Postgraduate Financial Aid at the University go out of their way to help you.

You can walk into the office of John Gillam who heads Postgraduate Financial Aid and he will sit with you and advise you on what funding you might receive, tailored to your needs and profile.

Most of the supervisors and Heads of Departments at Rhodes will do the same; they try hard to find funding for committed students.”

Dr Mbatha says he so enjoyed his time at Rhodes and the intimacy of the campus and Grahamstown “where everything is nearby and you can walk to and from campus”, that when he moved to Pretoria he bought a house 100 metres from Unisa. “I wanted to recreate a sense of Grahamstown,” he explains.

Growing up in a very unstable environment
He has created what he refers to as “a convenient, stable environment” for himself. “Having grown up in a politically unstable environment – Katlehong in the 1980s was a raging battleground between the IFP and the ANC – my subconscious goal regarding my home situation was to create a stable environment for myself as much as I can.”
“There is no doubt that if you are applying for a position in business or industry today and you have a postgraduate qualification, it will stand out as a big signal to prospective employers to take a closer look at you.”

Dr Cyril Nhlanhla Mbatha, Associate Professor of Economics at the Graduate School of Business and Leadership, University of South Africa. Recipient of a Mellon Foundation Scholarship and Water Research Commission (WRC) and the National Research Foundation (NRF) funding.
Dr Mbatha was born in KwaZulu-Natal and moved to Katlehong when he was very young with his single parent mother. An enterprising businesswoman she did everything possible to earn a living: from making linen and wedding dresses to selling health remedies.

“My mother was a Jehovah’s Witness, and an important part of this way of life is an emphasis on reading and Bible studies. Accordingly, she taught me to count and read before I went to school.

I thoroughly enjoyed reading
“I thoroughly enjoyed reading and participated in reading competitions at school with great success. Another important aspect of my upbringing was that we ate wholefoods, including brown rice and brown sugar.

“With hindsight I realise this stood me in good stead in life, as did being brought up by a woman, away from traditional Zulu patriarchal power relations,” says Dr Mbatha who does not support any form of patriarchal domination. “We need to fight it consciously and unconsciously all the time.”

Lethukuthula High and student anger
He did his matric at Lethukuthula High School, in Katlehong in 1990 – the year that Madiba got out of jail – and after his release there was so much violence in the townships that they only had three months of classes.

Dr Mbatha who was acting president of the Students’ Representative Council at his high school says: “We felt a very deep anger as learners because we were not getting the education we deserved.”

To make up for it, he and four of his classmates got together outside of school and formed a study group.

“I was fortunate to have an aunt who was a high school teacher and a graduate from the University of Zululand. She gave us access to matric textbooks, which we were not getting from our school,” he explains.

Their school principal and teachers were not giving them the academic and logistical support they badly needed. “When you as the learner have a better grasp of the subject being taught than the teacher, the situation is dire.”
Dr Mbatha was the only learner to pass matric with a university exemption at Lethukuthula High in 1990. “The four others in my study group all passed but most of them re-did the year to get a university exemption the next year, which they achieved.”

Many people were killed
All five graduated from tertiary education institutions, which was a major achievement given that they all came from an environment where the sound of gunfire in their neighbourhood was common, many people were killed and their homes destroyed.

Living this kind of existence strengthened Dr Mbatha’s resolve to go to university, not only to better his life but also because it was likely to be safer than his life in the township.

“It was a very traumatic time and quite a few of my schoolmates died, so I was very lucky in many ways, including having a neighbour in Katlehong who was working for an NGO that funded me to get a Science Diploma through Wits University.”

Other than going into teaching there weren’t too many opportunities to find work in pure sciences at the time, so he responded to an advert in the newspaper for a learnership with the South African Air Force in air traffic control.

Air traffic control
He was accepted and after completion of the learnership he worked as an air traffic controller at Rand Airport, and then OR Tambo International Airport. At the same time he did some freelance writing for a Dutch magazine called Zuidelijk Afrika and a news agency in Nelspruit.

“I heard about these opportunities through friends and I enjoyed writing and journalism so much that I decided I would study further to become an economic journalist,” he explains. During this time he coincidentally attended the National Festival of the Arts in Grahamstown.

Fell in love with Grahamstown and Rhodes
“I fell in love with Grahamstown. The atmosphere at the festival was incredible and in my mind this was how Grahamstown would be all year round. Of course it wasn’t but I nevertheless fell in love with Rhodes and stayed in Grahamstown for ten years.”
“It further sensitised me to gender dynamics and it opened my mind to explore what personal freedom and individuality is about. It paved the way for me to learn to live without the approval of a dominant culture.”

Dr Cyril Nhlanhla Mbatha
Using his savings he enrolled for an undergraduate degree in 2000, majoring in Economics, Politics and Linguistics. He had saved enough to pay for the first year. Thereafter he depended on the undergraduate scholarship office to help him raise the finance, including loans and bursaries.

“I did well and found the environment at Rhodes very supportive. Because it is a small university, the ratio of academic staff to students is highly favourable to students and you have the privilege of engaging with your professors from first year,” says Dr Mbatha who by this time had discovered he was more interested in becoming an economist than an economic journalist.

Several prestigious scholarships
Achieving exceptional marks for his undergraduate and Honours degrees, he was offered prestigious scholarships, including the Mellon Foundation Scholarship for his Honours at Rhodes.

For his Master’s degree he was offered the Mandela Scholarship by the University of Stellenbosch and other funding by the University of Cape Town but he chose to stay at Rhodes.

“I wanted to retain the closeness I had enjoyed at Rhodes, which I did. My wonderful supervisor for both my Master’s and PhD in Economics was Professor Geoffrey Antrobus. We have since remained very close colleagues, and published together on many occasions.”

Through the Postgraduate Financial Aid Office at Rhodes he secured scholarships from the Water Research Commission (WRC) and the National Research Foundation (NRF) for his Master’s and Doctoral studies in Economics on water irrigation and resource management in South Africa.

Broadening his perception
In addition to his academic achievement, Dr Mbatha says that Rhodes was instrumental in broadening his perception and introducing him to new ways of thinking.

“It further sensitised me to gender dynamics and it opened my mind to explore what personal freedom and individuality is about. It paved the way for me to learn to live without the approval of a dominant culture,” says Dr Mbatha, explaining that he released himself from various social pressures, such as the pressure to get married...
“You can walk into the office of John Gillam who heads Postgraduate Financial Aid and he will sit with you and advise you on what funding you might receive, tailored to your needs and profile.”

Dr Cyril Nhlanhla Mbatha
and create a nuclear family. “I don’t believe in being bound by a piece of paper and I think it is a very difficult world in which to bring up children.”

Instead of having children of his own he supports several of his nieces and nephews who have lost their parents. They live in a house he built in KwaZulu-Natal, where his mother takes care of them.

A desire to teach

Being at Rhodes also gave him a desire to teach. “At Rhodes I realised what a major role academics play in helping to develop young people’s lives,” he says.

He taught at Rhodes until the end of 2009 when he moved back to Gauteng for family reasons and joined Unisa.

In 2012 he moved to the HSRC for 18 months to participate in a particular research project on the labour markets and skills supply from the post-school sector in South Africa, including universities and Further Education and Training (FET) colleges.

A lack of signaling

“A recurring problem is the lack of signaling between the education and employment sectors as to what the labour market requires at different points in time,” Dr Mbatha explains. “A major focus area in this regard is the so-called ‘soft skills’, namely writing, communication, research and analytic skills. These are high priorities for graduates as often indicated by potential employers in the labour market but they are not being adequately developed by business, science and other disciplines in most of the tertiary education institutions.”

The research has further revealed that over the past ten years there has been an increase in jobs requiring tertiary education in the banking and financial sectors, including the insurance sector, but that there has not been an adequate signaling to the universities of the need to significantly increase the level of soft skills required for these types of jobs.

Another area of need is the development of formal and informal jobs for artisans with formal qualifications in South Africa, such as plumbers and electricians.

Labour Market Intelligence Information System

“We are currently setting up a Labour Market Intelligence Information System (LMIS) to
improve the signaling between various labour markets and the higher education and training supply sectors; and also to track how learners navigate their way from Grade 9 to university or FET colleges or other forms of employment and unemployment. We are tracking these learners over a 10-year period, between the ages of 15 and 25.

“The system will be based in the Department of Higher Education and Training and will hopefully be completed by the end of 2014,” explains Dr Mbatha who, despite his new post with Unisa, remains a core project theme leader of this research that goes under the title of the Labour Market Intelligence Partnership (LMIP).

Labour Market Intelligence Partnership (LMIP)
The partnership is coordinated by the HSRC and includes the NRF, Rhodes University, Wits University, the University of KwaZulu-Natal and the University of Cape Town.

As part of the LMIP, R5 – R6-million has been put aside to fund postgraduate studies across South Africa’s universities in Information Systems, Information Management, Labour Economics and Education Economics.

“We need trained people to work in these fields to build the capacity in the Department of Higher Education and Training and SETAs. Rhodes has been extremely helpful in facilitating students from all the Eastern Cape universities to attend workshops on the campus and to use their equipment and video conferencing facilities.”

50 Doctoral students
At the same time he is teaching about 500 MBA first year open distance learning Economics students at Unisa and shares the supervision of about 50 Doctoral students in the school. “I make extensive use of the online medium, including Skyping my students and developing online lectures on YouTube,” Dr Mbatha explains. Most of his students are in South Africa, others are in other African countries; others are in Europe and as far afield as India.

“Even though my student groups are so large and this is a distance learning facility, I use the online medium to try to recreate the kind of accessibility and closeness with my students that I experienced at Rhodes.”
Mr Vuyo Kahla is Rhodes University’s Council Chairperson and the first black person in Rhodes University’s 110-year history to be elected to the position. Mr Kahla is the Executive Vice President: Advisory & Assurance and Company Secretary of Sasol. He has a BA LLB from Rhodes and benefited from the University’s undergraduate and postgraduate scholarship programme, including an Abe Bailey Fellowship and a British Council Bursary.

In this interview with Mr Kahla he candidly describes what being a Rhodes person has meant in his life:

“Never judge a person by their age,” is the motto of Mr Kahla, who, at the age of 26, was appointed Assistant Legal Advisor to former President Nelson Mandela in 1996. Four years later, at age 30 he was the Chief Legal Advisor to former Minister of Finance, Trevor Manuel.

Ten years later, at age 40, he was appointed Group Executive of Advisory & Assurance and Company Secretary of Sasol Ltd in 2011.

In March 2014 at the age of 44, he took up office as the Chairperson of the Rhodes Council.

People who believed in my ability

“I was given wonderful opportunities at a young age by people who believed in my ability, and I believe in doing the same,” says Mr Kahla. “Irrespective of
whether a person is younger or older, I appoint them for their ability and professionalism and not their age.”

A driving force for transformation since his student days, his style has always been ‘change from within’. He demonstrated this when he first sat on Rhodes’ Council in 1992 at the age of 22, after being elected as the first black Vice-President of the Rhodes Students Representative Council.

The then Vice-Chancellor of Rhodes, Dr Derek Henderson, well knew the voice of the young man from Mthatha who confidently spoke his mind. Calling for an alternative admissions system at Rhodes at Council level back then, Mr Kahla emphasised that admitting historically disadvantaged black students into Rhodes was essential for the sustainability of the University.

He explains that he was fortunate that his parents invested everything they had into giving him and his siblings a good school education. His mother, Mrs Liamiso Kahla, was a nurse and his father, Mr Vusumzi Kahla, was an advisor in the Department of Agriculture. They sent them to excellent Catholic schools, including the Holy Cross High School in Mthatha, which was run by Catholic nuns.

The benefit of a good education
“It was the benefit of a good education that got me into a great university like Rhodes in 1990, where I headed with my schoolfriend Mzi Mgudlwa who is now the Deputy CEO of the law firm ENSafrica. But many other learners were not so fortunate. Which is why I strongly argued the admissions case, as well as the need to increase the number of bursaries and scholarships for people from historically disadvantaged backgrounds.”

An alternative system of admission was subsequently implemented, and the number of bursaries and scholarships for historically disadvantaged black students has significantly increased over the years.

In 2014 Mr Kahla’s son, Lubabalo (18), enrolled for a BA at Rhodes, bringing back strong memories for his father:
“I had incredibly exciting times at Rhodes. My first year, 1990, was the same year that Mandela was released. The ANC had been unbanned and we were filled with a sense of victory and hope for South Africa.”

Mr Vuyo Kahla, Executive Vice President: Advisory & Assurance and Company Secretary of Sasol and Rhodes University’s Council Chairperson. Recipient of an Abe Bailey Fellowship and a British Council Bursary.
“I had incredibly exciting times at Rhodes. My first year, 1990, was the same year that Mandela was released. The ANC had been unbanned and we were filled with a sense of victory and hope for South Africa.”

A politically active student he also achieved academically and was awarded the prestigious Abe Bailey Fellowship for academic and leadership prowess.

Life took a radical upward turn After graduating with his BA LLB Mr Kahla’s life took a radical upward turn when his credentials awarded him the appointment of Assistant Legal Advisor to President Nelson Mandela in 1996.

Working alongside Chief Legal Advisor, struggle stalwart and legendary human rights lawyer, Mr Fink Haysom, they did pioneering work on the application of the constitutional powers of the President under the new constitution.

What he lacked in years, Mr Kahla made up for in guts, and he spoke out with authority against high-level decisions on several occasions.

On one occasion he advised President Mandela to oppose the head of the South African Defence Force’s decision to turn down an application by a female lieutenant colonel to have the same medical benefits awarded to the families of male officers extended to the families of female officers.

President Mandela turned around the decision and granted the lieutenant colonel’s appeal.

President Mandela valued professional excellence “One of the many wonderful aspects of working with President Mandela is that he valued professional excellence irrespective of age,” says Mr Kahla.

His next post, as the Director: Corporate and Transformation, in the Department of Justice, led to his appointment as the first Special Advisor to the National Director of Public Prosecutions. In this capacity he advised on the establishment of the National Prosecuting Authority and the Directorate of Special Operations, or what became known as the Scorpions.

Legal advisor to Minister Manuel From here Mr Kahla joined the National Treasury where he became Chief Legal Advisor to Minister Trevor Manuel and the National Treasury.
“I enjoyed working with Minister Manuel who highly respected my opinion and took my advice, sometimes against his own comfort, as did the Director General of the National Treasury, Ms Maria Ramos,” he says.

Ms Ramos subsequently asked Mr Kahla to join her when she became the Group Chief Executive of Transnet. He joined the Group Executive Committee, Transnet’s highest decision-making committee, at the age of 34. His latest career move was to Sasol in 2011, as he wanted to acquire global experience working for a South African company with global reach.

Mr Kahla’s first, most pressing duty was to lead the process of selecting a new Vice-Chancellor for Rhodes University in 2014, following the resignation of Dr Saleem Badat who joined the Andrew W Mellon Foundation higher education programme.

In addition to this, he wants to focus on boosting the sustainability of the University. “I want us to closely examine the risks to the University and to address what needs to be done to sustain the momentum of transformation and progress that has characterised the era of Judge Jones and the outgoing Vice-Chancellor, Dr Badat.”

Chairperson of Rhodes Council
On 13 March 2014 he took office as the Chairperson of the Rhodes Council, bringing with him his substantial public and private leadership credentials, as well as his substantial education sector contribution.

Mr Kahla has served both as a Rhodes Council member and as a member of the Rhodes Board of Governors for many years. He succeeds Judge Jos Jones who served as the Chairperson of Council for 18 years.
Scholarships and Rhodes’ new generation of academics

It is estimated that by 2015 nearly half of all current professors in South Africa will have retired and the replacement pipeline is growing at a far slower pace. Employment equity and the current social composition of the academic staff is another serious and immediate ‘crisis’.

Rhodes is proactive about addressing this crisis as evidenced by no less than 40 academic staff members currently employed by the University who were funded through Rhodes’ scholarship and postgraduate academic advancement programmes.

Eight Scholarship recipients who are now academics at Rhodes describe how scholarships have made them who they are today. They are:

- Dr Adrienne L. Edkins: Biomedical Biotechnology Research Unit, Department of Biochemistry and Microbiology
- Prof Sheona Shackleton: Department of Environmental Science
- Dr Sam Naidu: Department of English
- Prof Juanita Finestone-Praeg: Department of Drama
- Prof Janice Limson: Biotechnology Innovation Centre (RUBIC)
- Prof Jen Snowball: Department of Economics and Economic History
- Dr Georgina Cundill: Department of Environmental Science
- Ms Niki Cattaneo: Department of Economics and Economic History
“Fortune favours the hard-working,” is the motto of Dr Adrienne L. Edkins of the Biomedical Biotechnology Research Unit in the Department of Biochemistry and Microbiology at Rhodes University.

She acquired the wisdom of this motto while applying for postgraduate scholarships and she continues to apply it in the never-ending pursuit of research funding.

Dr Edkins received a Beit Trust scholarship for her Master’s Degree at King’s College London and a five-year Wellcome Trust scholarship for her PhD at the University of Glasgow in Scotland, which she completed in 2008.

Her PhD was in biochemical immunology – she did fundamental research on leukemia or blood cancer and immune response – and was one of nine postgraduates selected by the Wellcome Trust from a host of scholars who applied from all over the world.

It’s hard work applying for scholarships

“It’s hard work applying for scholarships and students often feel abject disappointment when they are turned down,” she says. “I experienced all of this, but I knew I had to stay motivated and keep the belief that I would eventually be successful. There was no other way for me as I was absolutely committed to pursuing research in my field and I did not have the funding to pursue my Doctorate at 100 000 British pounds for the five-year period or 30 000 pounds a year.”

This approach has stood her in good stead in her life and in her academic career.
When you want something badly enough
“We constantly need to raise funding for our research and we have to submit applications, which take up a lot of time, I know that we won’t be successful with some, but that we will be with others. The point is that when you want something badly enough you need to put the effort into achieving it. No one is going to come to you offering you money, and no one who is successful sits back waiting to receive.”

Dr Edkins had an unforgettable time in Glasgow, which, she says, is full of wonderful, warm people, and she continues to maintain contact and collaborate with several colleagues from her time there. But she wanted to come home and contribute to South Africa, and she returned to Rhodes in 2008 where she took up a postdoctoral post for six months followed by a lecturer position.

“This is home and the more of us that stay here or return here the better it is for the country. If we go overseas and perpetuate the brain drain the worse the situation in South Africa will become,” she says.

Bring home the experience and expertise
“For me it is important to bring home the expertise and experience I gained overseas to grow science here and to play my part in assisting the incredible calibre of postgraduates and students we have here to further their research, as my supervisor did for me.”

Dr Edkins says she owes a great deal of the opportunities that have come her way to her supervisor and mentor at Rhodes, Professor Gregory Blatch. He moved to Victoria University in Melbourne, Australia, in 2011 but continues his relationship with Rhodes as a Visiting Professor. Dr Edkins and Professor Blatch are in the process of editing a book together.

Select your supervisor carefully
“It’s extremely important to select your supervisor carefully, someone whose style matches what you want to achieve,” says Dr Edkins who now leads a research group of 12 postgraduate students and two postdoctoral fellows.

“We are seeking to understand the trigger of cancer – how normal cells differ from cancer cells and how and why cells become cancerous, and how to inhibit and treat cancer and
help patients,” says Dr Edkins who has firsthand experience of the killer disease, having lost her brother to melanoma in 2011.

The next era of organ replacement
Dr Edkins’ research group is further looking at understanding the processes involved in taking adult cells back to their pluripotent state and understanding the process by which they differentiate into mature cells and possibly cancer cells. It’s the next medical frontier and it has vast implications for people all over the world.

Postgraduates on scholarships
The postgraduates in her research group are all on scholarships, including National Research Foundation (NRF), Prestigious Rhodes University, Henderson and Mellon.

“I make it clear to my students that we are a team and that I care very much about the research I do and about making a contribution, and that we owe it to the people who fund us to honour our responsibilities.

“Some students will choose not to work with me because of my attitude and drive; others will choose to work with me because of this, and I go out of my way to support them, and ensure that they get to travel overseas for research exchanges and to get a cosmopolitan view.”

Dr Edkins advocates collaborations with researchers worldwide and believes in pursuing research that benefits both South Africa and the rest of the world. “It’s about generating knowledge and training students and asking questions that are often bigger than South Africa.”

Rhodes was my first choice
Dr Edkins thoroughly enjoys being in Grahamstown where she has spent most of her adult life, arriving at Rhodes from Harare in Zimbabwe in 1997 at the age of 18. “Rhodes has a very good reputation as a university and a lot of Zimbabweans come to Rhodes. For me it was my first choice and the only university to which I applied,” she says.

She and a friend drove all the way from Harare to Rhodes and while it was a little strange at first, settling into residence life and a new environment, she soon created a network of friends.

Her undergraduate degree was in Biochemistry and Microbiology, followed by an Honours Degree in Biochemistry on a Rhodes University Scholarship and Kendall Prestigious Scholarship for top graduates.
“Never give up no matter how disappointed you might feel about the negative feedback to your scholarship applications. Ask someone in your department whom you admire as an academic to advise you whether your application has sufficient content... ”

Dr Adrienne Edkins, Senior Lecturer in the Department of Biochemistry and Microbiology at Rhodes University. Recipient of a Beit Trust Scholarship and Wellcome Trust Scholarship.
There are many more opportunities here
South Africa is the closest thing to home for me, as I cannot do what I need to do in Zimbabwe. There are many more opportunities here for people who are prepared to seize them and work hard.

She met her husband Mr Garry Jevons in Grahamstown, who runs a business in town.

“I’ve also still got good friends from undergrad here, including my lab partner, Dr Petra Gentz, who was a Fulbright Scholar and is now teaching science at DSG School in Grahamstown. She’s a phenomenal teacher.”

Strong community of likeminded people
Dr Edkins says she has always felt safe at Rhodes and she highly appreciates the strong community of likeminded people it offers.

“I also appreciate that many leading academics at Rhodes devote their entire career to one institution, and several of those who lectured me are now my colleagues.”

She also appreciated the warm welcome she experienced in her department as a postgraduate student. “There was always a big postgraduate cohort which added to the life of the department and enhanced the level of interaction available to us.”

She strongly advises all students interested in pursuing postgraduate degrees to make sure they find a way to do this, as she has found a career in research and academia highly satisfying.

Ask for advice
“Never give up no matter how disappointed you might feel about the negative feedback to your scholarship applications. Ask someone in your department whom you admire as an academic to advise you whether your application has sufficient content, and do the same at the Postgraduate Financial Aid Office headed by Mr John Gillam. He offers indispensable support to postgraduates and deserves the highest praise.

“Then submit your applications. If you have submitted 20 applications and none of them have been accepted, then submit 21 and more. I have applied for 10 or 20 scholarships to get one. And I haven’t always got what I want but it hasn’t stopped me from pursuing more.”
Making a difference to people and the environment

Professor Sheona Shackleton of the Department of Environmental Science at Rhodes University has practised what is known as ‘engaged research’ her entire professional career.

Engaged research – research that partners with communities in the co-creation of knowledge for the betterment of society – is increasingly expected of universities, and many scholarships today take this into consideration in making awards.

Engaged researchers

“Engaged researchers today are rethinking what partnering with communities in producing knowledge means,” explains Ms Di Hornby, Director of Community Engagement. “They are rethinking how to work with communities and what communities can offer, and in the process, recognising strengths and expertise in communities, and seeing these as valuable contributions to the research partnership.”

As a pioneer of this approach, Professor Shackleton was awarded a National Research Foundation (NRF) Prestigious Scholarship for Doctoral Studies, and she won the 2003 BP Scholarship in rural development. The awards were made for proposals that address national priorities and livelihoods of the rural poor. The title of Professor Shackleton’s winning proposal was: Local level commercialisation of natural resources from South African savannas: Opportunities and challenges for sustainable rural livelihoods.
I started my PhD when I was 40
“I started my PhD when I was 40, after I’d had children and after my husband, Professor Charlie Shackleton, who is also in the Department of Environmental Science, had completed his PhD,” says Professor Shackleton who graduated with her PhD in 2006.

“For my PhD research I looked at non-timber forest products that contribute to the livelihoods of people in the Bushbuckridge area in Limpopo Province. These products include wood for firewood, wood for carvings, mat weaving, natural brooms, wild foods and marula beer – in other words, products from trees and forests, other than the massive timber industry.

“These ‘other’ products are a vital means of coping with poverty and vulnerability. Many are produced by older women with traditional skills who are looking after young children, frequently as sole breadwinners.”

Master’s while lecturing at the University of Transkei
Prior to coming to Rhodes, Professor Shackleton lectured at the University of Transkei (during which time she completed her Master’s through Wits University on the ecology and use of thatch grass in Pondoland), worked at Wits Rural Facility in the Lowveld and at the CSIR in Pretoria, all of which contributed to building her research experience during this time.

In 2000 she joined the Department of Environmental Science at Rhodes as a research associate, and worked her way up, doing her Postdoctoral research in the process.

“Based on my work on forests and livelihoods, I got an international postdoc scholarship from the NRF, and spent six months doing research in Indonesia and four months in Canada,” says Professor Shackleton.

Advice to postgraduates seeking scholarships
Her advice to postgraduate students seeking scholarships, is as follows:

“Show that you make the extra effort in all aspects of your life and career. In your Honours or Master’s years, make a point of producing articles for publication, and put effort into having these published in respected journals. Even if you don’t manage at first, keep trying. It’s a huge advantage when applying for a Master’s or PhD scholarship to show that you have published.”
Get involved in your department
“Get involved in your department, attend seminars and offer your help to lecturers regarding teaching and other departmental activities. This way, you will learn a great deal from them, and the more you learn the more prepared you will be for scholarship interviews. It also means that your lecturers will be likely to give you good references which do also count a lot in the application process.”

Ask senior academics to help you
“Ask senior academics in your department to help you with your application. You should never submit a scholarship application without a good brainstorming with lecturers and peers in your department, as well as with the research office.

“An example of this was a PhD student from Zimbabwe, Mr Gladman Thondhalana, who came to me to help him find funds to do his PhD. He managed to secure money from the International Foundation for Science in Sweden and from CEEPA at the University of Pretoria. He is currently in a Kresge Accelerated Development post at Rhodes and has successfully raised his own research funding from several sources.”

Talk to other postgraduates
“Talk to other postgraduate students who have been successful and ask their advice as to what you should emphasise in your application and how you should approach the interview.”

Get involved in your community
“Get involved in your community to show that you have a broader perspective of the world outside of your own academic and social circle”. Rhodes has an excellent Community Engagement Office through which you can contribute to a range of community projects.”

Try to apply before the age of 35
“Try to apply for postgraduate scholarships before the age of 35 because that is the cut-off point for many scholarships. It’s unfortunate because, as in my case, many women start their postgraduate studies after having children, but that is the way the scholarship system currently works.”

Never give up!
“Keep applying. You might get rejected on more than one occasion. But keep applying. Securing scholarships requires stamina and determination. Never give up!”
“Show that you make the extra effort in all aspects of your life and career. In your Honours or Master’s years, make a point of producing articles for publication, and put effort into having these published in respected journals.”

Prof Sheona Shackleton, Professor in the Department of Environmental Science at Rhodes University. Recipient of NRF Freestanding Scholarship.
Dr Sam Naidu was a scholarship recipient all the way through from her undergraduate studies to the completion of her Doctoral degree, all at Rhodes University.

She completed a Bachelor of Journalism (BJourn) from 1990 – 1993 at Rhodes, followed by her Honours in English Literature and Classical Civilisations and her Master’s in English Literature, both at Rhodes.

She subsequently completed her PhD through both Rhodes and the School of Oriental and African Studies at the University of London, as a joint degree.

Dr Naidu was the recipient of two prestigious Mellon postgraduate scholarships – for her Master’s and PhD. One of the first recipients of the Mellon scholarships, she received a Master’s scholarship in 1998.

Postgraduate path
“My postgraduate path wasn’t something I specifically planned. Fortunately I’ve ended up doing what I’m most passionate about and what is most meaningful to me,” says Dr Naidu who chose Rhodes because she wanted to study journalism after matriculating, and once she had completed her BJourn, it remained her university of choice for her postgraduate degrees.

It was while working in London as a corporate journalist in the mid-90s (with a BJourn and Honours degree from Rhodes) that she applied for- and was awarded a Mellon Scholarship to
do her Master’s through the English Department at Rhodes.

“The money in London was good but I wasn’t fulfilled by my work there and I missed academia and learning. I decided to come home and pursue a Master’s degree. Fortunately I received this wonderful scholarship which allowed me to pursue my research interest at the time: English transcriptions of Xhosa folk tales.”

Securing prestigious scholarships
Dr Naidu says securing prestigious scholarships has a lot to do with academic performance, but other criteria that are increasingly considered are community-mindedness and a desire to contribute to your community and society.

Community engagement is also increasingly part of the academic portfolio but when Dr Naidu started her first degree it was more of a voluntary activity, she explains:

“I was Chair of the Rhodes University Student Community Organisation (RUSCO), which I joined during orientation week in my first year and I’ve been involved ever since. I’ve worked with street children projects and senior citizen projects, I’ve even taught senior citizens to do aerobics and dance because I’m a bit of a fitness fanatic.”

Literacy promotion
Dr Naidu is currently the Vice-Chair of Friends of the Library, which is focused on literacy promotion and which supports nine libraries in the Grahamstown municipality. They have also created an entire library at Ntsika Secondary School in Extension 7 in Grahamstown.

“We started in 2011 and the library was completed in August 2013,” says Dr Naidu who is “horrified” by the fact that approximately 40% of schools in South Africa do not have libraries.

“Children will never have the opportunity to go to university or improve their prospects if they do not read, which is why we also established a Reading Club at Ntsika Secondary School. As part of this, my volunteer Honours students help me to develop the learners’ literacy, comprehension and analytical skills.

“Sometimes we ask learners to write about their responses to a text – either a short story or a poem or a chapter of a novel. At other times we read a text out aloud, or dramatise it or do comprehension exercises. It’s
“What drives me is my belief in the power of literature to educate us and to make us better human beings.”

– Dr Sam Naidu, Senior Lecturer, Department of English, Rhodes University. Mellon Scholar.
all about learning to love the spoken and written word, about expanding one’s knowledge, becoming more articulate about communicating one’s views, and about better understanding oneself and one’s society.”

**PhD and Mellon Scholarship**

Dr Naidu started her PhD at Rhodes in 2000 on a Mellon scholarship, and subsequently successfully applied to become a full-time lecturer in the English Department. “At that point there weren’t any Mellon or Kresge staff development programmes as there are now, and which are excellent because they are structured to give you enough time off from lecturing to work on your PhD.

Finding it difficult to lecture full time and at the same time work on her PhD, Dr Naidu applied for a Commonwealth Scholarship in 2003 with the aim of completing her PhD.

“I didn’t feel I had enough time mentally or practically to lecture fulltime and do my PhD. Some people manage it, others take years, but it can become an onerous, unhappy situation where you want to give your best to your research and to your teaching; instead you land up feeling pulled in too many directions. Which is how I felt.”

**Commonwealth Scholarship**

She was awarded the Commonwealth Scholarship and she took unpaid leave for part of her PhD to attend the School of Oriental and African Studies, University of London.

The Commonwealth Scholarship is offered for overseas study and Dr Naidu’s supervisor, Professor Dan Wylie encouraged her to pursue her PhD research there on women’s writing of the South Asian diasporas.

“The School of Oriental and African Studies has a wonderful PhD programme, which includes seminars on research methodology and writing skills development, which also provides a wonderful opportunity to meet other PhD scholars.”

After completing her PhD, Dr Naidu returned to Rhodes where she was still on contract as a lecturer. She lectured at Rhodes until 2006 when she moved to London and took up a post at Brunel University in northwest London where she lectured for three years.

**I missed South Africa and I love working at Rhodes**

“It was a good experience but I missed South Africa and I felt I had a lot more to offer my own community than the London community,” she explains.
“I was fortunate enough to come back to Rhodes and this is where I have settled and made a home for myself.”

She has been back for four years now as a senior lecturer in the English Department and she says, without reservation, that she made the right decision.” I love working at Rhodes, I love teaching literature and I love my current research area, which is South African crime fiction.”

Postgraduate Diploma in Higher Education
In 2013 Dr Naidu added yet another Rhodes postgraduate qualification to her name when she completed her Postgraduate Diploma in Higher Education (PDHE).

“It’s specifically for academics and it’s all about formally learning about teaching at a tertiary institution. It’s so important because no matter how many degrees you have, the practise of teaching and sharing knowledge is its own unique skill.”
Art as Revolt,
Dance as Exploration

Professor Juanita Finestone-Praeg is a dance choreographer, lecturer, Head of the Rhodes Drama Department and Artistic Director of the First Physical Theatre Company, which was started by Professor Gary Gordon in 1982 when he was Head of the Drama Department.

Many postgraduates are attracted to a department because of a particular supervisor, and this was certainly true for Professor Finestone-Praeg.

Master’s in Choreography and Theatre Studies
Deeply inspired by Professor Gordon she did her Master’s in Choreography and Theatre Studies, with Professor Gordon as her supervisor. For her Master’s she received a Rhodes University funded scholarship in 1994 – the Raymond Pullen Award. Twenty years later she now nominates postgraduate students in her department for the same award.

“For me it was an incredible opportunity to be able to explore dance, both as a performer and as a Master’s student, in a department renowned for choreographic experimentation,” says Professor Finestone-Praeg.

“Gary personified the performer, academic and supervisor who could inspire postgraduates and a string of fascinating, creative spirits into exceptional collaborations. Two of these creative spirits are performer and professor in the Rhodes Drama Department, Andrew Buckland, and the late South African playwright, Ms Reza de Wet.”
She saw her future in politics and trade unions
Drama, dance and nurturing creativity is Professor Finestone-Praeg’s driving force today but this was not her first calling. As a Rhodes undergraduate she first studied Politics and Industrial Sociology as she saw her future in politics and trade unions.

However, after taking Drama as one of her undergraduate subjects, she experienced a deep need to be creative, and realised that dance and drama was the path through which she would explore social issues, justice and the meaning of humanity.

She and Professor Gordon worked together on this for 20 years and built First Physical into a dynamic dance company that feeds into the Drama Department and explores the realm where drama and dance “collide”. 2013 marked its 21st year, with over 300 original dances, an extraordinary archive of artistic work, academic research and community engagement to its name.

A very big calling card
“The interface between our postgraduate courses, First Physical and the theatre company Ubom!, founded and led by Rhodes Drama lecturer Ms Janet Buckland in the early nineties, has been a very big calling card for the Drama Department of talented students, postgraduates and members of the greater Grahamstown community,” Professor Finestone-Praeg explains.

An example is Ms Nomcebisi Moyikwa, a learner from Grahamstown, who was accepted into the First Physical Youth Company and had the unique opportunity of performing alongside professionals at major dance festivals, such as the Dance Umbrella.

Through a scholarship established for Grahamstown learners by former Rhodes Vice-Chancellor, Dr Saleem Badat, she was subsequently given the opportunity to pursue an undergraduate and Honours degree in the Drama Department at Rhodes. She is now a professional performer with First Physical who lectures part-time in the Drama Department.

Talent development
“This is the kind of talent development that really pleases me,” says Professor Finestone-Praeg. “The excitement of being at Rhodes for talent like Nomcebisi is the rich encounter and interface between academic research and its
“Art is a form of revolt – a revolt against tradition or what is wrong in society – and at the same time it is a search for answers to exciting questions about issues we tend to avoid, such as darkness and death. Art is about unlearning what we know...”

– Prof Juanita Finestone-Praeg, Head of the Rhodes Drama Department and Artistic Director of the First Physical Theatre Company. Recipient of HSRC Freestanding Master’s Bursary and Raymond Pullen Scholarship.
relationship to engagement with the performing arts – both in the profession and in the real world where it matters and locates its practice and promise.”

Professor Finestone-Praeg currently supervises several Honours and Master’s students each year, sharing her wealth of experience and knowledge, which includes an intriguing repertoire of unusual theatre and dance forms. One example is Butoh – which means ‘dance of darkness/death’. It is a thrilling, Japanese dance form developed in the 1970s that she introduced to her Master’s students.

“There are so many experimental opportunities in dance and theatre that keep our courses fresh and that keep us alive as academics,” she explains.

Curiosity, she explains, is the cornerstone of learning and of performance. It was the subject of her speech when she received the Vice-Chancellor’s Distinguished Teaching Award in 2011.

Curiosity, she says, “is stimulated when you put yourself in a vulnerable position. When this happens our learned system of defence shatters, leading to an awakening of the psyche, which activates the possibility for revolt and transformation.”

“Alive, connected, questioning and curious

“In the Rhodes Drama Department and in our various theatre and dance companies, we pride ourselves that students have the opportunity to engage with teachers who are very alive, connected, questioning and curious.
Transforming the academic space at the most competitive level

Professor Janice Limson is the Director of the Rhodes University Biotechnology Innovation Centre (RUBIC) and the Chair of the Rhodes University School of Biotechnology (RUBiSco).

The recipient of a Mellon Foundation academic advancement lecturing post in 2002/3 Professor Limson exemplifies the academic excellence required of Mellon and Kresge academic advancement scholars.

“These scholarships are about transforming the academic space at the most competitive level,” she says.

“The selection process for the Mellon lectureship was rigorous. I was interviewed by a full panel of Deans on campus, Heads of several divisions as well as staff representatives.”

Now a senior, highly respected member of the Rhodes academic community, Professor Limson considers herself privileged, in turn, to have been selected to serve as a mentor for a Kresge scholar, Dr Earl Prinsloo, whom she says is clearly on an upward trajectory in biotechnology.

An interesting intersection of pathways is that Dr Prinsloo’s mother was one of Professor Limson’s Grade 6 teachers – a woman who played a notable role in her early development.

The mentoring process

“The mentoring process is a rewarding one for both mentor and mentee. It continues to build
on itself, evolving in quite unexpected ways, shifting the momentum continuously forward,” says Professor Limson. “We should ideally be in both the role of mentor and mentee at all stages of our development and sometimes these roles can be lifelong.

“Mentorship from my PhD supervisor, Rhodes University Distinguished Professor Tebello Nyokong (Medicinal Chemistry and Nanotechnology), who is an outstanding academic, played a major role in my academic development and she continues to provide solid and uncompromising mentorship to this day. This is one of the enduring legacies those of us, her former students share, a rare privilege for most academics and scientists today.”

Women’s Academic Solidarity Association (WASA)
Likewise, mentorship between senior and junior members of the Women’s Academic Solidarity Association (WASA), founded at Rhodes in 2004, plays an inestimably important role in many women postgraduates’ lives.

“WASA is a natural home for women academics to advance other women academics in a safe space,” explains Professor Limson who has been a member of WASA since 2005.

“The shared experiences of women academics galvanises members and builds leadership, which empowers women to speak out and have a positive impact on the policies and processes of the University, as well as the many committees that are a part of university life.”

WASA in its early days mostly attracted women from the Social Sciences, Education and the Arts. Many of the programmes evolved with this common background, such as the Reading Group. However, from 2010 onwards WASA experienced a growth in postgraduate students from the Science and Pharmacy Faculties.

WASA Science
With encouragement from WASA Chair at the time, Ms Corinne Knowles, and supported by Ms Jaine Roberts, Director of the Research Office, Professor Limson formed a sub-group within WASA (WASA Science) for women doing their Honours, Master’s and PhDs in the Science and Pharmacy Faculties.

“The growth of the number of women in science is an interesting development in a field that is still more male-dominated by percentage than the humanities,” says Professor Limson.
“We now have women from many different countries and different backgrounds entering our Science Faculty, which has, until more recently, been a largely homogenous academic environment gender-wise. These are the women trailblazers who will ultimately be the people to transform the academic profile of the sciences.

“WASA is a really important space in this regard as it assists women to navigate a way for themselves, fortified by different perspectives and ways of being.”

Some of the most rewarding and gratifying experiences
Serving as a mentor within WASA Science, says Professor Limson, has led to some of the most rewarding and gratifying experiences in her time as an academic. She recounts one of these:

“During one of our meetings an Honours student said she didn’t believe that she was ‘PhD material’. ‘Why don’t you think so?’ asked a PhD student who was just about to complete her studies. ‘Well, I have not thought of myself as someone in that way – someone who would do a PhD’, the Honours student replied. ‘Then start thinking about yourself in that way!’ the PhD student urged.

Simple words with a powerful message, and the Honours student did indeed start thinking of herself in that way, as did several others in that meeting. I look forward to watching these women graduate with their PhDs.”
“We now have women from many different countries and different backgrounds entering our Science Faculty, which has, until more recently, been a largely homogenous academic environment gender-wise. These are the women trailblazers who will ultimately be the people to transform the academic profile of the sciences.”

Prof Janice Limson, Director of the Rhodes University Biotechnology Innovation Centre (RUBIC) and Chair of the Rhodes University School of Biotechnology (RUBiSco), Mellon Scholar.
As the world’s population races beyond 7-billion, increased pressure is exerted on human health, food, energy, and natural resource security.

Responding to these issues, Rhodes University Biotechnology Innovation Centre was established in 2014. It is the new academic home of the discipline of Biotechnology, providing a trans-disciplinary research and learning environment in the field.

In addition to teaching and research, the Biotechnology Innovation Centre is engaged in biotechnology innovation and the public engagement and communication of the field. Prof Limson explains:

Our research group is currently engaged in three core research areas: Biosensors, Biofuel Cells and Nanobiotechnology.

The main goals for our research group are to:

1. Develop specific and sensitive sensing technology for:
   - Early disease detection by monitoring markers of disease in human blood;
   - Pathogen detection for example in food and crops;
   - Monitoring the fate of drugs and toxins in the human body; and
   - Bioprocesses and environmental monitoring e.g. phenolics.

2. Design fuel cell technology
   - As a source of green/alternative energy; and
   - For remediation of wastewater coupled to power generation in microbial fuels.

3. Harness the power of nanotechnology in:
   - Enhancing sensitivity of detection systems;
   - Increased output in fuel cells; and
   - Understanding interactions of nanostructured materials with the human body.
From Journalism Student to Economics Professor

“I chose to study at Rhodes because I originally thought I’d be an economics journalist, and wanted to do an inter-faculty degree in journalism and economics,” says Professor Jen Snowball of the Department of Economics and Economic History at Rhodes University.

One of the strengths of Rhodes is that there is a high degree of interdisciplinary engagement, and because it’s a small campus, all the faculties are easily accessible.

Achieving firsts in her undergraduate degree led to Prof Snowball’s first experience of financial support from the University, which offers fee reductions based on academic results.

Far more interested in economics

“By the time I graduated with my BA, however, I realised that I was far more interested in economics than journalism and started pursuing my specific research interest areas in economics,” she explains. These include environmental and natural resources economics and cultural economics.

An Honours, Master’s and PhD in Economics followed, with the Manager of Postgraduate Funding at Rhodes, Mr John Gillam, helping Prof Snowball to secure NRF funding for her Honours degree. On completion of her Honours she became a lecturer and completed her Master’s and PhD.
“You need to pursue a research area that drives you and fulfills you. If you are really committed to a particular field, you will invariably find a way to fund it... You also need to choose a supervisor with whom you feel comfortable and with whom you can develop.”

“My PhD thesis was on the Economics of Arts & Culture with a focus on the National Arts Festival to determine how one makes decisions about spending government funds in particular in this area, and what financial and other benefits they provide,” she explains.

**Market and non-market value**

“The cost benefit analysis is one side of it, but the cultural enrichment and educational benefit is another. I came to the conclusion that you have to include market and non-market value in the economics equation and that there are various ways of measuring and valuing non-market benefits.

“The same multi-dimensional equation applies to cultural heritage routes and natural resources – all of which are essential to the political and economic growth of South Africa.”

**The water value chain**

She offers the example of water as a natural resource and economic driver. “How do you value water and where does the water value chain begin? The water catchment areas for big cities are in the rural areas and the quality of the environment in those catchments makes a huge difference to the quality of water being delivered to cities and towns.

“From this, all sorts of questions arise, such as whether landowners in the catchment areas should not be compensated for looking after the water that towns and cities receive.”

**Passionate about her research area**

Prof Snowball is passionate about her research area, and this leads to her key advice to students wanting to pursue postgraduate research:

“You need to pursue a research area that drives you and fulfills you. If you are really committed to a particular field, you will invariably find a way to fund it,” she says.

“You also need to choose a supervisor with whom you feel comfortable and with whom you can develop,” says Prof Snowball who has helped develop her interest in environmental and natural resource economics into a specialist research field in the department. This includes scholarship funds for six PhD and two Master’s students over three years.
A Rich Academic Career at Rhodes

“I was fortunate to receive financial aid during my undergraduate degree” says Dr Georgina Cundill, a senior lecturer in the Department of Environmental Science at Rhodes University.

With a first for matric she approached Mr John Gillam for financial aid.

“He was amazing and he helped me to secure a low-interest loan through the National Student Financial Aid Scheme (NSFAS) – the South African government student loan and bursary scheme,” she explains.

“The beauty of it was that every time you got a first for a subject they would cancel a portion of what you owed them. By the time I completed my degree – I majored in Environmental Science and Anthropology – I owed them only R50 000. I would have owed more than three times that on a bank loan.”

Earning pounds as an undergrad

“Although the loan helped a tremendous amount, it didn’t cover all my expenses, and so as an undergrad I would go to the United Kingdom during the end of year holidays and earn pounds working in pubs and as an au pair to help pay the following year’s bills” says Dr Cundill.

Her then boyfriend, now husband, Mr Justin Kemp, did the same during his undergraduate years – he packed soup for Sainsbury’s in the United Kingdom to raise extra money to complete his studies, and is now doing his PhD in Ichthyology. He also runs the Eco-physiology Research Platform, which is a partnership between the South African Institute for Aquatic Biodiversity (SAIAB).
and the Department of Ichthyology and Fisheries Science at Rhodes University.

From her Honours to her Postdoctoral studies
From her Honours to her Postdoctoral studies Dr Cundill successfully secured several scholarships, including a Rhodes University Honours Degree Scholarship – based on her achieving distinctions for her undergraduate degree.

For her Honours she also received a scholarship from Coastal and Environmental Services, which awards the top students in Environmental Sciences. And she got a Rhodes University Graduate Assistant Bursary through the Department of Environmental Sciences.

For her Master’s she secured an NRF Master’s Degree Scholarship, a DAAD German Funding Scholarship and a Rhodes University Master’s Degree Scholarship.

CSIR and DAAD Scholarships
For her PhD, Dr Cundill was awarded a CSIR Internship Scholarship and another DAAD Scholarship. She did her PhD in collaborative natural resource management in communal areas, such as the former Transkei.

“For my Master’s and PhD I had the most fantastic supervisor in Professor Christo Fabricius who established the Department of Environmental Science. He was so motivated by social and environmental sustainability that it was infectious.

“He also generously included me in an international collaborative research project on sustainability – the project saw me visiting nine countries during my Master’s and spending three months in Peru.”

A year working as a lead researcher in social ecology at the Center for Advanced Studies in Arid Zones in Chile followed, after which she spent two years as a postdoctoral researcher back at Rhodes.

Dig deeper into your research
“Your time as a postdoctoral fellow gives you the opportunity to dig deeper into your research. The salary is not great but it is tax-free and you don’t have to teach, which means you can focus on research, writing and publishing,” she continues. “My postdoc started four months after our child was born and it was still a very productive time for me.”
“Your time as a postdoctoral fellow gives you the opportunity to **dig deeper** into your research. The salary is not great but it is tax-free and you don’t have to teach, which means you can **focus on research**, writing and publishing.”

*Dr Georgina Cundill, Lecturer in the Department of Environmental Science at Rhodes University. Recipient of Coastal and Environmental Services, NRF, DAAD German Funding, Rhodes University and CSIR Internship Scholarships.*
In 2013, at the age of 34, Dr Cundill was offered a senior lectureship in the Department of Environmental Science at Rhodes.

“What never ceases to amaze me is that I am paid to do research! And it’s incredible living and working in Grahamstown. Living in a small town facilitates a better work-life balance. I can do things like pop home at lunchtime to spend time with our son, and be back at work for the afternoon session. I am very grateful for that opportunity.”

Having a PhD has opened international doors

Having a PhD has opened international doors for Dr Cundill. “Of course you can collaborate with anyone whether you have a PhD or not, but I have found that having the letters ‘Dr’ in front of my name has certainly helped me to get international collaborators on board with specific projects. It has also made it easier to get amazing jobs, like the one I had in Chile, as well as local consultancy work.”

Research areas on which Dr Cundill has focused over the last couple of years include: social learning, co-management between the government and communities, land rights and protected areas.

She is happy to have pursued her entire academic career at Rhodes University. “I’ve built strong local and international networks in my time here, so I might be based in Grahamstown, but Rhodes has helped me to become a global academic and researcher, as well as to have a wonderful quality of life.”
An exciting, volatile time in South Africa

“My family has packed in a lot of years at Rhodes. My father, Professor Jean-Louis Cattaneo was head of the French Department at Rhodes where he lectured for 33 years until 1985. I, too, now have 27 years at Rhodes behind me,” says Ms Niki Cattaneo, a senior lecturer in the Department of Economics and Economic History at Rhodes University.

Family was the reason she studied at Rhodes, as Grahamstown was home.

“When I enrolled for my BSc degree in the early eighties it was a very exciting, volatile time in South Africa. It was the last decade of apartheid, and anti-apartheid movements like the United Democratic Front (UDF) and the End Conscription Campaign (ECC) were in full swing. Many lecturers at Rhodes were politically very active and we were doing highly relevant research,” she explains.

Rhodes University and HSRC Scholarships

Her Honours in economics followed, for which she received a Rhodes University Scholarship and an HSRC Scholarship, based on her distinction in third year economics.

Contributing to anti-apartheid research

“On completion of my Honours in 1986 I started working for Professor Peter Vale at the Institute of Social and Economic Research (ISER). I was doing all sorts of fascinating research, including work on the UDF/Azapo conflict in the townships of Port Elizabeth,” she continues.

After three years at the ISER she joined the Economics Department as a junior lecturer, and was offered a full-time Rhodes University
“One of the universal scholarships that economics postgraduates can pursue is through Economic Research South Africa, which gets money from Treasury and offers scholarships to bright South African students across the board.”

Ms Niki Cattaneo, Senior Lecturer in the Department of Economics and Economic History. Recipient of a Rhodes University Scholarship and an HSRC Scholarship.
Master’s Scholarship for achieving a distinction in her Honours.

“I registered for my Master’s but declined the full-time scholarship because I began lecturing in the Department of Economics and Economic History.”

Master’s by full thesis
While working as a junior lecturer she did a Master’s by full thesis; there wasn’t a course work Master’s at the time. The title was: A theoretical and empirical analysis of trade integration among unequal partners: implications for SADC (the Southern African Development Community).

“Although I was still busy doing my Master’s it took a backseat from 1991 to 1994 as I got married and had a child. I found it difficult to combine lecturing and being a new mother with my Master’s,“ she says. She was also battling with rheumatoid arthritis.

Unexpected issues
“Life throws all sorts of unexpected issues at you, but you need to pick up again and carry on,” says Ms Cattaneo who picked up her Master’s in 1995 and completed it in 1997, with distinction.

In 2003 she became a senior lecturer and now supervises Honours and Master’s students.

Advice to postgraduates
Her advice to postgraduates seeking financial support is as follows:

“If you can secure a scholarship that will cover a full-time postgraduate degree, take it. I base this on my own experience of not taking a full-time Master’s scholarship; with hindsight I should have.

“Depending on whether you are a white or black South African student or an international student, there are different scholarship avenues you need to pursue. Several scholarships are nationality and demographic specific; others are universal.

“One of the universal scholarships that economics postgraduates can pursue is through Economic Research South Africa, which gets money from Treasury and offers scholarships to bright South African students across the board.

“International postgraduates have to really work at finding suitable scholarships but the research office at Rhodes is great, and they provide a lot of information to all prospective postgraduate and postdoctoral students about available scholarships, and which to apply for.”
Responding to its responsibility and need to contribute to social transformation in South Africa and the continent, Rhodes University has made it a priority, as Rhodes’ Deputy Vice-Chancellor: Research and Development, Dr Peter Clayton puts it: “to nurture the next generation of critical scholars – the historians, sociologists, philosophers, educators and scientists – that are passionately committed to justice and honest, critical and independent scholarship, and who must be the critical voices and public intellectuals of our society.”

This is as necessary for South African universities as it is for African universities and universities throughout the world. As part of this, South Africa needs to ensure that it grows its black and women postgraduate, postdoctoral and academic numbers to ensure the sustainability and equity of human capital in the country.

The University encourages students who have completed their undergraduate degree to pursue their Honours degree, and hopefully progress to a Master’s and PhD at Rhodes. Rhodes goes out of its way to help deserving postgraduate students through numerous scholarships and bursaries.

As a research-intensive university Rhodes places an emphasis on Master’s, Doctoral and Postdoctoral students.

Leading Scholarships and Academic Advancement Programmes at Rhodes
Nurturing the next generation of critical scholars
Rhodes has set up several scholarship programmes in order to attract excellent students and researchers to further their studies at postgraduate level. The Andrew Mellon Foundation Scholarships, Allan Gray Senior Scholarships, Henderson Scholarships and the Rhodes University Postgraduate Scholarships are the cornerstone of this programme.

The Andrew Mellon Foundation, together with the Kresge Foundation and the Rhodes University Council Fund offer scholarships to advance the next generation of academics at the university.

The University received US$ 1 million from the Mellon Foundation in 2001 and a further US$ 600 000 in 2008. In 2009 the University received US$ 900 000 from the Kresge Foundation.

In addition to this, approximately R4 million in scholarships is awarded to 40 Honours, Master’s and Doctoral students at Rhodes each year. Smaller scholarships and bursaries are on offer and are based on a merit and/or financial need basis. Students can also apply for a study loan or Rhodes University Council loan.

Further funding for postgraduate study is made available through external organisations such as the National Research Foundation (NRF), the Water Research Commission (WRC), the Medical Research Council (MRC) and other funding bodies by way of individual bursaries or project linked bursaries.

FOR MORE INFORMATION

Consult the Rhodes University website:
www.ru.ac.za/research/postgraduates/funding

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Rhodes University’s leading scholarship and academic advancement programmes include:

- The Andrew Mellon Prestigious Scholarships
- Henderson Scholarships
- Rhodes University Prestigious Scholarships/Fellowships
- Rhodes Postdoctoral Fellowships
- Atlantic Philanthropies Scholarships
- Allan Gray Senior Scholarships
- The Ada and Bertie Levenstein Bursaries
- Ruth First Scholarships
- The Guy Butler Research Awards
- Mandela Rhodes Scholarships
- The Andrew Mellon Accelerated Development Programme
- Kresge Accelerated Development Programme

The impact of these scholarships to South Africa’s professional, academic, scientific and business world is enormous, with an impressive lineup of people who have significantly contributed to their fields.

The importance of these scholarships is also directly experienced by Rhodes in growing its own next generation of academics through the postgraduate academic pipeline.

Over 40 postgraduate students funded through Rhodes’ scholarship and academic advancement programme are currently employed as academic staff at Rhodes.

A brief synopsis of some of the leading scholarships offered through Rhodes follow. Amounts offered for the various scholarships are approximates and can vary or increase over time.
The Andrew Mellon Prestigious Scholarships are open to suitably qualified students/fellows to study/research full-time at Rhodes University. These awards are offered subject to the following criteria:

**Honours**
Scholarships for designated persons in all faculties.

**Master’s & Doctoral**
Primarily awarded to designated persons in all faculties.

**Doctoral**
Awards specifically in the fields of Humanities and Social Science (in addition to the above mentioned awards).

**Eligibility (Honours, Master’s, Doctoral)**
- The overriding criterion for the award of the Scholarship is academic merit (>70%), although other factors such as service to the community, intra- or extra-murally, could be taken into account.
- Applicants may pursue postgraduate studies in any one of the following six faculties: Humanities, Commerce, Education, Law, Pharmacy and Science.
- Since these are Scholarships and Fellowships, financial need is not a criterion for these awards.
- Applicants must be younger than 36 years of age at the time of applying.
- Open to all citizens.
- Preference will be given to designated groups.

**Period**
Initially for one year but renewable depending on satisfactory progress for a further year at Master’s level, two at Doctoral level.

**Conditions**
Full-time attendance at Rhodes University. Tutoring Assistance of not more than 6 hours a week, without remuneration, will be required for Master’s and Doctoral recipients only.
The Henderson Prestigious Scholarships are open to suitably qualified students to study for a full-time Master’s or Doctoral degree at Rhodes University. These awards are offered subject to the following criteria:

Eligibility

• The overriding criterion for the award of the Scholarship is academic merit (>70%), although other factors such as service to the community, intra- or extra-murally, could be taken into account.
• Applicants may pursue postgraduate studies in any one of the following fields: Mathematical, Physical, Earth, Life and Pharmaceutical Sciences, Accountancy and Information Systems.
• Since these are Scholarships, financial need is not a criterion for these awards.
• Applicants must be younger than 36 years of age at the time of applying.
• Applicants must be South African citizens.

Period

Initially for one year but renewable depending on satisfactory progress for a further year at Master’s level, two at Doctoral level.

Conditions

Full-time attendance at Rhodes University. Tutoring Assistance of not more than 6 hours a week, without remuneration, will be required.
The Atlantic Philanthropies Scholarships are open to suitably qualified (designated) students to study for a full-time Doctoral Degree at Rhodes University. These awards are offered subject to the following criteria:

**Doctoral Scholarships in all faculties.**

**Eligibility**
- The overriding criterion for the award of the Scholarship is an outstanding academic merit (>75%), although other factors such as service to the community, intra- or extra-murally, could be taken into account.
- Applicants may pursue postgraduate studies in any one of the following six faculties: Commerce, Education, Humanities, Law, Pharmacy and Science.
- Since these are Scholarships and Fellowships, financial need is not a criterion for these awards.
- Applicants must be younger than 36 years of age at the time of applying.
- Open to Black and Women South African citizens only.
- Wishing to pursue a career in academia – motivation must be supplied in the form of a covering letter elaborating further on your career plans.

**Period**
Initially for one year, but renewable annually for a further two years depending on satisfactory progress.

**Conditions**
Full-time attendance at Rhodes University. Tutoring Assistance of not more than 6 hours a week, without remuneration, will be required.
The Allan Gray Senior Scholarships are open to suitably qualified students to study full-time at Rhodes University. These awards are offered subject to the following criteria:

Honours
Scholarships for designated persons, excluding white women, to study courses in the Faculty of Commerce.

Eligibility
• The overriding criterion for the award of the Scholarship is academic merit (> 70%), although other factors such as service to the community, intra- or extra-murally, could be taken into account.
• Applicants must be younger than 36 years of age at the time of applying.
• Since these are Scholarships and Fellowships, financial need is not a criterion for these awards.
• Applicants must be South African citizens.

Period
Initially for one year but renewable depending on satisfactory progress for a further year at Master’s level.

Conditions
Full-time attendance at Rhodes University. Tutoring Assistance of not more than 6 hours a week, without remuneration, will be required for Master’s recipients only.
The Rhodes University
Prestigious Scholarships/
Fellowships are open to suitably qualified students to study full-time for an Honours, Master’s or Doctoral Degree at Rhodes University. These awards are offered subject to the following criteria:

Eligibility
- The overriding criterion for the award of the Scholarship is academic merit (70%), although other factors such as service to the community, intra- or extra-murally, could be taken into account.
- Applicants may pursue postgraduate studies in any one of the following six faculties: Commerce, Education, Humanities, Law, Pharmacy and Science.
- Since these are Scholarships, financial need is not a criterion for these awards.
- Applicants must be younger than 36 years of age at the time of applying.
- Open to all citizens.

Period
Initially for one year but renewable depending on satisfactory progress for a further year at Master’s level, two at Doctoral level.

Conditions
Full-time attendance and registration at Rhodes University. Tutoring Assistance of not more than 6 hours a week, without remuneration, will be required.
The University Council has established several Rhodes University Postdoctoral Fellowships across all faculties, which may be awarded for one year with the possibility of renewal.

The Fellowships are intended to foster existing research and scholarly or creative activities within Rhodes University departments and institutes. Ideally a Fellow’s proposed work will closely complement existing programmes in the host department.

Eligibility
Although there is no age restriction, potential Fellows must hold a Doctoral degree, awarded within the last five years, preferably from an institution other than Rhodes University and recognized as appropriate to the discipline for which the Fellowship is sought. Successful candidates must be of exceptional merit as evidenced by the quality and corpus of publications or other recognized forms of achievement relevant to the Fellow’s discipline. The Fellowship will be awarded strictly on merit.

An applicant who has not completed his/her PhD at the time the Fellowship is offered must have submitted the PhD thesis. In these circumstances the Research Office will require written assurance from the applicant’s supervisor that there is a reasonable expectation that the Doctoral degree will be awarded.

Applications should be made through Heads of Departments or Directors of Research Institutes.

Each Fellowship is a package of R140 000 per annum with an additional allocation of a maximum of R10 000 to be used at the discretion of the Head of Department and the Fellow.

The Fellowship cannot be held concurrently with any supplementary funding.
A generous bequest from the late Elias and Ada Levenstein has provided bursaries for postgraduate students at Rhodes University to study full time towards an Honours, Master’s or Doctoral degree in any field of intellectual or creative endeavour at Rhodes University.

Eligibility
Tenable only at Rhodes University. Applicants must be South African citizens under 26 years of age at the start of the first academic year for which they are seeking financial support. Funding for successive years may be granted to a candidate who is 26 or older.

The bursaries are open to students in all fields of study at Rhodes University. However, in accordance with the terms of the bequest, preference will be given to applicants “who pursue studies in the field of the sciences”.

Applicants must be able to demonstrate financial need. The academic achievements and merits of the students whose grades are “significantly above the average at university” will be taken into account.

Short listed candidates will be assessed by a Committee comprising Faculty Deans, Department Heads, and appropriate academic experts at the discretion of the Faculty Deans, and the final assessment may include referees reports or an interview.

Funding
The value of the scholarship will be revised from time to time by the University with due regard to inflationary cost increases and the growth of the endowed funds. Funding in successive years in the case of Master’s and Doctoral support will be contingent on good progress in the current year of funding, and the candidate being on track to complete the degree in the minimum expected time frame.
The Ruth First Scholarship is open for Doctoral or Master’s studies at Rhodes University.

The Scholarship is intended to support candidates whose research is in the spirit of the life and work of Ruth First, whose research poses difficult social questions, and who are interested in linking knowledge and politics and scholarship and action.

Eligible fields of study are: politics, sociology, philosophy, anthropology, economics, social policy, democracy studies, development studies, media studies, or studies in cognate disciplines with a strong social and human rights orientation. South African and Mozambican black and women candidates are particularly encouraged to apply.
Students with a strong academic record (grades 70% and above) who intend pursuing full-time postgraduate studies are eligible to apply for the Guy Butler Research Award.

Honours, Master’s or PhD applicants must pursue research in one of the following fields: English Language, English Literature, English-in-Education, South African English Drama, South African Journalism in English and Cultural Studies focusing on English-related topics in Southern Africa.

Period
Initially for one year, but renewable depending on satisfactory progress for a further year at Master’s level and two years at Doctoral level.

Conditions
Full-time attendance and registration at Rhodes University (Departments of English or English Languages and Linguistics).
The Mandela Rhodes Scholarships provide full funding for up to a maximum of two years of postgraduate study, to qualified citizens of African countries, at recognised South African tertiary institutions.

The Scholarships provide funds for tuition, accommodation, meals, a book allowance, and a travel allowance for each Scholar in residence.

The Scholarships are currently offered only for students pursuing an Honours or Master’s degree or their equivalents, and the length of tenure of the Scholarship will depend on the length of the proposed course of study. Selection as a Mandela Rhodes Scholar does not guarantee entry into a South African tertiary education institution. All applications must be made separately by yourself to your preferred institutions.

The Mandela Rhodes Foundation, which funds the scholarships, is a leadership development programme for Africa, established in 2003 by agreement between the Nelson Mandela Foundation and the Rhodes Trust.

The Mandela Rhodes Scholarships aim to help in building leadership excellence in Africa, offering young Africans who exhibit academic prowess as well as broader leadership potential an educational opportunity unique on the continent. While pursuing their chosen post-graduate degree, each Scholar benefits from access to leadership development programmes, rooted in the principles underpinning the Foundation.

In addition to the opportunity to interact with a diverse group of fellow-Scholars that spans the continent and academic disciplines, they become part of a wide-ranging network of young Africans of excellence who are expected to play leadership roles in their fields and societies in the years following their time ‘in residence’.

Since the selection of the first cohort of eight Scholars in 2005, a total of 200 Mandela Rhodes Scholarships has been awarded.

For more information: www.mandelarhodes.org
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