



FALF

Female Academic
Leaders Fellowship^{NPC}



**CELEBRATING
5 YEARS**

LOCAL RELEVANCE
& GLOBAL EXCELLENCE

2020 – 2025



Donors



DR JUDY DLAMINI



"Pioneering Inclusive Progress, Developing a Pipeline of Women Leaders"



Celebrating Five Years of the Female Academic Leaders Fellowship (FALF) NPC

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As we mark five years since the founding of the Female Academic Leaders Fellowship NPC (FALF), I reflect with deep gratitude on the journey we've travelled. It takes a village of committed leaders to achieve any measure of success. We are grateful to the founding directors, Prof Loyiso Nongxa, Prof Stella Nkomo, Prof Salome Maswime and Dr Molapo Qhobela for giving of their time, wisdom and commitment to drive systemic institutional transformation. FALF embraces the notion that to achieve true equality you must solve for the ones left furthest behind first. The intersectional lens framework enables this notion, which is cognisant of multiple social attributes of difference that hinder people's career progression across sectors, including higher education. The lack and/or slow career progression of certain groups, as identified by different scholars including the Ministerial Task Team Report (2020) informed the chosen focus group, namely African and Africans of mixed ancestry (Coloured) female academic leaders of South African descent, who have been historically excluded and remain the least represented in academic leadership roles.

We are grateful to our donors who share the conviction that inclusion fosters a sense of belonging and enables everyone to contribute their unique talents and perspectives. It is a fundamental aspect of growth, well-being, and a thriving community. FALF is built on partnerships. Wits University has been that partner for the past 5 years. We are grateful to the executive leadership from Vice Chancellor, Prof Zeblon Vilakazi FRS, Prof Ruksana Osman, Prof Garth Stevens to Prof Lynn Morris. The support from the Deans of faculties and heads of schools is one of the major contributors to the community of practice that FALF has been able to build.

FALF's vision is to bring national systemic transformation of leadership in higher education, by developing a pipeline of Black female academic leaders, working with the executive leaders in the sector. FALF is alive to national challenges and the academic sector's responsibility to partner with other sectors to contribute to a better society. We thank our partners Ford Foundation and the National Research Foundation (NRF) for funding our first research chair, the FALF/Wits/NRF research chair in Gender Based Violence and Femicide to be launched at Wits in 2025. The FirstRand Empowerment Foundation (FREF) has partnered with FALF to fund the FALF/FREF/NMU research chair in Entrepreneurship and Financial Inclusion to be hosted at the Nelson Mandela University (NMU). The board's mandate for the next five years is scaling and internationalisa-



A letter from the FALF Founder and Executive Chairperson



tion of the programme. FALF has representation at Chatham University (Pittsburgh, USA), Sefako Makgatho University and UCT through three fellows' transfer to those institutions. The NMU partnership is the first deliberate scaling of the programme outside Wits University. More institutions are on the cards for further scaling.

The internationalisation project started in 2024 with the partnership between FALF and the Oxford University's African Initiative, AfOx. We are grateful to Standard Bank, donors of the FALF/AfOx/Standard Bank initiative over the next three years (2025-2027). The year 2024 also marked the first year of a ten-year longitudinal internal impact assessment study led by the FALF programme manager, Ms Lucy Khofi and the 2024 FALF Cohort fellow, Internationalisation and Spirit Award recipient, Associate Dean (at Chatham University Business School) Dr Keratilo Mogotsi. FALF is about impact to the fellows' lives and careers. An annual assessment of their views on the programme helps us to continuously improve the programme.

As pillars of FALF, we are grateful to the Fellows for partnering with us to build a stronger and more inclusive higher education sector for future generations. The year 2024 saw the launch of the FALF alumni association (FALFAA). FALF believes in Booker T. Washington's idiom of 'lift as you rise'. Through FALFAA, the alumni will pass it forward. We thank the first FALFAA President, Dr Dineo Tsabedze who led the first few months before the birth of the first FALF baby arrived. Welcome Lubanti Tsabedze! We also thank FALF's first full professor and the FALFAA Interim President, who's ensured continuity with her inclusive leadership!

As we embark on the next five years we are emboldened by the support of our partners, the strength and youthful experience of the new board members, Nonzwakazi Adonisi and Boitumelo Kuzwayo and the new partnerships as we scale FALF! Pioneering Inclusive Transformation, Solving for the Ones Left Furthest Behind!

With love and gratitude

Dr Judy Dlamini
Founder & Executive Chairperson

About FALF

Founded in 2020 by Dr. Judy Dlamini, Chancellor of the University of the Witwatersrand, with a vision to build a robust pipeline of South African African and Coloured women academic leaders.

As FALF celebrates its 5th anniversary, a lot has been achieved through partnerships; 107 fellows supported; 11.5% of these identify as living with disabilities. Over R60 million of funding committed enabling the establishment of two research chairs on Gender-Based Violence and Femicide (GBVF) at Wits University and Entrepreneurship and Financial Inclusion at Nelson Mandela University, both launching in the second half of 2025.

Through its partnership with Oxford University's Africa Initiative (AfOx), FALF has expanded internationally. The first cohort of five fellows began their placements at Oxford in 2025, with seven more set to follow in 2026. FALF is currently active at three South African universities, Wits, SMU and UCT. FALF aims to scale to additional public institutions over the next five years.

This celebration honours FALF's journey, the institutions and individuals who have shaped it, and the Fellows who continue to lead transformative change. It aims to inspire a new generation of scholars, strengthen partnerships, and champion gender and racial equity in academic leadership.

The journey so far ...

2020	2021	2022	2023	2024	2025
NPC Registered	1st COHORT	2nd COHORT	3rd COHORT	4th COHORT	5th COHORT
Preceded by desktop research & consultation with stakeholders	Launched March 2021 30 Fellows	16 Fellows 1st Research Symposium 1st Full-time employee.	23 Fellows 1st Chancellor's Dinner & FALF Awards	20 Fellows FALFAA FALF/AfOx FALF Impact study: 1st report	20 Fellows 2 Research Chairs FALFAA FALF/AfOx FALF Case Study

Female Academic Leaders Fellowship (FALF) NPC



FALF's Vision

- ♀ A country that truly represents the social demographics of the nation at all levels of leadership.
- ♀ A country where men and women, Black and White, work towards the same goal, equity at all levels.
- ♀ A FALF Fellow who lifts as she rises, wherever she goes, South Africa today, the African continent next and the world.

FALF's Mission

- ♀ **Work with University leadership** to develop women academic leaders in the least transformed area, African and Coloured women (South African).
- ♀ Assist FALF Fellows to develop themselves to qualify for **promotions to positions of professoriate** and assist the University to create **role models** for the majority of the student body who are Black females.
- ♀ Assist in the **diversification of knowledge production**.
- ♀ Help create **peer to peer mentorship** across disciplines and across institutions.
- ♀ Encourage **multi-disciplinary and multi-institutional collaboration** on research and community outreach. Collaboration with international institutions to **internationalise** FALF.
- ♀ Establish **research chairs**, led by the designated group, to conduct research on the country's challenges.



FALF's Core Values

- Diversity & Inclusion
 - Collaboration
- Integrity & Ethical Leadership
- Mutual Respect & Trust
- Mentorship

Transforming Academic Leadership at all Levels

- **Knowledge Production:** Diversify and decolonize academic knowledge
- **Mentorship:** Foster peer-to-peer mentorship across disciplines and institutions
- **Collaboration:** Build a strong, intergenerational network of female academic leaders
- **Youth Engagement:** Inspire and attract young Black women into academia

What FALF Funds

Category	Description
Buy-Out of Time	Support to reduce teaching or administrative duties to focus on research.
Research	Comprehensive support for the full research cycle, including: <ul style="list-style-type: none"> • Research expenditure (equipment, materials, research assistants) • Data collection and fieldwork • Writing retreats and research incubation • Publication of articles in accredited journals • Community-engaged scholarship • Knowledge translation (policy briefs, toolkits, dialogues)
Leadership Capacity Development	<ul style="list-style-type: none"> • 360-degree leadership assessment • Training and initiatives to strengthen academic leadership skills.
Conference Attendance & Travel	Financial support to attend and present at local and international conferences. <ul style="list-style-type: none"> • Conference fees and travel and accommodation
International Mobility / Exchange	Support for short-term academic visits, fellowships, or research collaborations abroad.
Professional Development / Short Courses	Funding for external courses on methods, grant writing, digital tools (e.g., NVivo, R), or other skills development.

A call for proposals is issued annually in the third quarter of the year.

Total Fellows by Institution and Faculty as of 2025

Wits Faculties	FALF Fellows
Commerce, Law and Management	9
Engineering and the Built Environment	11
Health Sciences	45
Humanities	27
Science	12
Chatham University	
Assoc. Dean Business School	1
Sefako Makgatho University (SMU)	
Head of Nuclear Medicine	1
University of Cape Town (UCT)	
Health Sciences- Human Genetics Division	1
TOTAL	107

Meet the Fellows

Unveiling the 2021 Cohort



Dr. Ann George
Senior Lecturer
Wits Centre for Health Science Education



Dr. Busisiwe Maseko
Senior Lecturer
Wits School of Anatomical Sciences



Dr. Lindie Lamola
Lecturer
Wits Human Genetics



Ms. Ayanda Magida
Lecturer
Wits Graduate School of Business Administration



Dr. Daphney Conco
Senior Lecturer
Wits School of Public Health



Dr. Lungie Maseko
Lecturer
School of Construction Economics and Management



Dr. Boni Zungu
Senior Lecturer
Wits African Languages



Dr. Dineo Mpanya Tsabedze
Head of Department (SMU)
Internal Medicine, Sefako Makgatho Health Sciences University



Dr. Lungile Khambule
Lecturer
Wits Chemical Pathology



Ms. Bontle Tladi
Lecturer
Wits School of Mechanical, Industrial & Aeronautical Engineering



Dr. Jillian Gardner
Senior Lecturer
Steve Biko Centre for Bioethics



Prof. Maya Makatini
Associate Professor
School of Chemistry



Prof. Busisiwe Nkala-Dlamini
Associate Professor
Wits Department of Social Work



Dr. Kholiswa Malindini
Senior Lecturer
Wits School of Governance



Dr. Melissa Zulu
Senior Lecturer
School of Business Sciences



Dr. Mohlalakoma Ngwako
Associate Lecturer
Wits School of Electrical & Information
Engineering



Dr. Nonhlanhla Nxumalo
Director
Wits Centre for Health Policy



Dr. Thama Duba
Senior Lecturer
School of Computer Science and
Applied Mathematics



Dr. Motlalepule Nathane-Taulela
Senior Lecturer
Wits Department of Social Work



Dr. Nontsikelelo Luxomo
Lecturer
Wits Mathematics Education



Dr. Thandiswa Ngcungcu
Lecturer
Wits Human Genetics



Dr. Mpho Matsipa
Researcher
Harvard University



Prof. Palesa Motshabi
Academic Head of Department
Anaesthesiology (Chris Hani Barag-
wanath Hospital)



Dr. Tiisetso Lephoto
Lecturer
Wits School of Molecular and Cell
Biology



Prof. Najma Aghardien
Associate Professor; Team Leader –
Curriculum & Teaching. Wits Centre for
Learning, Teaching & Development



Dr. Prudence Ditlopo
Senior Researcher
Wits Centre for Health Policy



Dr. Tintswalo Hlungwani
Senior Lecturer
Wits School of Public Health



Prof. Nicole De Wet-Billings
Associate Professor and Senior Director:
Academic Affairs
Quality and Academic Planning Office



Dr. Simangele Mayisela
Senior Lecturer
Wits Department of Psychology



Prof. Veronica Ntsiea
Head of Department and Full Professor
Wits Physiotherapy

Meet the Fellows

Unveiling the 2022 Cohort



Dr. Koli Matebese-Notshulwana
Postdoctoral Research Fellow
Sociology, Faculty of Humanities, University of Johannesburg (UJ)



Dr. Ida Risenga
Senior Lecturer
Wits School of Animal, Plant & Environmental Sciences



Dr. Magdeline Stephen
Lecturer
Wits School of Education



Ms. Jessica Foli
Lecturer
Wits School of Arts



Dr. Sivuyisiwe Situngu
Lecturer
Wits School of Animal, Plant & Environmental Sciences



Dr. Tintswalo Thani
Lecturer
Wits School of Education



Dr. Tsepang Leuta
Lecturer
Wits School of Architecture & Planning



Prof. Zimkitha Madikiza
Associate Professor
Wits School of Animal, Plant & Environmental Sciences



Prof. Ramona Kunene Nicholas
Associate Professor
Wits School of Literature, Language and Media



Prof. Nomfundo Moroe
Associate Professor
Wits Department of Audiology



Dr. Letitia Petersen
Lecturer
Wits School of Human & Community Development



Dr. Shüné Oliver
Senior Researcher
Wits School of Pathology



Dr. Natalie Benjamin-Demon
Senior Lecturer
Wits Department of Physiotherapy



Dr. Batseba Mofolo-Mbokane
Lecturer
Wits School of Education



Dr. Zanele Zuma
Postdoctoral Research Fellow
Wits School of Public Health



Ms. Lebogang Maseko
Lecturer
Wits School of Therapeutic Sciences

Unveiling the 2023 Cohort



Ms. Aviwe Mgobozi
Academic Head of Division, Clinical Associates
Wits Department of Clinical Associates



Dr. Kholofelo Mashola
Senior Lecturer
Wits Department of Physiotherapy



Dr. Mpho Ratshikana-Moloko
Lecturer
Wits Department of Surgery



Dr. Ayanda Ngwenya
Lecturer
Wits Graduate School of Business Administration



Dr. Kutlwano Xulu
Senior Lecturer
Wits Department of Anatomical Sciences



Prof. Neo Ligaraba
Associate Professor
Wits Marketing Department, School of Business Sciences



Prof. Betty Maepa
Associate Professor
Wits Antiviral Gene Therapy Research Unit



Dr. Khuthala Mnika
Senior Lecturer
Genetics Department, University of Cape Town (UCT)



Dr. Nicola Cloete
Senior Lecturer
Wits Department of Curatorial, Public, and Visual Cultures



Dr. Chioniso Kuchwa-Dube
Senior Lecturer
Wits School of Mechanical, Industrial & Aeronautical Engineering



Prof. Mary Evans
Associate Professor
Wits School of Geography, Archaeology and Environmental Studies



Dr. Nomalanga Mashinini
Senior Lecturer
Wits School of Law



Dr. Keratloe Mogotsi
Assistant Professor and Assistant Dean
Chatham University, Pittsburgh, United States of America



Dr. Meghan Botes
Senior Lecturer
Wits Department of Nursing Education



Dr. Palesa Mogane
Head of Unit
Wits Department of Anaesthesiology (Chris Hani Baragwanath Hospital)

Meet the Fellows

Unveiling the 2023 Cohort contd\



Dr. Tebello Letseka
Lecturer
Wits School of Education – Studies in
Education Division



Dr. Kamogelo Butsi
Post-doctoral fellow
Chemistry, University of Pretoria (UP)



Dr. Vernice Peterson
Senior Lecturer
Wits Department of Physiology



Prof. Thabisile Nkambule
*Associate Professor / Assistant Dean:
Teaching & Learning (Undergraduate)*
Wits School of Education



Dr. Tshogofatso Ramphaleng
Lecturer
Wits Department of Anatomical
Sciences



Ms. Zintle Ntshongwana
Lecturer
Wits Department of Social Work



Dr. Goitsewang Keretse
Lecturer
Wits School of Public Health



Dr. Pinkie Mthembu
Senior Lecturer
Wits School of Education – Education-
al Leadership, Policy and Skills

Unveiling the 2024 Cohort



Dr. Jabulile Msimango-Galawe
Senior Lecturer
Wits Business School



Dr. Josephine Llaie
Senior Lecturer
Wits School of Construction Economics
& Management



Dr. Gontse Leballo-Mothibi
Lecturer
Wits Department of Anaesthesiology
(Johannesburg Hospital)



Dr. Itumeleng Tsatai-Mosala
Lecturer
Wits Department of Occupational
Therapy



Dr. Dineo Tshabalala

Lecturer

Wits Department of Internal Medicine
(Johannesburg Hospital)



Dr. Matshediso Mothopi-Peri

Head of Department

Wits Department of Paediatric and
Restorative Dentistry



Ms. Skye Adams

Lecturer

Wits Department of Speech Pathology
and Audiology



Dr. Mamakiri Mulaudzi

Lecturer

Wits Department of Psychology



Dr. Mpho Mathebula

Lecturer

Wits Department of Psychology



Dr. Sindisiwe Msani

Lecturer

Wits School of Languages, Literatures
and Media



Dr. Sonti Pilusa

Senior Lecturer

Wits Department of Physiotherapy



Dr. Greer Valley

Lecturer

Wits School of Arts



Dr. Zandiswa Gulube

Lecturer

Wits Department of Oral Biological
Sciences



Mrs. Sibongile Langa

Senior Technician and PhD Candidate
Wits Department of Oral Biological
Sciences



Dr. Illke Malungo

Lecturer

Wits Department of Anatomical
Sciences



Dr. Nonhlanhla Tlotleng

Medical Scientist

Wits Department of Molecular Medi-
cine and Haematology



Dr. Hlengiwe Ndlovu

Senior Lecturer

Wits School of Governance



Dr. Mabyalwa Mudau

Lecturer

Wits Department of Human Genetics



Dr. Thoko Mahlangu

Lecturer

Wits School of Education

Meet the Fellows

Unveiling the 2025 Cohort



Dr. Boitumelo Moletsane
Senior Lecturer
Wits School of Mathematics



Ms. Sibongile Zwane
Lecturer
Wits School of Construction Economics
and Management



Prof. Karen Petersen
Adjunct Professor
Wits Department of Paediatrics &
Child Health (Chris Hani Baragwanath
Academic Hospital)



Dr. Manoko Maubane-Nkadameng
Senior Instrument Scientist & Researcher
Wits Microscopy and
Microanalysis Unit



Dr. Nikki Gentle
Senior Lecturer
Wits School of Molecular and Cell
Biology



Dr. Cebisa Langaniso (Langaniso Dziike)
*Senior Instrument Scientist & Associate
Researcher*
Wits Microscopy & Microanalysis Unit
and School of Chemistry



Dr. Khosi Radebe
Lecturer
Wits School of Business Sciences



Dr. Anwynne Kern
Lecturer
Wits Department of Psychology



Dr. Zamageda Zungu
Lecturer
Wits School of Construction Economics
and Management



Dr. Nonkuselo Madlakana
Lecturer
Wits School of Geosciences



Dr. Pumza Magangane
Senior Lecturer
Wits Department of Anatomical Pathol-
ogy, School of Pathology



Dr. Celimpilo Piety Dladla
Lecturer
Wits Department of Translation and
Interpreting Studies



Dr. Thando Twala
Lecturer

Wits School of Animal, Plant and
Environmental Sciences



Dr. Pride Ndlovu
Lecturer

Wits School of Construction Economics
and Management



Dr. Nontobeko Ntombela Akoi Jackson
Lecturer

Wits School of Arts



Dr. Thina Duze
Lecturer

Wits Department of Clinical Microbiol-
ogy and Infectious Diseases

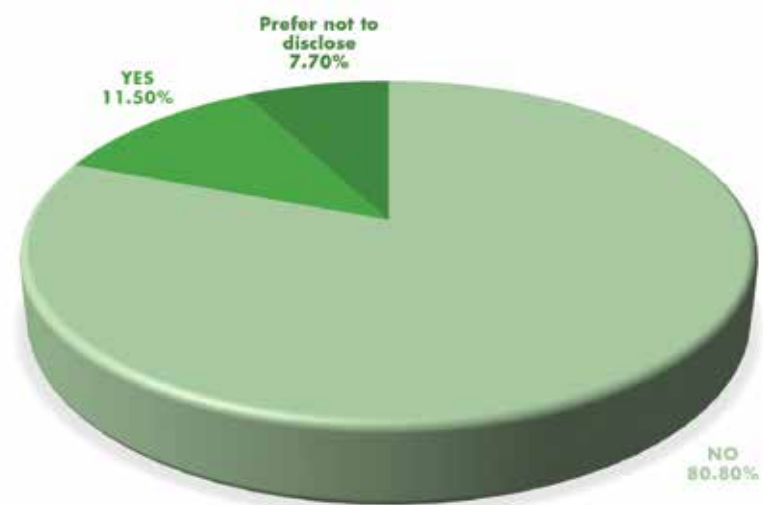
FALF: Inclusion of People Living with Disabilities

In alignment with the South African Employment Equity Act (1998), a disability is defined as:

"A long-term or recurring physical, mental, intellectual, or sensory impairment which, in interaction with various barriers, may substantially limit an individual's prospects of entry into, or advancement in, employment."

Within the FALF Programme, **11.5% of fellows identify as living with disabilities**, reflecting our ongoing commitment to inclusivity, equity, and the empowerment of diverse academic leaders.

FALF FELLOWS DISABILITIES DISCLOSURE



FALF Fellows promotions as of 2025

FALF 2021 Promotions



Prof. Veronica Ntsiea
(FALF 2021 Fellow)
Full Professor & Head of Department
Physiotherapy, Faculty of Health Sciences



Dr. Dineo Mpanya
(FALF 2021 Fellow)
Head of Department
Health Sciences,
Sefako Makgatho Health Sciences University (SMU)



Prof. Nicole De Wet-Billings
(FALF 2021 Fellow)
Associate Professor | Former Deputy Dean & Senior Director: Academic Affairs
Quality and Academic Planning Office, Academic Affairs



Dr. Simangele Mayisela
(FALF 2021 Fellow)
Senior Lecturer | Former Head of Department
Psychology, Faculty of Humanities



Prof. Najma Aghardien (FALF 2021 Fellow)
Associate Professor | Team Leader: Curriculum Teaching
Centre for Learning, Teaching & Development, Faculties of Teaching and Learning/Humanities



Dr. Lungile Khambule
(FALF 2021 Fellow)
Senior Lecturer
Chemical Pathology,
Faculty of Health Sciences



Prof. Palesa Motshabi (FALF 2021 Fellow)
Associate Professor & Head of Department
Anaesthesia, Faculty of Health Sciences



Dr. Jill Gardner
(FALF 2021 Fellow)
Senior Lecturer
Steve Biko Centre for Bioethics,
Faculty of Health Sciences



Prof. Busisiwe Nkala-Dlamini (FALF 2021 Fellow)
Associate Professor & Head of Department
Community Development, Faculty of Humanities



Dr. Anne George
(FALF 2021 Fellow)
Senior Lecturer
Centre for Health Science Education,
Faculty of Health Sciences



Prof. Maya Makatini
(FALF 2021 Fellow)
Associate Professor & Head of Department
Chemistry, Faculty of Science



Dr. Prudence Ditlopo
(FALF 2021 Fellow)
Senior Researcher
Centre for Health Policy, Faculty of Health Sciences



Dr. Kholiswa Malindini
(FALF 2021 Fellow)
Senior Lecturer
Wits School of Governance,
Faculty of Commerce, Law & Management (CLM)



Dr. Nonhlanhla Nxumalo
(FALF 2021 Fellow)
Senior Researcher & Director
Centre for Health Policy, Faculty of Health Sciences



Dr. Melissa Zulu
(FALF 2021 Fellow)
Senior Lecturer
School of Business Sciences, Faculty of CLM



Dr. Tintswalo Hlungwani
(FALF 2021 Fellow)
Senior Lecturer
School of Public Health, Faculty of Health Sciences



Dr. Daphney Conco
(FALF 2021 Fellow)
Senior Lecturer
School of Public Health,
Faculty of Health Sciences



Dr. Busisiwe Maseko
(FALF 2021 Fellow)
Senior Lecturer
Department of Anatomical Sciences,
Faculty of Health Sciences



Dr. Thama Duba
(FALF 2021 Fellow)
Senior Lecturer
Education,
Faculty of Humanities



Nontsikelelo Luxomo
(FALF 2021 Fellow)
Senior Lecturer
Education,
Faculty of Humanities



Dr. Thandiswa Ngcungcu
(FALF 2021 Fellow)
Senior Lecturer
Human Genetics,
Faculty of Science



Dr. Boni Zungu
(FALF 2021 Fellow)
Senior Lecturer
African Languages,
Faculty of Humanities



Dr. Motlalepule Nathane-Taulela
(FALF 2021 Fellow)
Senior Lecturer
Community Development,
Faculty of Humanities



Dr. Mpho Masipa
(FALF 2021 Fellow)
Senior Researcher & Senior Curator
(now at Harvard)
Faculty of Humanities

FALF 2022 Promotions

Prof. Kim Madikiza (FALF 2022 Fellow)
Associate Professor & Acting Head of Department

School of Animal, Plant and Environmental Sciences, Faculty of Engineering and the Built Environment (FEBE)



Prof. Nomfundo Moroe
(FALF 2022 Fellow)
Associate Professor & Head of Department

Speech Pathology and Audiology,
Faculty of Humanities



Dr. Ramona Kunene Nicolas
(FALF 2022 Fellow)
Associate Professor | Deputy Head of School & Head of Department

Linguistics, Faculty of Humanities



Dr. Sivu Situngu
(FALF 2022 Fellow)
Senior Lecturer

School of Animal, Plant and Environmental Sciences,
Faculty of FEBE



Dr. Laetitia Petersen
(FALF 2022 Fellow)
Senior Lecturer

Social Work,
Faculty of Humanities



Dr. Batseba Mofolo-Mbokane
(FALF 2022 Fellow)
Senior Lecturer

Mathematics Education, Faculty of Humanities



Dr. Magdeline Stephen
(FALF 2022 Fellow)
Senior Lecturer

Mathematics Education,
Faculty of Humanities



Dr. Glodean Tintswalo Qondile Thani
(FALF 2022 Fellow)
Senior Lecturer | Former Head of Unit

Education,
Faculty of Humanities



FALF Fellows promotions as of 2025

FALF 2022 Promotions contd\



Dr. Jessica Foli
(FALF 2022 Fellow)
Senior Lecturer
Arts,
Faculty of Humanities



Dr. Tsepang Leuta
(FALF 2022 Fellow)
Senior Lecturer
School of Architecture and Planning,
Faculty of FEBE



Dr. Lebogang Maseko
(FALF 2022 Fellow)
Senior Lecturer | Former Head of Department
Occupational Therapy,
Faculty of Health Sciences



Dr. Natalie Benjamin-Damons
(FALF 2022 Fellow)
Senior Lecturer
Physiotherapy,
Faculty of Health Sciences



Dr. Shūné Oliver
(FALF 2022 Fellow)
Senior Researcher
Wits Research Institute for Malaria,
Faculty of Health Sciences

FALF 2023 Promotions



Prof. Betty Maepa
(FALF 2023 Fellow)
Associate Professor & Acting Head of Department
Antiviral Gene Therapy Research Unit,
Faculty of Health Sciences



Prof. Mary Evans
(FALF 2023 Fellow)
Associate Professor
School of Geography, Archaeology
and Environmental Studies,
Faculty of Science



Prof. Neo Ligaraba
(FALF 2023 Fellow)
Associate Professor
Marketing Department – School of
Business Sciences, Faculty of CLM



Prof. Thabisile Nkambule
(FALF 2023 Fellow)
Associate Professor & Assistant Dean: Teaching & Learning (UG)
Education,
Faculty of Humanities



Ms. Aviwe Mgobozi
(FALF 2023 Fellow)
Academic Head of Division: Clinical Associates
Clinical Associates, Faculty of Health Sciences

FALF 2024 Promotions

Prof. Zandiswa Gulube
(FALF 2024 Fellow)
Associate Professor & Head of Unit
Oral Biological Sciences,
Faculty of Science



Dr. Jabulile Msimango-Galawe (FALF 2024 Fellow)
Senior Lecturer
Graduate School of Business
Administration,
Faculty of CLM



Dr. Josephine Lale
(FALF 2024 Fellow)
Senior Lecturer
School of Construction Economics and
Management,
Faculty of FEBE



Dr. Hlengiwe Ndhlovu
(FALF 2024 Fellow)
Senior Lecturer & Acting Director
Wits School of Governance,
Faculty of CLM



Dr. Sonti Pilusa
(FALF 2024 Fellow)
Senior Lecturer
Physiotherapy,
Faculty of Health Sciences



Mrs. Sibongile Langa
(FALF 2024 Fellow)
Senior Technician & Lecturer
Oral Biological Sciences,
Faculty of Health Sciences





Dr. Ayanda Ngwenya
(FALF 2023 Fellow)
Senior Lecturer
Graduate School of Business
Administration,
Faculty of CLM



Dr. Keratilo Mogotsi
(FALF 2023 Fellow)
Assistant Professor and Deputy Dean
Pittsburgh University,
Faculty of CLM



Dr. Kholofelo Mashola
(FALF 2023 Fellow)
Senior Lecturer & Acting Head of Department
Physiotherapy,
Faculty of Health Sciences



Dr. Kutlwano Xulu
(FALF 2023 Fellow)
Senior Lecturer
Department of Anatomical Sciences,
Faculty of Science



Dr. Khuthala Mnika
(FALF 2023 Fellow)
Senior Lecturer
Genetics Department – University of
Cape Town (UCT), Faculty of Health
Sciences



Dr. Meghan Botes
(FALF 2023 Fellow)
Senior Lecturer
Nursing Education,
Faculty of Health Sciences



Dr. Mpho Ratshikana-Moloko
(FALF 2023 Fellow)
Senior Lecturer
Surgery,
Faculty of Health Sciences



Dr. Palesa Mogane (FALF 2023 Fellow)
Senior Lecturer & Head of Unit
Anaesthesiology (Chris Hani Barag-
wanath Hospital),
Faculty of Health Sciences



Dr. Vernice Peterson (FALF 2023 Fellow)
Senior Lecturer
Department of Physiology,
Faculty of Health Sciences



Dr. Goitsewang Keretsetse
(FALF 2023 Fellow)
Senior Lecturer
School of Public Health,
Faculty of Health Sciences



Dr. Pinkie Mthembu
(FALF 2023 Fellow)
Senior Lecturer
Educational Leadership, Policy
and Skills,
Faculty of Humanities

Dr. Mpho Mathebula
(FALF 2024 Fellow)
Senior Lecturer & Acting Head of Department
Psychology, Faculty of Humanities



Dr. Dineo Tshabalala (FALF 2024 Fellow)
Medical Oncologist & Senior Consultant, Former HoU
Department of Internal Medicine –
Division of Medical Oncology,
Faculty of Health Sciences



Dr. Greer Valley
(FALF 2024 Fellow)
Senior Lecturer & Acting Head of Department
Wits School of Arts,
Faculty of Humanities



Dr. Gontse Leballo-Mothibi
(FALF 2024 Fellow)
Junior Specialist Anaesthesiologist
Charlotte Maxeke Johannesburg
Academic Hospital,
Faculty of Health Sciences




Skye Adams
(FALF 2024 Fellow)
Senior Lecturer
Speech Pathology and Audiology,
Faculty of Humanities



Dr. Matshediso Mothopi-Peri
(FALF 2024 Fellow)
Head of Department
Paediatric and Restorative Dentistry,
Faculty of Health Sciences



Profiling FALF Fellows promotions



Attaining full professorship is an indication of recognition of the academic's contribution to research and publication of peer reviewed articles in accredited academic journals, academic citizenship, contribution to teaching and learning and capacity building through supervision of postgraduate students, especially Masters and PhDs.

This section showcases promotions achieved by Fellows over the past five years with **one full professor** and **nine associate professors**.

2021 Cohort

Professor Veronica Ntsiea

**Head of Physiotherapy Department &
FALF Alumni Association (FALFAA)
Interim President**

Professor Veronica Ntsiea is FALF's first Full Professor, a groundbreaking achievement and a proud milestone for our community.

Beginning her academic career as a tutor at the University of the Witwatersrand, Prof. Veronica has steadily progressed through the ranks to become Head of the Physiotherapy Department.

In November 2024, she delivered her inaugural lecture, marking a significant milestone in her distinguished career.

Prof. Veronica's dedication and leadership continue to inspire the next generation of female academic leaders.



2021 Cohort

Associate Professor Neo Ligaraba

Professor Neo Ligaraba was promoted to Associate Professor of Marketing at the University of the Witwatersrand's School of Business Sciences in 2024, a remarkable achievement in academic leadership.

With a background as a marketing and customer management executive, Prof. Ligaraba brings deep industry expertise into her teaching and research. Her scholarly work explores brand management, digital transformation, and innovation in marketing practice.

She is committed to mentoring the next generation of marketing professionals and is known for creating inclusive, practice-oriented learning spaces that inspire and empower.



Profiling FALF Fellows promotions

2021 Cohort

Associate Professor

Thabisile Nkambule

**Assistant Dean: Teaching & Learning
(Undergraduate) Faculty of Humanities**



Thabisile Nkambule was promoted to Associate Professor in 2023 and Assistant Dean: Teaching & Learning (Undergraduate) in the Faculty of Humanities at the University of the Witwatersrand.

She was also awarded an NRF C2 Rating a testament to her growing impact in higher education.

Prof. Nkambule holds two PhDs in Education and specialises in Rural Education, particularly teacher education and training. Her research transforms how educators are prepared for work in under-resourced schools and communities.

Through her leadership and teaching, she is committed to building inclusive, student-focused learning environments at Wits.

2021 Cohort

Associate Professor

Najma Aghardien

Head of Curriculum and Teaching



Professor Najma Aghardien was promoted to Associate Professor in 2023 and Head of Curriculum and Teaching at the University of the Witwatersrand, with over 30 years of experience across schooling, TVET, and higher education sectors.

She co-leads a National Research Foundation (NRF)-funded project focused on course redesign in Social Work Education post-COVID-19. She is also a two-time recipient of the University Capacity Development Grant for 2022 and 2023.

Prof. Aghardien leads a team supporting curriculum and course design, teaches in the PGDip (Higher Education), and facilitates workshops that enhance teaching and learning across institutions.

Her research explores higher education, curriculum transformation, and educational technology through a social justice lens.

2021 Cohort

Associate Professor Maya Makatini

Professor Maya Makatini was promoted to Associate Professor at the University of the Witwatersrand in 2024. A leading pharmaceutical chemist, her research focused on the therapeutic potential of peptides, designing peptidomimetics for wound healing and creating diagnostic tools for human, animal, and plant health.

She received multiple prestigious awards and grants, including the NRF Thuthuka, MRC Self-Initiated Research Grant, and the FALF Chancellor's Research Award. Her excellence was recognised through the 2024 SACI Raikes Medal, 2023 FALF Research Excellence Award, and the 2024 FALF Leadership Award.

An alumnus of the DHET Future Professors Programme, Prof. Makatini stood out as a dynamic scholar and mentor, shaping the future of women in STEM.



2024 Cohort

Associate Professor Jane Ndlovu

Professor Jane Ndlovu was promoted to Associate Professor of Taxation at the Wits Margo Steele School of Accountancy, in 2025. A Chartered Accountant (CA) and respected academic, Prof. Ndlovu is widely recognised for her contribution to South African tax policy, with particular focus on VAT, tax evasion and avoidance, and the equitable design of environmental and digital service taxes.

Her current work critically examines the gendered impacts of taxation. She is leading a major study on how South Africa's income tax system supports or undermines the pursuit of substantive gender equality. Her scholarship is driven by a commitment to fairness and inclusion, aiming to improve outcomes for disadvantaged and marginalised communities.



Profiling FALF Fellows promotions

2022 Cohort

Associate Professor Ramona Kunene Nicolas

Head of the Department of Linguistics and Deputy Head of School in the School of Literature, Language and Media (SLLM)



Professor Ramona Kunene Nicolas was promoted to Associate Professor of Linguistics at the University of the Witwatersrand in 2025. She currently serves as the Head of the Department of Linguistics and Deputy Head of School in the School of Literature, Language and Media (SLLM).

A respected scholar and academic leader, Prof. Kunene Nicolas has made impactful contributions to the study of African languages, multilingualism, and language policy. Her research affirms the value of African linguistic heritage and its role in shaping inclusive, decolonised higher education.

2023 Cohort

Dr. Keratiloe Mogotsi (Assistant Professor)



Dr. Keratiloe Mogotsi was appointed as Assistant Professor of Management at Chatham University in the United States in 2023 and Associate Dean of business school at the Chatham University in 2025. A passionate scholar of philanthropy and sustainable development, her research spans social innovation, venture philanthropy, and non-profit leadership in Africa. She holds a joint post in Chatham University and at CAPSI, at the Wits University.

She was recognised with three FALF Awards in 2024. The International Collaboration Award, Individual Spirit Award, and her Pod Group-Phezu-lu Diamonds won the Pod Spirit Award.

She's the author of the '*FALF-Assessing Impact*' case study which she taught to her MBA class. The case study achieved 3rd place at the 2025 Case for Women, case study competition by Cases for Emerald!

Dr. Mogotsi continues to raise the South African and African flag globally, championing inclusive development, impactful research, and transformational leadership in higher education.

2023 Cohort

Associate Professor Mary Evans

Associate Professor Mary Evans was promoted in 2024 following a transformative sabbatical supported by the FALF grant and a R1.2 million Water Research Commission grant. During this time, she led critical sanitation research in rural communities while also advancing her academic leadership and global collaborations.

An award-winning scientist and dedicated mentor, Prof. Evans co-authored seven publications, developed a new MSc course in environmental sciences, and signed an international research agreement with the Russian Academy of Science. Her work continues to inspire a new generation of women in STEM.



2021 Cohort

Associate Professor Busi Nkala-Dlamini

Associate Professor Busi Nkala-Dlamini was promoted in 2025. A committed scholar in the fields of social work, development studies, and adolescent health, she brings an interdisciplinary approach to addressing complex social and public health challenges. Her research focuses on adolescent sexual and reproductive health, with a strong emphasis on gender, access to health-care, and the lived experiences of teenage mothers and fathers.

She has advanced impactful work both locally and globally, including collaborative projects exploring youth vulnerability, gender-based violence, and HIV/AIDS. Her leadership and mentorship continue to inspire emerging researchers committed to justice-oriented scholarship. We applaud her dedication to empowering young people through inclusive research and policy engagement.



Other Achievements by Fellows



2024 Cohort

Dr Sindisiwe Msani

Dr. Sindisiwe Msani made history as the first scholar to submit a PhD thesis in isiZulu at the University of the Witwatersrand's School of Education. Her pioneering research advances the decolonization of higher education and champions multilingual scholarship in South Africa.

Thesis Title:

Ukusetshenziswa Kokuxutshwa Kwezilimi Kusukwa Esingisini Kuya Esizulwini Emagunjini Okufundela Anabafundi Abakhuluma Izilimi Ezehlukene Ezikoleni ZakwaZulu-Natal, Esiyingini Ugu

Author: Dr. Sindisiwe Msani

2021 Cohort

Dr. Tiisetso Lepphoto



TW Kambule-NSTF Award: Emerging Researcher

Dr. Tiisetso Lepphoto won the TW Kambule-NSTF Award: Emerging Researcher at the prestigious NSTF-South32 in 2024 Awards, also known as the Science Oscars. This national recognition affirmed her outstanding contribution to research and innovation in South Africa.

2021 Cohort

Dr. Shuné Oliver

SAJS Outstanding Article Award

Dr. Shuné Oliver for received the 2023 South African Journal of Science (SAJS) Outstanding Article Award for her 2022 publication titled *"Malaria risk and receptivity: Continuing development of insecticide resistance in the major malaria vector Anopheles arabiensis in northern KwaZulu-Natal, South Africa."*

This prestigious national recognition honoured her impactful contribution to scientific research and public health. Dr. Oliver's work provided critical insights into the evolving dynamics of malaria transmission in South Africa and underscored the importance of continued surveillance in the face of growing insecticide resistance.



Other Achievements by Fellows

2023 Cohort

Dr. Keratiloe Mogotsi (Assistant Professor/ Assoc. Dean)

International Recognition & Leadership



Dr. Keratiloe Mogotsi was recognised as an outstanding international leader in the nonprofit and third sector research space. In 2023, she received the prestigious Ruth Green Award for Best Case Research Outside of North America at the North America Case Research Association Conference in San Antonio, Texas. She was also named an ARNOVA Diversity Scholar in 2021 at the ARNOVA Conference in North Carolina, a recognition that affirmed her contribution to advancing diversity in nonprofit scholarship.

In 2024 Dr. Mogotsi was appointed to several notable international leadership roles. She served as Chairperson of the Social Affinity Group and Academic Committee Member for the International Society for Third Sector Research (ISTR), and as an Academic Committee Member for ARNOVA (USA). In the same year, she was appointed as a Trustee for the Dramatic, Artistic, and Literary Rights Organisation (DALRO) in South Africa. This recognition reflects her growing influence in the field and her commitment to inclusive, globally engaged research and governance.

2023 Cohort

Dr. Vernice Peterson

Fellow of the World Heart Federation Emerging Leader

Dr. Peterson was elected in 2024, as a Fellow of the World Heart Federation Emerging Leader Program, recognizing her exceptional promise and leadership in cardiovascular research on the global stage.

In the same year she was honoured with the School of Physiology Helen Laburn Prize, acknowledging her excellence and impactful contribution within her academic discipline.



2023 Cohort

Dr. Jabulile Msimango-Galawe

Golden Key International Honour Society Member

Dr. Jabulile Msimango-Galawe was honoured as one of the 2024 Top 5 Women Entrepreneurs in South Africa, recognising her outstanding leadership and innovation in business and social enterprise. In 2023, Dr. Msimango-Galawe was inducted into the Golden Key International Honour Society and received the African Honoree Authors Award, affirming her contribution to scholarship and community development on an international scale.

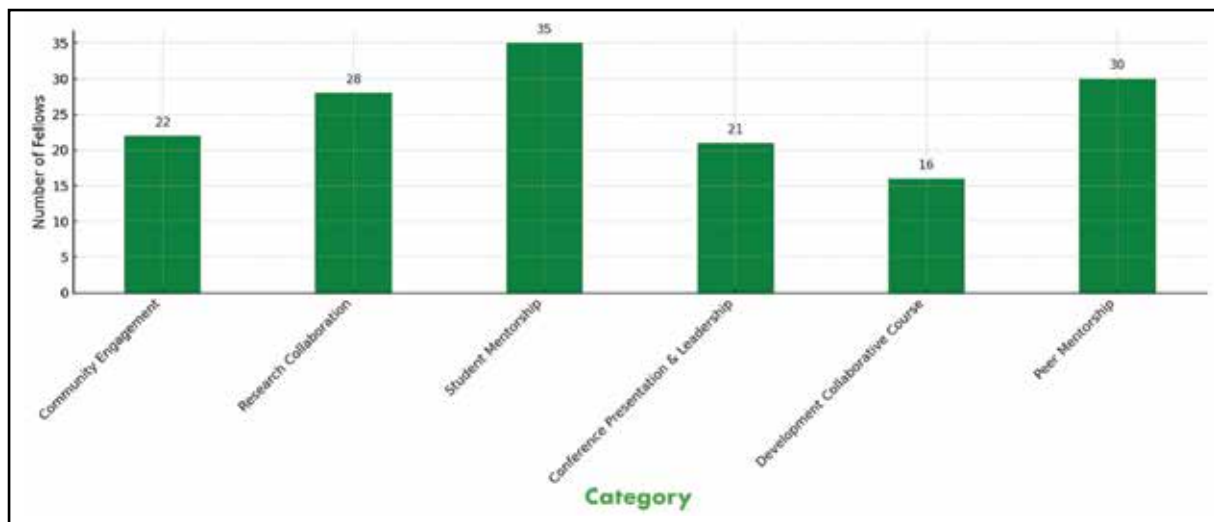


Inside the Programmes

Pod Groups

- Each cohort is divided into pods of 3 to 5 Fellows with a mentor
- Pods sign a contract with rules of engagement
- Pods are mixed with Fellows coming from different schools/faculties
- Each pod is encouraged to work on a joint project

**FALF Pod Group Collective Work by Category
(107 Fellows)**



Leadership

360-Leadership Assessment & Workshop

Leadership is the cornerstone of the FALF program. Prof Stella Nkomo oversees leadership workshops. An external consultant conducts 360-degree leadership assessment on each Fellow when the grant gets approved. This helps Fellows to identify weaknesses and strengths in their leadership style as observed by people around them. The results are presented to each Fellow at the induction workshop. This is followed by a leadership workshop customised to Fellows.



Research & NRF Rating Workshop

Every cohort goes through the research workshop as part of induction, run by Prof Loyiso Nongxa and Dr Molapo Qhobela. Additional seminars are conducted through the year. The Wits research office works with FALF on the NRF Rating applications

Academic Citizenship Workshop

This is one of the pillars for academic career progression, conducted individually and through pods. Prof Salome Maswime leads this area.

Other Workshops & Seminars

Throughout the year different seminars/workshops are conducted by board members and/or external service providers. These are informed by the needs identified by the Fellows. The mental health workshop, was one such request, run by Prof Zuki Zingela, Dean of Health Sciences Faculty at the Nelson Mandela University.

Promotions Achieved by Fellows

as of 2025

Academic Leadership Positions held by FALF Fellows as of 2025

Cohort	Leadership Role	Count
2021	Deputy Dean	1
	Deputy Head of School	1
	Assistant Dean	1
	Head of Department/Unit	8
	Centre Director	1
	Total	12
2022	Deputy Head of School	1
	Head of Department/Unit	6
	Total	7
2023	Head of Department/Unit	5
	Assistant Dean	1
	Total	6
2024	Head of Department/Unit	6
	Total	6
2025	New Cohort	—



Milestones that Count for Career Progression & Impact

Masters & PhD Students Supervised & Graduated by 2025

Fellows are measured by their role in capacity building and academic mentorship through postgraduate student supervision. Only master’s and PhD supervision is considered for promotion, though a higher number of honours students are supervised and supported.

The numbers shared below were achieved by each cohort over the past 4 years. The number for 2025 cohort will be available in 2026

2021	2022	2023	2024	TOTAL
Masters 136	Masters 46	Masters 35	Masters 30	Masters 247
PhDs 23	PhDs 13	PhDs 15	PhDs 7	PhDs 58
By 30 Fellows	By 16 Fellows	By 23 Fellows	By 20 Fellows	By 107 Fellows

Publications in the Accredited Journals as of 2025

Fellows must contribute to knowledge production and publish peer reviewed work in accredited academic journals across disciplines. Shared below are the numbers of peer-reviewed, accredited journal publications produced by each cohort up to 2024. The number of publications are influenced by the number of Fellows per cohort.

2021	2022	2023	2024
70 Publications	35 Publications	28 Publications	16 Publications

The FALF-AfOx- Standard Bank Visiting Fellowship

FALF Internationalisation Programme

The board made a strategic decision in 2024 to scale the FALF programme to other public institutions of higher learning and to seek international collaboration. The AfOx partnership, discussed below, is the first venture in international collaboration.

The Female Academic Leaders Fellowship (FALF) NPC views internationalisation as a critical pillar in advancing research excellence, academic leadership, and institutional transformation in South Africa. Through its strategic partnership with the Africa Oxford Initiative (AfOx), FALF has established a high-impact international collaboration with the University of Oxford. This partnership enables fellows to immerse themselves in globally recognised academic environments, strengthen their research capacity, build interdisciplinary networks, and contribute to shaping inclusive, globally connected African scholarship.

The collaboration is structured as an institutional partnership between FALF and AfOx, not between individual universities, highlighting FALF's commitment to collective advancement and meaningful engagement on a continental and global scale. Fellows are selected based on academic merit, leadership potential, and alignment with FALF's mission to strengthen the pipeline of female academic leaders across diverse disciplines.

The pilot 2024/2025 FALF/AfOx cohort has laid a strong foundation for this vision, with five fellows currently engaged in the inaugural programme. The 2025/2026 cohort, selected from FALF fellows across multiple disciplines at the University of the Witwatersrand, builds on this momentum and deepens FALF's international footprint.

FALF acknowledges generous funding from Standard Bank that makes this internalisation possible.



Introducing the first FALF-AfOx-Standard Bank Cohort



Dr. Prudence Ditlopo (2021 Fellow)

Senior Researcher, School of Public Health,
Faculty of Health Sciences – Wits University

Research Interest:

Her research focuses on health systems strengthening and human resources for health, with a particular interest in mental health and leadership in public health. She also explores gender dynamics in healthcare access and delivery.



University of Oxford Collaborator

Prof. Catherine (Sassy) Molyneux

Professor in Global Health and Research Ethics,
KEMRI-Wellcome Trust & University of Oxford

Research Interests:

Prof. Molyneux's work focuses on health systems and research ethics in low- and middle-income countries. Her research explores the ethical dimensions of conducting research in diverse contexts, addressing issues such as governance, community engagement, and moral distress among frontline healthcare staff. She is particularly committed to strengthening resilience in health and research systems through socially responsive and ethically grounded approaches.



Associate Professor Jane Ndlovu, CA(SA) (2024 Fellow)

Associate Professor, School of Accountancy, CLM Faculty – Wits University

Research Interest:

Her work focuses on financial governance, accounting education in the public sector and how accounting practices can improve transparency and institutional effectiveness.



University of Oxford Collaborator

Prof. John Smith

Professor of Global Health, Nuffield Department of Medicine, University of Oxford

Research Interests:

Prof. Smith's research focuses on global health systems, health equity, and strengthening primary healthcare delivery in low- and middle-income countries. He has a special interest in health policy reform and the role of leadership in health sector transformation.



Dr. Josephine Lile (2024 Fellow)

Senior Lecturer, Department of Construction Economics & Management,
EBE Faculty - Wits University

Research Interest:

Her research focuses on infrastructure economics and construction project management in emerging economies and also investigates inclusive urban development and sustainable construction practices.

FALF-AfOx-Standard Bank Visiting Fellows contd\



Oxford University Collaborator

Prof. Rehema Msulwa

Associate Professor in Major Programme Management, Saïd Business School, University of Oxford, Hugh Price Fellow, Jesus College

Research Interests:

Prof. Msulwa's work focuses on organising for collective action in major infrastructure programmes across sectors such as transport, energy, water, and wastewater. Drawing from organisational and institutional theory, economics, and public policy, her research explores governance, decision-making, and behaviour in complex inter-organisational settings. She is particularly interested in translating academic insights into practical and policy-relevant outcomes.



Dr. Khuthala Mnika (2023 Fellow)

Senior Lecturer, School of Human Genetics, Health Sciences Faculty, University of Cape Town

Research Interest:

She works on human population genetics and the genomics of diseases affecting African populations. Her research contributes to equity in precision medicine and ethical genomics research.



Oxford University Collaborator

Dr. Nicky Whiffin, Associate Professor and Sir Henry Dale Fellow, Big Data Institute & Wellcome Centre for Human Genetics, University of Oxford. Research Fellow, St Anne's College and Centre for Personalised Medicine

Research Interests:

Dr. Whiffin leads the Computational Rare Disease Genomics group, focusing on the use of computational tools to interpret genetic variants in rare diseases. Her research spans rare disease genomics, variant interpretation, and the development of methods to enhance diagnosis of inherited conditions. She is also a visiting scientist at the Broad Institute of MIT and Harvard.



Dr. Dineo Mpanya-Tsabedze (2022 Fellow)

Head of Department, Nuclear Medicine, Sefako Makgatho Health Sciences University (SMU)

Research Interest:

Her research focuses on nuclear medicine applications in the diagnosis and treatment of diseases such as cancer and cardiac conditions. She is particularly interested in advancing nuclear imaging for better health outcomes in Africa.



University of Oxford Collaborator

Prof. Charalambos Antoniades

Professor of Cardiovascular Medicine, University of Oxford Deputy Head, Division of Cardiovascular Medicine, John Radcliffe Hospital

Research Interests:

Prof. Antoniades specialises in cardiovascular medicine with a focus on inflammation, atherosclerosis, and novel imaging biomarkers. He is the founder and Chief Scientific Officer of Carista Diagnostics, a University of Oxford spinout advancing CT-based cardiovascular risk prediction. His work bridges clinical research and innovation, with over 250 publications and several editorial roles in major journals.

FALF Annual Research Symposiums

Highlights over the past five years



Inaugural FALF Research Symposium (2022)

Held: Friday, 28 October 2022

Venue: Solomon Mahlangu Senate Room, University of the Witwatersrand



Welcoming address:

Dr Phil Mjwara: Director General in Dept of Science & Innovation



Keynote address:

Dr. Phumzile

Mlambo-Ngcuka:

Executive Director of UN Women; Former SA Deputy President; University of Johannesburg Chancellor.



Speaker:

Professor Loyiso Nongxa:
FALF Board



Speaker:

Professor Zeblon Vilakazi: University of Witwatersrand Vice-Chancellor



Speaker:

Dr. Judy Dlamini:
FALF Founder and Executive Chairman



Speaker:

Professor Ruksana Osman:
University of Witwatersrand Senior Deputy Vice-Chancellor: Academic



Speaker:

Professor Stella Nkomo:
FALF Board



Programme

Director:

Prof. Salome Maswime:
FALF Board



Programme

Director:

Lucy Khofi
FALF Programme Manager

IN OCTOBER 2022 the Female Academic Leaders Fellowship (FALF), hosted its **Inaugural Research Symposium** in collaboration with the University of the Witwatersrand as part of the Wits100 centenary celebrations. This was one of the landmark events in FALF's mission to build a strong pipeline of female academic leaders and researchers, amplifying women's voices and their contributions in the South African and global knowledge production.



Held at Wits University under the theme, **“Women and Research Leadership: Transforming Knowledge Locally and Globally,”** the symposium created a vibrant platform to:

- Showcase pioneering research conducted by FALF Fellows
- Facilitate interdisciplinary and cross-institutional collaboration
- Celebrate and honour the leadership of women in academia and research

The opening address was given by the then Director General of the Department of Science, **Dr Phil Mjwara**. The keynote address was delivered by Former Deputy President of South Africa and Former Executive Director of UN Women, **Dr Phumzile Mlambo-Ngcuka**, who called for urgent and sustained investment in institutional frameworks that support women's advancement in research leadership.

The research symposium seeks to showcase Fellows' research and create a networking platform across different disciplines.



Dr. Busisiwe C. Maseko
Senior Lecturer

School of Anatomical Sciences

Presentation Title:

Does preeclampsia lead to autism in offspring? Assessing repetitive and explorative behaviours in Sprague Dawley pups



Dr. Lindie Lamola
Lecturer

School of Human Genetics

Presentation Title:

Mutation profiling of paediatric solid tumours in a group of South African patients



Dr. Lungile Khambule
Lecturer

Department of Chemical Pathology

Presentation Title:

Glycated haemoglobin and fasting glucose levels as sensitive markers for gestational diabetes in the Black African population



Dr. Shüné Oliver
Researcher

Wits Research Institute for Malaria

Presentation Title:

Characterising the environmental effects on the immune system of the Anopheles gambiae complex and An. funestus group



Associate Professor Maya Mellisa Makatini

Associate Professor

Department of Chemistry

Presentation Title:

Design and synthesis of cyclic anti-tuberculosis peptidomimetics



Dr. Thandiswa Ngungcu
Lecturer

School of Human Genetics

Presentation Title:

The Genetic Aetiology of Vitiligo in Africans

The inaugural research symposium laid a solid foundation for what has since become an annual tradition of interdisciplinary knowledge exchange and research leadership celebration.

FALF Research Symposium (2023)

Held: Friday, 25 August 2023

Venue: Senate Room, University of the Witwatersrand

Theme: *Achieving Gender Equality through Equity*



Keynote address

by **Professor Laetitia**

Rispel: SARCHI Chair in the Health Workforce and former President of the World Federation of Public Health Associations



Speaker:

Professor Salome Maswime:
FALF Board



Speaker:

Professor

Garth Stevens: University of Witwatersrand, Deputy Vice-Chancellor: People Development and Culture



Speaker:

Professor Nicole de Wet-Billings:
FALF Fellow 2021, Senior Director: Academic Affairs, Quality and Academic Planning Office



Speaker:

Dr. Judy Dlamini:
FALF Founder and Executive Chairman



Speaker:

Dr. Koli Matebese-Notshulwana:
FALF 2022 Fellow



Speaker:

Professor Stella Nkomo:
FALF Board



Programme Directors:

Right: **Professor Nosipho Moloto:** Wits School of Chemistry SARCHI CHAIR

Left: **Lucy Khofi:**
FALF: Programme Manager

IN AUGUST 2023, FALF hosted its second annual Research Symposium at the University of the Witwatersrand. With a strong focus on equity as a pathway to gender equality, the symposium served as a vibrant platform to elevate the voices and research of FALF Fellows. The event brought together scholars, institutional leaders, and partners committed to transforming academic leadership through inclusive knowledge production.

The keynote address was delivered by **Professor Laetitia Rispel**, SARCHI Chair in the Health Workforce and former President of the World Federation of Public Health Associations. She highlighted the importance of equitable representation in leadership and the urgent need for health systems transformation.

FALF Fellows' Research Presentations



Ms. Betty Maepa
Senior Lecturer

School of Pathology, Infectious Diseases
and Oncology Research Institute
Faculty of Health Sciences

Presentation Title:

Silencing of hepatitis B virus gene expression in mice by ancestral adeno-associated viral vector.



Dr. Shüné Oliver
Researcher

Wits Research Institute for Malaria
Faculty of Health Sciences

Presentation Title:

*The effect of pollution and climatic factors on the major malaria vector *Anopheles arabiensis*.*



Associate Professor Mary Evans
Associate Professor

School of Geography, Archaeology
and Environmental Studies
Faculty of Science

Presentation Title:

Luminescence ages and provenance of pumice-hosting sediment at Yzerfontein, Western Cape, South Africa.



Ms. Aviwe Mgobozi
Head of Department

Department of Clinical Associates, Faculty
of Health Sciences

Presentation Title:

Clinical associate students' perceptions of factors influencing their developing professional identity.



Dr. Grace N. Ngubeni
Senior Lecturer

School of Chemistry, Faculty of
Science

Presentation Title:

Fabrication of dye-sensitized solar cells after the synthesis and characterisation of quaternary nanomaterials.



Dr. Mpho Ratshikana
Senior Lecturer

School of Clinical Medicine,
Faculty of Health Sciences

Presentation Title:

Spiritual Care: Needs and benefits for advanced cancer patients in Soweto, Johannesburg.

Research Project Presentation: Sabela Research Intervention Project

Project Title: *Understanding Gender-Based Violence and Femicide in South Africa: Voices of Local Communities and Activists*

Presenters:



Dr. Motlalepule Nathane-Taulela
– **Principal Investigator**
Wits University,
Faculty of Humanities



Dr. Sibusiso Mkwanzani
– **Principal Investigator**
UNISA Senior Lecturer,
College of Human Science



Ms. Khanyisa Chauke
– **PhD Student**
Wits University

FALF Research Symposium (2024)

Held: Friday, 25 October 2024

Venue: Wits Barns – Conference Centre, West Campus

Theme: *“Women Academic Leadership and Traversing the Academic Leadership Space as a Woman”*



Keynote Speaker:

Professor Himla

Soodyal: Executive Officer of the Academy of Science of South Africa (ASSAf)



Speaker:

Dr. Judy Dlamini:

FALF Founder and Executive Chairperson



Speaker:

Professor Garth

Stevens: University of Witwatersrand, Deputy Vice-Chancellor: People Development and Culture



Speaker:

Professor Loyiso

Nongxa: FALF Board



Speaker:

Professor Neo Liga-

raba: FALF 2023 Fellow, University of Witwatersrand, School of Business Sciences, Associate Professor

FALF Impact study: First Interim Report launch



From left: **Lucy Khofi:** FALF Programme Manager and **Dr. Dr Keratiloe Mogotsi:** FALF 2023 Fellow, Assistant Professor, and Deputy Dean at Chatham University in Pittsburgh, USA.



Programme Directors:

From left: **Professor Nosipho Moloto:**

University of Witwatersrand, School of Chemistry,

SARCHI CHAIR and **Professor Palesa Motshabi:**

University of Witwatersrand, Academic Head of Department, Anaesthesiology



THE FALF RESEARCH SYMPOSIUM 2024 was held on 25 October 2024 at Wits University under the theme, ***“Women Academic Leadership and Traversing the Academic Leadership Space as a Woman”***.

The keynote speaker, Professor Himla Soodyall, Executive Officer of the Academy of Science of South Africa (ASSAf), challenged institutions to dismantle structural barriers facing women in academia and to cultivate authentic and inclusive leadership pipelines for lasting transformation.

Throughout the day, FALF Fellows presented original, policy-relevant research across a range of disciplines, highlighting not only the depth of academic inquiry among women scholars but also the power of research to drive equity, health, and social justice.

FALF Fellows’ Research Presentations



Dr. Mothopi-Peri Matshediso
Prosthodontist, Head of Department,
Wits Paediatric And Restorative
Dentistry
Presentation Title:
*Perspectives of Prosthodontists about
International Prosthodontic Organisations:
A Pilot Study*



Dr. Maria Mabyalwa Mudau
Senior Lecturer, Wits Human Genetics
Presentation Title:
*Mutation Analysis and Clinical Profile of
South African Patients with Neurofibromato-
sis Type 1 (NF1) Phenotype*



Dr. Daphney Nozizwe Conco
Senior Lecturer,
Wits School of Public Health
Presentation Title:
*Reviewing the Impact of the CTOP Act on
Abortion-Related Morbidity in South African
Public Hospitals: A Comparison of 1994,
2000, and 2018 Studies*



Dr. Ida Risenga
Senior Lecturer, Wits School of Animal,
Plant and Environmental Sciences
Presentation Title:
*The Effect of Elevated Carbon Dioxide on
the Medicinal Properties of *Portulacaria afra**



Dr. Peterson Vernice
Senior Lecturer, Wits Department of
Physiology
Presentation Title:
*Impact of Uromodulin Concentration on
Renal and Hemodynamic Parameters in
a Hypertensive Community of African
Ancestry*



**Associate Professor
Jane Ndlovu, CA(SA)**
Chartered Accountant & Associate
Professor, Wits School of Accounting
Presentation Title:
*Addressing Democracy’s Blind Spot: Hid-
den Tax Bias and Gender Pay Gap Inequity
in 30-Year Post-Apartheid South Africa*

FALF Research Symposium (2024)

Research Project Presentation: Sabela Research Intervention Project

Project Title: *"Understanding Gender-Based Violence and Femicide in South Africa: Voices of Local Communities and Activists."*

Presenters:



Dr. Motlalepule Nathane-Taulela
– Principal Investigator



Dr. Sibusiso Mkwanzani
– Principal Investigator

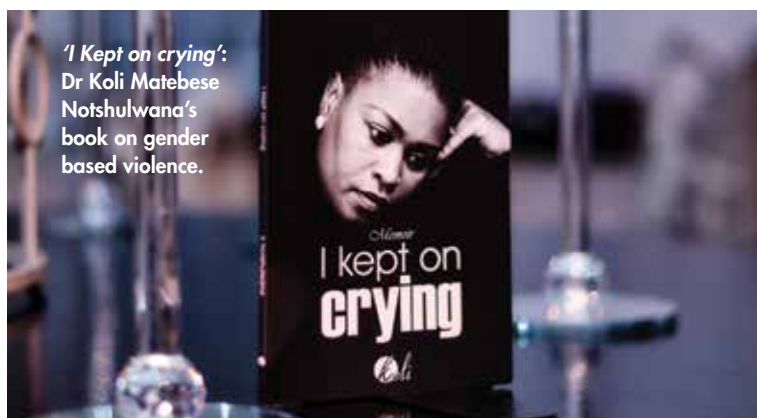


Ms. Khanyisa Chauke – PhD Student
Affiliation: University of
Witwatersrand, Humanities



Reflections:
Associate Professor Neo Ligaraba

A NEW SLOT WAS INTRODUCED IN 2024, where Fellows share their journey in academia. **Associate Professor Neo Ligaraba**, a FALF 2021 Fellow, shared her journey of academic development and the empowering impact of the FALF Fellowship.



Inaugural FALF Awards

The Female Academic Leaders Fellowship (FALF) Annual Awards are a cornerstone of our community's culture of recognition. These awards honour the academic achievements, leadership contributions, and community impact of our Fellows across multiple categories:

FALF Awards & Criteria

Awards & Recognition

- R10,000 cash prize per individual award
- R10,000 shared per Pod Group Award
- All winners receive certificates and trophies



FALF Symposium Best Published Article

Award Focus:
Recognizes excellence in
peer-reviewed scholarly
publications.

Eligible Recipient:
Individual

FALF Symposium Best Unpublished Paper

Award Focus:
Awards outstanding work-
in-progress presented at
the FALF Symposium.

Eligible Recipient:
Individual

FALF Research Excellence Award

Award Focus:
For consistent, high-quality
research output across
fields.

Eligible Recipient:
Individual

FALF Leadership Award

Award Focus:
For exceptional leadership
within academia, institutions,
or the FALF community

Eligible Recipient:
Individual

FALF Social Responsibility Award

Award Focus:
For research and engage-
ment work with demon-
strable community impact.

Eligible Recipient:
Individual

FALF Internation- al Collaboration Award

Award Focus:
For establishing meaningful
international partnerships
and collaborative outputs.

Eligible Recipient:
Individual

FALF Spirit Award

Award Focus:
Celebrates enthusiasm, peer support, and commitment to
FALF's values — includes both the Individual Spirit Award
and Pod Spirit Award

Eligible Recipients:
Individual and Pod

FALF Research Excellence Award

Recognizes exceptional scholarly achievements:

- Peer-reviewed journal articles published or accepted (with journal impact ranking)
- Peer-reviewed books, chapters, or conference proceedings
- Research grants secured during the fellowship
- NRF ratings awarded
- Personal research awards or recognitions

FALF Leadership Award

Honours academic leadership and advancement:

- Academic promotion (e.g., from Lecturer to Senior Lecturer)
- Successful postgraduate supervision (Honours, Master's, Doctoral)
- Hosting or mentoring Postdoctoral Fellows
- Participation in academic committees or scholarly societies
- Organizing academic events (e.g., conferences, workshops)
- Peer reviewing for journals or grant panels
- Mentoring early-career academics

FALF Spirit Award

Awarded to individuals and pod groups who exemplify the spirit of FALF:

- Demonstrates leadership and inspires peers
- Conducts innovative and impactful research
- Shows commitment to social justice, inclusion, or community engagement
- Fosters collaboration and collective learning within the Fellowship
- Goes above and beyond FALF expectations

FALF International Collaboration Award

Recognizes fellows with significant global engagement:

- Collaborative research with international scholars or institutions
- Joint publications or projects
- Participation in international conferences or consortia
- Research visits, exchanges, or residencies abroad
- Receipt of international grants
- Leading roles in global research networks
- Disseminating research across cultures or languages

FALF CSI / Social Responsibility Award

Highlights societal engagement and public-fac-
ing research:

- Making research accessible to the public
- Influencing public policy or community practice
- Popularizing science through mentorship or youth engagement

FALF Symposium Best Paper Award

Two winners selected each year:

- Best Published Article
- Best Unpublished Paper

Judging criteria:

- Clarity, originality, methodological rigour, relevance, impact, and writing quality

FALF Award Winners

FALF Award Winners 2022

Research Excellence Award



Winner:
Associate Professor Palesa Motshabi Chakane, Wits Head of Clinical Medicine

Leadership Award



Winner:
Dr. Ida Risenga, Senior Lecturer, Wits School of Animal, Plant and Environmental Sciences

Social Responsibility/CSI Award



Winner:
Dr. Thama Duba, Lecturer, Wits School of Computer Science and Applied Mathematics

Spirit Award (Individual)



Winner:
Dr. Dineo Mpanya Tsabedze, Head of Department, Nuclear Medicine, Sefako Makgatho Health Sciences University (SMU)

Spirit Award (Pod Group)



Winners:
LEFT: **Dr. Busisiwe C. Maseko,** Senior Lecturer, Wits, Department of Anatomical Sciences and **Dr. Prudence Dillopo,** Senior Researcher, Wits School of Public Health
RIGHT: **Full Professor Veronica Ntsiea,** Wits Head of Physiotherapy Department



FALF Award Winners 2023

Research Excellence Award



Winner:
Associate Professor Maya Makatini, Wits School of Chemistry

Leadership Award



Winners:
Associate Professor Nicole De Wet-Billings, Senior Director for Academic Affairs at Wits University
Associate Professor Busiswe Nkala-Dlamini, Wits Department of Social Work

Social Responsibility / CSI Award



Winner:
Dr. Magdeline Mmapaseka Stephen, Lecturer, Wits School of Education

Spirit Award (Individual)



Winner:
Dr. Motlalepule Nathane, Senior Lecturer, Wits Department of Social Work

Spirit Award (Pod Group – STEM NALA)



Winners:
Dr. Kamogelo Butsi, Post Doctoral Fellow, University of Pretoria School of Chemistry
Dr. Grace Ngubeni, Lecturer, Wits School of Chemistry
Dr. Khuthala Mnika, Senior Lecturer, University of Cape Town, Department of Human Genetics
Associate Professor Mary Evans, School of Geography, Archaeology and Environmental Studies

STEM NALA Pod group receiving their award, (from left) **Prof. Loyiso Nongxa** FALF Board member, **Kamogelo Butsi** STEM NALA POD group, **Prof. Stella Nkomo** FALF Board member, **Prof. Mary Evans** STEM NALA Pod member, **Dr. Judy Dlamini,** FALF Founder and Executive Chairman, **Grace Ngubeni** STEM NALA pod group member, **Prof. Salome Maswime** FALF Board member, **Lucy Khofi** FALF programme manager.

FALF Award Winners 2024

Research Excellence Award



Winner:

Professor Maya Makatini, Associate Professor, Wits School of Chemistry

(In absentia, Award for Professor Maya Makatini was accepted by Professor Charles de Koning: Head of School, School of Chemistry, University of the Witwatersrand)

Leadership Award



Winner:

Professor Palesa Motshabi Chakane, Head of Clinical Medicine, University of the Witwatersrand

Left: Prof. Salome Maswime FALF Board; Professor Palesa Motshabi Chakane Award winner, Prof. Lawrence Chauke Assistant Head of School, Obstetrics & Gynaecology (Johannesburg Hospital)

Social Responsibility / CSI Award



Winner:

Dr. Hlengiwe Ndlovu, Senior Lecturer, Wits School of Governance

Left: Dr. Molapo Ghebela FALF Board; Dr. Hlengiwe Ndlovu Award Winner; Prof. Themba Maseko – Wits School of Governance Head of School.

Spirit Award (Individual)



Left to right: Dr. Judy Dlamini FALF Founder and Executive Chairman; Prof. Maurice Radebe Wits Business School Head of School; Prof. Jane Ndlovu Award Winner; Prof. Prof. Zubair Wadee Head of School Wits Margo Steele School of Accountancy)

Winners:

Dr. Keratloe Mogotsi, Assistant Professor and Assistant Dean of Management, Chatham University in Pittsburgh, USA.

Associate Professor Jane Ndlovu (CA) SA, Chartered Accountant and Associate Professor, Wits School of Accountancy

International Collaboration Award



Winner:

Dr. Keratloe Mogotsi, Assistant Professor and Assistant Dean of Management, Chatham University in Pittsburgh, USA.

Left: Prof. Loyiso Nongxa FALF Board; Dr. Keratloe Mogotsi award winner; Prof. Maurice Radebe Wits Business School Head of School.

Symposium Best Paper Award



Published Article Winner:

Dr. Maria Mabyalwa Mudau, Lecturer, Wits Human Genetics

Left: Dr. Maria Mabyalwa Mudau Winner; Prof. Bavesh Kana Head of School - Wits Infectious Diseases and Oncology Research Institute.



Unpublished Paper Winner:

Associate Professor Jane Ndlovu (CA) SA, Chartered Accountant and Associate Professor, Wits School of Accountancy

Left: Prof. Jane Ndlovu Award winner; Prof. Zubair Wadee Head of School Wits Margo Steele School of Accountancy.

Spirit Award (Pod Group – Phezulu Diamonds)



Left to right: Phezulu Diamonds Pod winners; Prof. Jane Ndlovu, CA(SA); Dr. Chioniso Kuchwa-Dube, Dr. Keratloe Mogotsi; Dr. Judy Dlamini FALF Founder & Executive Chairman; Dr. Nomalanga Mashinini; Prof. Neo Ligaraba)

Winners:

Associate Professor Neo Ligaraba, Associate Professor, Wits Department of Marketing

Dr. Keratloe Mogotsi, Assistant Professor and Assistant Dean of Management, Chatham University in Pittsburgh, USA.

Associate Professor Jane Ndlovu, CA(SA), Accountant and Associate Professor, Wits School of Accountancy

Dr. Chioniso Kuchwa-Dube, Senior Lecturer, Wits School of Mechanical, Industrial & Aeronautical Engineering

Dr. Nomalanga Mashinini, Senior Lecturer, Wits School of Law

Inaugural Chancellor's Dinner and FALF Awards 2023

Keynote Speaker Inaugural Chancellor's Dinner 2023

**Ms Mpumi Madisa,
Bidvest Group CEO**

The 2023 Research Symposium was followed by the Inaugural Chancellor's Dinner where the keynote speaker was one of the founding donors of FALF,

Ms Mpumi Madisa, Bidvest Group CEO. A product of Wits University, she shared her journey at her alma mater, the importance of positive messaging and the empowerment of women to lead.



FALF Awards which recognise Fellows' achievements, were started in 2022. They were presented at the Chancellor's dinner, where **Prof Loyiso Nongxa**, founding FALF Board director shared his wisdom around the importance and the power of recognition. The awards honour the academic achievements, leadership contributions, and community impact of our Fellows across multiple categories.



FALF Alumni

The FALF Alumnae Association (FALFAA)

is the brainchild of **Prof Stella Nkomo**, supported by the board. FALF believes in the idiom that you 'lift as you rise'. Some call it 'passing it forward'. When Fellows receive the FALF grant, they commit to 'pass it forward', to mentor others in academia.

FALFAA is the structure that will enable formal mentorship and networking amongst Fellows. After opening a call for nominations to all the Fellows, the board announced the founding presiding officers at the 2024 Chancellor's Dinner. The initial subcommittees are Membership, Programmes and Events, Advocacy and Outreach, Professional Development, Research & Innovation.

On the opposite page are the founding office bearers and members of the different subcommittees.



Professor Stella Nkomo

FALFAA Founding Executive Committee



Dr. Dineo Tsabedze
FALFAA President
(on maternity leave)



Dr. Matshediso Mothopi-Peri
FALFAA Co-chair, Programmes and
Events Committee



Full Professor Veronica Ntsiea
FALFAA Interim President & Co-chair,
Professional Development, Research &
Innovation Committee



Dr. Sivu Situngu
FALFAA Co-chair, Programmes and
Events Committee



Associate Professor Mary Evans
FALFAA Vice President



Mrs. Itumeleng Tsatsi Mosala
FALFAA Co-chair, Membership
Committee



Dr. Ida Risenga
FALFAA Secretary



Dr. Shūné Oliver
FALFAA Co-chair, Membership
Committee



Associate Professor Jane Ndlovu (CA) SA
FALFAA Treasurer



Dr. Busisiwe C. Maseko
FALFAA Co-chair, Advocacy and
Outreach Committee



Dr. Nomalanga Mashinini
FALFAA Legal Advisor



Dr. Tlale Nathane
FALFAA Co-chair, Advocacy and
Outreach Committee



Dr. Prudence Ditlopo
FALFAA Co-chair, Professional
Development, Research & Innovation
Committee

FALFAA events hosted in the first half of 2025

The founding programmes and events team hit the ground running, organising several events in the first half of 2025. These were very well received. The following are some of the events they organised and hosted, supported and funded by FALF.

Female Academic Leaders Fellowship Alumnae Association International Women's Day Webinar 2025

Theme: *'Women in Leadership – Breaking Barriers & Building Legacies'*

Held: Thursday, March 13, 2025

Time: 13:00 – 14:30 (Online)

Led by: FALFAA Programmes and Events Committee

In celebration of International Women's Day 2025, the Female Academic Leaders Fellowship Alumnae Association held a compelling webinar focused on the theme *"Women in Leadership – Breaking Barriers & Building Legacies."* The event brought together accomplished women leaders from academia, science, and public service to reflect on the challenges and opportunities women face in leadership roles, while exploring pathways to nurture the next generation and accelerate gender equity.

The conversation was framed around three core themes:

- **Navigating Bias:** Addressing systemic and interpersonal challenges women leaders encounter, and strategies to overcome these barriers.
- **Uplifting the Next Generation:** The importance of mentorship, coaching, and building inclusive networks that empower emerging women leaders.
- **Accelerating Action:** Identifying practical steps to fast-track gender equity and transform leadership landscapes across sectors.



Panellists and Moderator

Moderator:

Dr Sivu Situngu expertly guided the discussion, encouraging dynamic interaction and deep reflection on critical issues shaping women's leadership today.

Panellists:

- **Ms Ditebogo Kgomo**

CEO of South Africa's National Nuclear Regulator and Chairperson of the South African Council for the Non-proliferation of Weapons of Mass Destruction, Ms Kgomo has been a trailblazer in nuclear regulation and policy. Her extensive experience in public service, combined with her commitment to executive coaching and gender equity, positioned her as a leading voice on navigating male-dominated environments and championing continuous personal and professional development.

- **Dr Nicola Cloete**

A Senior Lecturer at the University of the Witwatersrand, Dr Cloete's interdisciplinary research in memory, slavery, gender, and cultural representation offered profound insights into how historical narratives influence contemporary gender and social justice issues. Her acclaimed scholarship and feminist pedagogical approach challenged existing frameworks and inspired more inclusive academic spaces.

- **Dr Dineo Tsabedze**

Head of Nuclear Medicine at Sefako Makgatho Health Sciences University and President of the Female Academic Leaders Fellowship Alumnae Association, Dr Tsabedze combined scientific innovation with leadership excellence. Her pioneering research using machine learning in cardiovascular health and dedication to fostering women's leadership in STEM fields highlighted her role as a transformative leader and mentor.



Event Impact

This webinar served as an important platform to highlight the resilience, innovation, and leadership of women across diverse fields. Attendees engaged deeply with the panel's insights, gaining inspiration and practical strategies to break barriers and build legacies in their own professional journeys.

The event underscored the power of collaborative mentorship, the necessity of addressing gender bias head-on, and the critical role women's leadership plays in shaping equitable, sustainable futures.

Acknowledgements

The Female Academic Leaders Fellowship Alumnae Association thanks all participants, the moderator, and the panellists for their invaluable contributions. This event marked a significant milestone in the Association's ongoing commitment to empowering women academics and leaders across Africa.

FALFAA
International
Women's Day
Webinar 2025

FALFAA Hosts Inaugural Working Workshop

Pathways to Professorship: Building Academic Citizenship, Advocacy & Research Impact

Held: Friday, 6 June 2025

Venue: Wits School of Public Health
Resource Centre



In collaboration with FALF, the FALF Alumnae Association (FALFAA) successfully hosted its inaugural in-person Working Workshop on 6 June 2025. Themed ***'Pathways to Professorship: Building Academic Citizenship, Advocacy & Research Impact'***, the workshop brought together FALF Fellows across academic ranks, from Lecturers and Researchers to HoDs and senior academic leaders.

The full-day, interactive session supported fellows in mapping out pathways toward academic promotion, preparing for NRF rating applications, and exploring how to translate research into impactful advocacy and engagement.

Keynote presentations delivered by:

Prof. Veronica Ntsiea (née Mamabolo)

Dr. Motlalepule Nathane-Taulela

As a key outcome of the workshop, fellows submitted personal commitment plans outlining their individual deliverables and strategic goals. These commitments will form part of a FALF-led tracking framework to monitor growth in areas such as promotion readiness, research outputs, public engagement, and leadership development. This approach will enable FALF and FALFAA to provide structured follow-up, mentorship, and support aligned with each fellow's academic journey.

During the session, Dr. Shüné Oliver, FALFAA Co-chair for Membership, officially introduced the FALF Alumnae Association to fellows. She invited feedback and suggestions on the development of the membership model, including proposed membership categories, benefits, and fee structures. Fellows were encouraged to contribute ideas to ensure the association reflects their needs, fosters long-term engagement, and sustains the vision of collective advancement.

The workshop marked a defining moment in establishing FALFAA's role in fostering academic excellence, strategic career development, and a thriving community of African women scholars.



FALF Workshop on Non-executive Director Role and Obligations

FALF board gave FALFAA a mandate to incorporate FALFAA a not-for-profit registered (pty) Ltd. To empower Fellows, training of the FALFAA members on governance with a focus on the non-executive directors' role and obligations was organised. The workshop was held at the Wits School of Governance, Wits Business School on 16 March 2025.

Dr Thelela Ngcetane-Vika: Workshop Facilitator

FALFAA-FALF-PGA

Joint Event

Held on 22 May at the Senate House, Wits University under the theme *'Justice for Africans and People of African Descent Through Reparations'*. This was the first joint event between FALF, FALFAA, the Faculty of Humanities-School of Human and Community Development and the Wits Postgraduate Association. The keynote speaker was **Dr. Nkosazana Dlamini Zuma**, former Chairperson of the African Union.

In her keynote address, she called for collective political will, academic leadership, and citizen action to ensure that the reparation process is concluded and human dignity and identity are restored.

The keynote address was followed by a panel, facilitated by Ms Omuhle Ntshingila. Panellists included Mr. Lennon Monyae, Mr. Sinoyolo Nokutywa, Mr. Lungile Keswa, and two emerging female scholars who explored intersections between colonial dispossession, mental health, education access, and cultural reclamation.

Africa's cultural diversity was celebrated through Wits Student Cultural society groups. Interim President Prof. Veronica Ntsiea and the Chairperson of PGA, Mr Silas Seabi encouraged FALF Fellows and partners to continue driving transformative, Africa-centred scholarship.

FALFAA Africa Day 2025

A Dialogue on Reparative Justice

Theme:
Justice for Africans and People of African Descent Through Reparations

Held: Thursday, 22 May 2025
| Senate Room, Wits University

The Faculty of Humanities, in partnership with the Postgraduate Association (PGA) and the Female Academic Leaders Fellowship Alumnae Association (FALFAA), will be hosting an Africa Day commemoration under the theme

Justice for Africans and People of African descent through reparations

KEYNOTE ADDRESS

Dr Nkosazana Dlamini Zuma,
Former Chairperson of the African Union

PANEL DISCUSSION TO FOLLOW

Thursday, 22 May 2025 15:30

HYBRID EVENT

Physical Venue: Senate Room, 2nd Floor, Solomon Mahlangu House, Braamfontein Campus East, Wits University

Good Governance & Accountability

FALF Board of Directors



Dr Judy Dlamini:
FALF Founder and Chairperson

Dlamini is the chancellor of Wits University and founder and chairperson of FALF. She has worked in various sectors of the economy. Dlamini is a medical and academic doctor, and an accomplished businesswoman, author and philanthropist. She is the founder and executive chairman of Mbekani Group, which has been in business since 1996, and is co-founder, sponsor and trustee of Mkhiwa Trust, her family's public benefit organisation (PBO) that focuses on rural development, health and education.



Professor Loyiso Nongxa:
FALF Founding Director

Nongxa, a Rhodes scholar and retired professor of mathematics, concluded his tenure at Wits University in December 2018. Over the span of 18 years, he contributed significantly as a member of the senior executive team. Notably, he served as the deputy vice-chancellor for Research from 2000 to 2002, became the university's first African vice-chancellor and principal from 2003 to 2013, and later assumed the role of founding director of the Centre for Mathematical and Computational Sciences from 2014 to 2018.



Professor Stella Nkomo:
FALF Founding Director

Winner of the 2017 Lifetime Leadership Achievement Award from the International Leadership Association, Nkomo is an emeritus professor in the Department of Human Resource Management at the University of Pretoria and the president of the Africa Academy of Management (AFAM). She has held teaching positions at universities in North Carolina, Rhode Island and South Africa, was deputy dean for Research and Postgraduate Studies, and in 2023 held a special appointment as a professor in the Department of Human Resource Management at the University of Pretoria.

Professor Salome Maswime: FALF Founding Director

Maswime is a full professor, obstetrician and gynaecologist, and Head of Global Surgery at the University of Cape Town. She is the president of the South African Clinician Scientists Society, vice-president of Women in Global Health South Africa, trustee of the board of the Health Systems Trust in South Africa, member of the leadership team of UNITARs Global Surgery Foundation, and associate editor of the South African Journal of Obstetrics and Gynaecology.



Dr Molapo Qhobela: FALF Founding Director

Former CEO of The National Research Foundation of South Africa (NRF), Qhobela is a seasoned executive leader with extensive policy and administration experience that has seen him head up the development of a significant number of policy and strategy documents, which shaped the nature and operations of South African universities as well as the education system in general. He's the current deputy vice-chancellor for institutional change, strategic partnership and social impact at UFS.



Ms. Nonzwakazi Adonisi: FALF Non-Executive Director CA (SA)

Adonisi holds an MCom in Development Finance (thesis outstanding) from UCT Graduate School of Business, is a Chartered Accountant (CA SA), and earned her Postgraduate Diploma and Bachelor of Accounting Science from WITS University. She co-founded IMA Nathi in 2020 to provide women-led SMEs in South Africa with equitable access to funding, networks, and technical assistance. At Momentus Global, she leads sustainable finance initiatives supporting public-private sector collaboration for SDGs. She has spearheaded pan-African projects on food security, gender equity, climate justice, and impact investing for clients including Rockefeller Foundation, UN FAO, WEF, and Open Society Foundation. Previously, she worked at Deloitte, Transaction Capital, Allan Gray, and Reos Partners.



Ms. Boitumelo Kuzwayo: FALF Non-Executive Director CA (SA)

Kuzwayo is the Head of Department at the University of Johannesburg's Commercial Accounting Department. A Chartered Accountant with a Master's in International Accounting, she has industry experience at Deloitte South Africa, Dubai, and Boston. She served as a Non-Executive Director on the South African State Theatre's Audit and Risk Committee, improving the audit opinion from a disclaimer to unqualified. Boitumelo also coordinated a SETA-funded programme (2019–2023) for at-risk students, achieving an 85% pass rate. Her awards include SAICA Top 35 Under 35 Game Changer (2022), Mail & Guardian Top 200 Young South Africans (2022), and ABASA Academic of the Year (2022).





Good Governance & Accountability contd\

Board Sub-Committees

Audit and Risk Committee

Boitumelo Kuzwayo CA(SA)

Nonzwakazi Adonisi CA(SA)

Prof Loyiso Nongxa

Human Resources, Leadership and Nominations Committee

Prof Stella Nkomo

Prof Veronica Ntsiea (FALFAA-Interim President)

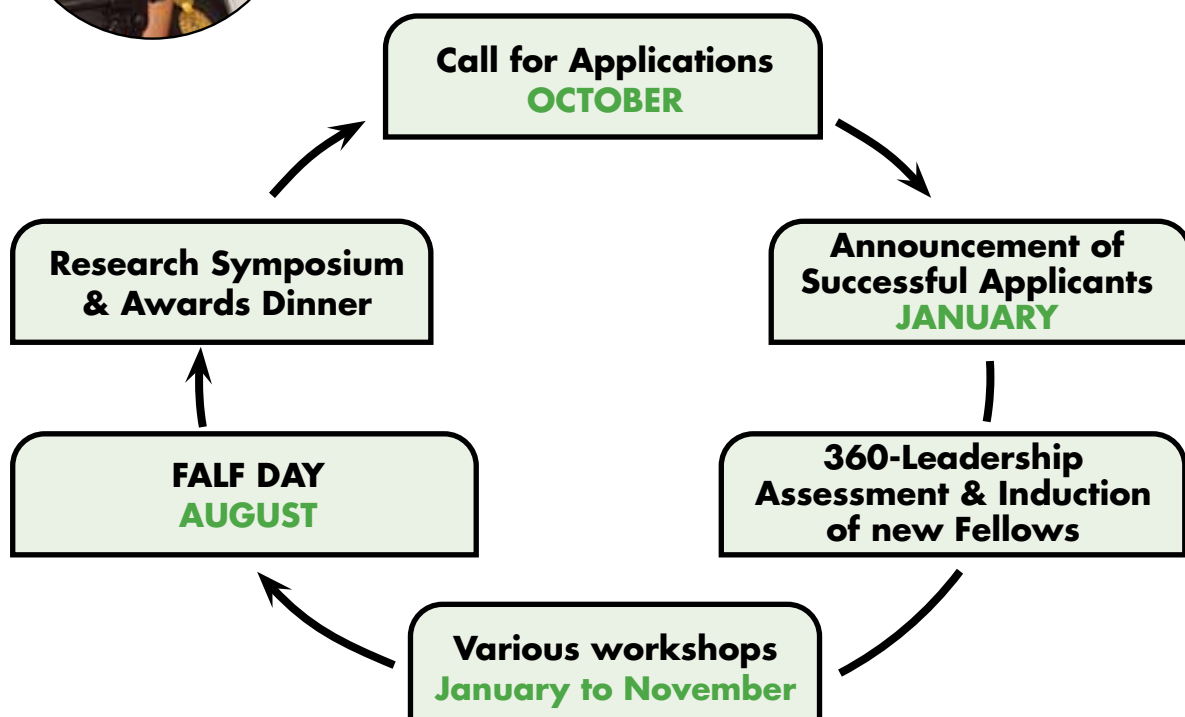
Dr Josephine Llale (FALF Fellow)

Calendar of Standard Annual Activities



Ms. Lucy Khofi: Programme Manager

FALF's calendar of events is expertly run by Khofi.



Charlotte Manye Maxeke

the mother of African Freedom



(7 April 1874 - 16 October 1939)

Charlotte Maxeke received a missionary education in the Eastern Cape, and became a teacher in Kimberley in the Northern Cape. She toured the United States with a Kimberley choir, then attended Wilberforce University there, becoming the first African woman from South Africa to be awarded a Bachelor of Science (B.Sc.) degree. In 1908 she and her husband established the Wilberforce Institute for the AMEC at Evaton in the Transvaal.

In 1913 Maxeke led a campaign in the Orange Free State against passes for women. She was a founder of the African National Congress Women's League, which took up the campaign against passes for women in 1918 and 1919, and involved in founding the Industrial and Commercial Worker's Union in 1920.

As a social worker, she became the first black probation officer in Johannesburg.

She was a dedicated and powerful speaker at conferences and meetings, and wrote in Xhosa for *Umlaleli wa Bantu* on the struggle for the emancipation of women.

“This work is not for yourselves. Kill that spirit of self and do not live above your people but live with them and if you can rise, bring someone with you.”

