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Welcome to the latest edition of the Carnegie Diversifying the Academy (CDTA) Newsletter!

We are delighted to share exciting news with you this month, including the induction of our 2024 cohort, inspiring testimonials from current grantees, and the launch of our newest call for applications.

Induction of the 2024 Cohort



On July 17th, 2024, Wits University warmly welcomed eight new PhD students and postdoctoral fellows to the CDTA program. The induction ceremony, led by Programme Manager Lethu Kapueja and Professor Toni Wadley (Head of Academic Support and Coaching), marked the beginning of a transformative journey for these early-career academics.

The day featured engaging orientation sessions and insightful discussions, highlighting the program's dedication to understanding and addressing the unique experiences and challenges faced by new scholars. This induction sets the stage for them to flourish and make significant contributions to the academic landscape.

Read more about the induction here: <https://l1nq.com/CIVco>

Success Stories: Grantee Testimonials

Our new inductees were motivated by the experiences shared by current recipients. Here are some powerful examples:

- **Chia-Yu Chen**, a postdoc nearing the completion of her fellowship at the National Institute of Communicable Diseases, expressed her deep appreciation for the program's workshops and networking opportunities.
- **Matshidiso Sello** from the School of Social Sciences credited the grant for enabling her to participate in conferences and publish her research.

Overcoming Imposter Syndrome and Prioritizing Well-being

Several grantees, including **Lerato Mompoti** and **Aretha Mazingi**, spoke about their personal journeys in overcoming imposter syndrome and maintaining well-being while pursuing academic excellence. Dr. Kofi Aning Jnr echoed this sentiment, stressing the importance of time management and workload balance within a supportive academic environment that prioritizes mental health.

Dr. Aning Jnr specifically highlighted the program's coaching sessions, stating, "The lesson on boundaries has been the most significant, helping me prioritize my well-being, time, and resources. I am now more adept at setting boundaries, which has significantly improved my research."

We are also thrilled to celebrate the recent PhD completion of **Dr. Matshidiso Sello**. She expressed her gratitude to the program, especially Professor Toni Wadley, for the invaluable coaching and support throughout her doctoral journey. "Your guidance was instrumental in helping me overcome imposter syndrome and maintain confidence in my abilities. Thank you again for everything."



July Call for Applications Closed

The Transformation and Employment Equity Office (TEEO) at Wits University is pleased to announce that the application period for the Carnegie Diversifying the Academy Grants has closed. The application period, which ran from July 9th, 2024, to August 2nd, 2024, was open to early and mid-career academics, postdoctoral fellows, doctoral students, and those seeking enabling grants. This call included specific grants for new appointments, postdoctoral fellowships, doctoral grants, and enabling grants aimed at enhancing research productivity and outputs.

During this period, we received a substantial number of applications, reflecting the interest and commitment of our academic community to foster diversity and excellence. The numbers of awards to be made, as specified in the call, include:

- New Appointments Grant: 7 awards
- Post-Doctoral Fellowship Grant: 7 awards
- Doctoral Grants: 9 awards
- Enabling Grants: 5 awards

Candidates submitted their applications through the provided registration link, ensuring all required documents were included. The call for applications was widely circulated to all Deans' offices for further dissemination.

We are excited to review these applications and look forward to announcing the new grantees. The program is committed to supporting these scholars in their journey towards academic excellence and enhancing the diversity of our academic environment.

Looking Forward

As we celebrate the achievements of our current scholars, we eagerly anticipate the contributions of the new grantees. The Transformation and Employment Equity Office remains dedicated to fostering an inclusive, equitable, and thriving academic community. We look forward to continuing this journey with the new cohort, further diversifying and enriching the academic environment at Wits University.

Join Us in Shaping the Future of Academia

As we celebrate the achievements of our current scholars, we invite all eligible candidates to apply and contribute to the diversification and enrichment of the academic environment at Wits University. Together, we can foster an inclusive, equitable, and thriving academic community for the future.

Stay Connected:

For further information or queries, please contact Equity Grants Programme Manager Lethu Kapueja at lethu.kapueja@wits.ac.za or Director TEEU Dr Bernadette Johnson at bernadette.johnson@wits.ac.za.

Thank you for being part of the CDTA community. We look forward to sharing more inspiring stories and updates with you in the coming months.