



**SOUTH AFRICAN ASSOCIATION OF PHDs**

# **ANNUAL REPORT 2023**

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## Message from SAAPhDs President, Dr Siphe Potelwa



Dear Members and Colleagues,

Not just for me, but for all SAAPhDs members, we are extremely grateful to the Almighty, the source of all power and creator of all mankind, for getting us this far. I write to you my message, one of high expectations and hope for better SAAPhDs with amazing potential and equitable chances for all.

We do so with much delight and purposeful humility.

Items of concern that lower our academic standards include the following:

1. Awarding of Honorary Doctorate, bogus Doctors;
2. Awarding of Professorship;
3. Post Doctorates;
4. Jobs for PhDs; and
5. The difference between DrPH (MBCH) and PhD.

Allow me to clarify in depth fifth concern as clearly clarified by number of scholars. Such as Nigeria Association of Public Health report by President Afeez Odegoke, and Minister of Higher Education Dr Blade Ndzimande.





The subject of both doctoral programs in philosophy (PhD), public health (DrPH) and traditional surgeons. Both scholars agreed that there are some significant distinctions between these two categories of programs to be specific:

**“Scope:** DrPH programs are frequently more practice-oriented, preparing students for management positions in the field of public health. They could concentrate on the creation of public health policies and applied research. On the other hand, PhD programs place a greater emphasis on original research and the creation of new knowledge in public health.

**Duration:** While PhD programs may take longer, sometimes four to five years or more, DrPH programs normally take three to four years to complete.

**Curriculum:** The curriculum for DrPH degrees is often more organized and has an emphasis on leadership, policy, and applied research courses. On the other hand, PhD programs could offer a more flexible curriculum with a focus on research techniques and statistics.”

Based on the above fact, we should agree that the title of Doctor for medical official to be removed.

#### **Allow me to present what we found as crucial role in national building by PhD holder's:**

**International Collaboration:** PhD holders frequently work worldwide in partnerships and collaborations, contributing global insights. This cooperation may result in cooperative research initiatives, knowledge sharing, and strengthened diplomatic connections, all of which are advantageous to the country.

**Policy Development:** PhD holders frequently work on policy research and analysis. Their knowledge contributes to the creation of evidence-based regulations in sectors including technology, education, healthcare, and the environment, resulting in more efficient government.

**Social Impact:** PhD holders can use their research to solve societal challenges. Their work can result in enhancements to social justice, public awareness, and quality of life, whether it is in the domains of public health, social sciences, or environmental studies.

**Research and Innovation:** Experts in their professions, PhD holders contribute to cutting-edge research and invention. Their efforts result in technical developments, novel understandings, and solutions to challenging issues that can boost economic growth and international competitiveness.



**Education:** Many PhD holders are employed in academia where they mentor the next scholars and professionals. They provide students with information and critical thinking abilities so they may solve social issues and positively impact the advancement of the country.

**Entrepreneurship:** PhD holders frequently establish creative companies and enterprises as entrepreneurs. These businesses may strengthen the economy, add jobs, and launch fresh goods or services, encouraging entrepreneurship across the board.

**Cultural Preservation:** PhD holders aid in the preservation and promotion of the country's cultural legacy in disciplines including history, anthropology, and linguistics. Their efforts guarantee that histories, languages, and customs are transmitted to coming generations.

Allow me to present what PhD holders will not tolerate:

1. Insults to public representatives who possess PhD. Such as Prof Ndletyana, Dr Ndlozi, Dr Ndzimande, Dr Spuhla etc.
2. Insults to Vice Chancellors by politician e.g., Prof LenkaBula from UNISA and Prof Buhlungu from Fort Hare University.
3. Insults to senior academics by academic elites will not be tolerated e.g., Prof Phakeng by Prof Jonathan Jansen.
4. Interference of parents to lecturer hall will not be tolerated e.g., case again Dr Pedro
5. Unemployment of PhD holders.
6. PhD holder's regalia worn to unprofessional ceremonies.

In summary, the shortcut of some politicians and church leaders to have PhDs must come to an end not later. They should work hard and earn it like we all did by producing a thesis.

Sincerely,



**Dr Siphe Potelwa**

**President of the South African Association of PhDs**





## Report from the Secretary-General, Dr Bongani Nkala



Dear Members and Colleagues,

### 1. Background and genesis of the Association

The Association was founded on Twitter and migrated to WhatsApp. This was in 2020 during the Covid-19 pandemic period. It was founded by Dr S Potelwa, Dr Kula, Dr Majavu, Dr H. Khosa, Prof Modisane and Dr Nkala. It is important to note that the Association was originally founded as to unit black PhD holders with the primary objective to educate, protect and defend NQF 10 level. The founders were not impressed by medical doctors calling them doctors, moreover, they were

concerned about bogus qualifications or bogus institutions offering qualifications that they don't quality to offer which includes hoary doctorate.

For the reason mentioned above, it was clear that we as founder have a role to play in educating, defending, and protecting the imagine of NQF level 10. A clear position was taken in open the group to other PhD holders as to invite them based on who we know and group the group. Our primary engagements then were to hold talks as in virtual webinars, celebrate PhDs that graduated during Covid-19 and hold talks on issues affecting the society. Moreover, to educate about the role



of PhD in our society being in public and private sector. We also thought that it's imperative to take a clear direction about those institutions that are harm the imagine of the organization. The next section will cover membership and history association with it.

## 2. Membership

The current membership is sitting at over 100 and these are mainly doctors and professors that have been added in the main group since the establishment of the association. As per our policy, a PhD or similar is a requirement for a full membership. It is important to state that during conceptualization, a student membership was introduced, but a couple of students have been admitted in the group. A decision was taken in one of the special general meetings held in 2021/2022 to request members to make payments of R809 as to have full membership as to formalize the Association. It is interesting to note that only 37 out of 100 have made membership fees payment. Due to lack of interest or lack of vision rate for the 63 memberships, a decision was taken to migrate full membership into a new WhatsApp group which is called an *\*affiliate membership\**. Furthermore, a decision was taken that for any doctor to be admitted in the Association they should pay full membership fee before added in thr group. The next section will reflect on the key activities embarked on from the launch up to recent.

## 3. New graduate celebration

In 2020, management team thought that it's important to celebrate those who graduated during covid of which they never enjoyed full official graduate. The first event was held at Dr Kula residence which was on the 28 November 2020. Approximately 20 members attended the event, and only 3 doctors were honored or celebrated. It was Dr Khosa, Dr Nkala and Prof Modisane and the day was made extra special. The theme of the day was on the reflection of people we lost during Covid-19 and the members agreed to wear all black as to honour the lives we lost. Most importantly regalia was worn over. From this event, it was deciding that all black and regalia will be our uniform for our gatherings.

On the 4th December 2021 we celebrated 10 newly graduated doctors. The event was held at Eduvos, Midrand campus. The event blended and over 15 members attended from various provinces. The theme was around GBVF and our role as NQFL level ten. We celebrated the following newly graduated doctors namely: Dr J Modise, Dr S Ndlela, Dr M Moyo, Dr M Mkhwanazi, Rev Dr Twala (late) and Rev Dr V Sonti.



Regards,

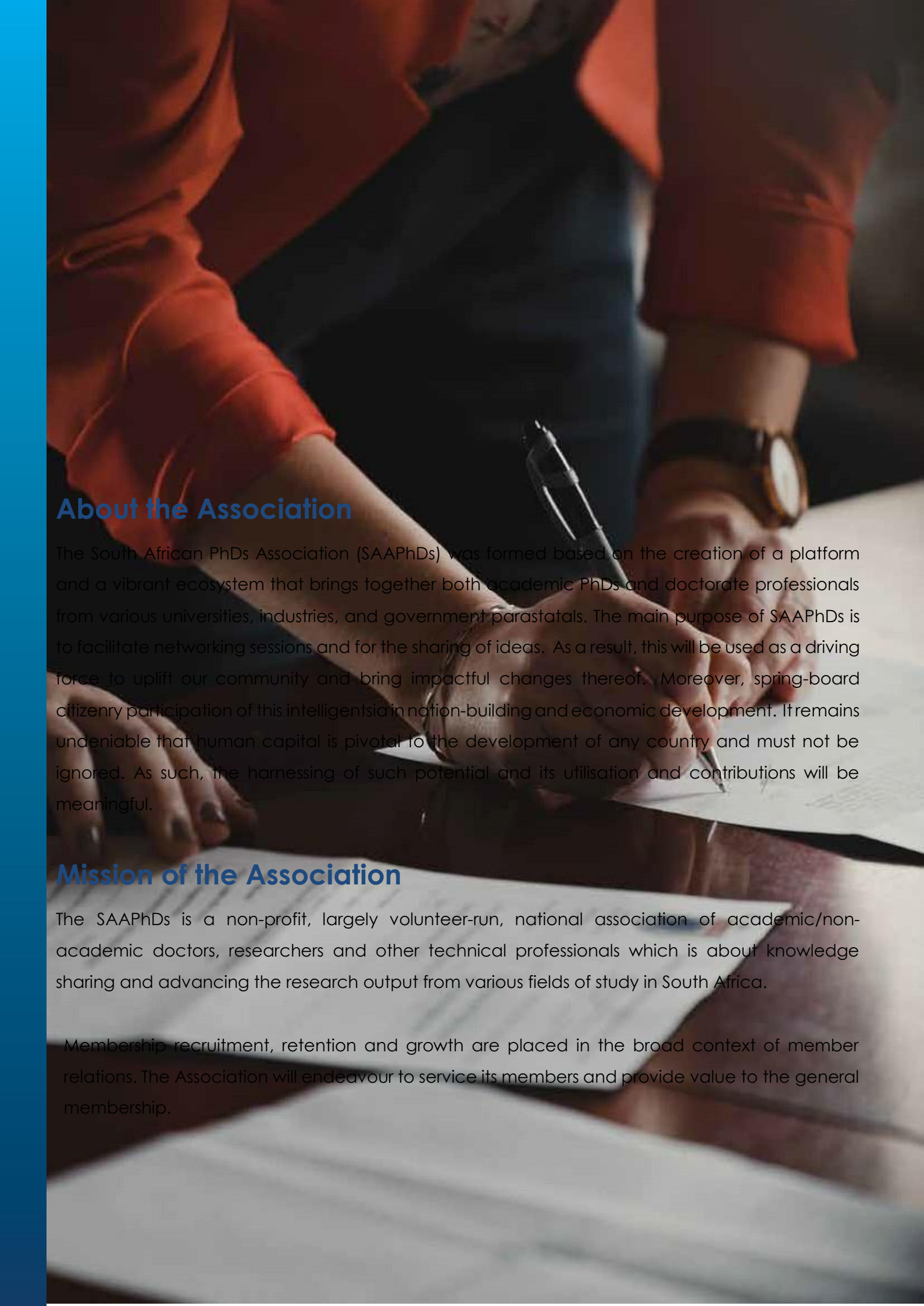


**Dr Bongani Nkala**

**Secretary General of the South African Association of PhDs**





A close-up photograph of a person wearing an orange long-sleeved shirt, focused on writing on a white document with a black pen. The person's left hand is visible, wearing a watch with a brown leather strap. The background is blurred, showing other people in similar orange shirts, suggesting a professional or academic setting. The lighting is warm and focused on the writing hand.

## About the Association

The South African PhDs Association (SAAPhDs) was formed based on the creation of a platform and a vibrant ecosystem that brings together both academic PhDs and doctorate professionals from various universities, industries, and government parastatals. The main purpose of SAAPhDs is to facilitate networking sessions and for the sharing of ideas. As a result, this will be used as a driving force to uplift our community and bring impactful changes thereof. Moreover, spring-board citizenry participation of this intelligentsia in nation-building and economic development. It remains undeniable that human capital is pivotal to the development of any country and must not be ignored. As such, the harnessing of such potential and its utilisation and contributions will be meaningful.

## Mission of the Association

The SAAPhDs is a non-profit, largely volunteer-run, national association of academic/non-academic doctors, researchers and other technical professionals which is about knowledge sharing and advancing the research output from various fields of study in South Africa.

Membership recruitment, retention and growth are placed in the broad context of member relations. The Association will endeavour to service its members and provide value to the general membership.



## Welcome New Members

We would like to sincerely welcome new members to the South African Association of PhDs. Notwithstanding 2023 renewals, the proudly welcomed over 50 new members during the course of 2023. We are excited to have new members on board and we look forward to the engagement and interactions through our varied events and conferences. We are always in search of opportunities for members to develop new skills and knowledge, to expand their professional networks, and to grow their personal brands. Through our SAAPhDs events and conferences, we encourage active participation, and we would appreciate your hosting or speaking at one of these events. Our events provide a platform and opportunity for members to share knowledge and experiences with a broad and diverse community of intellectuals and leaders.

## Membership Renewal 2024

In 2023 SAAPhDs have achieved more than 150 memberships of Doctor of Philosophy and Professors included. These memberships are paid annually and approved by the Executive Committee (Exco) based on the validated qualifications. The annual membership fees are payable by members when joining the Association. While we are continuously exploring new service offerings to the market, membership income remains our main source of revenue and critical to our financial sustainability.

**Full Membership Fees: R1150**

**Student Membership Fees: R172**

## Benefits of Membership

A SAAPhD membership provides access into the country's network organisation for empowering individuals with a PhD and those aspiring for a doctoral degree to succeed in any industry. Unlock your potential with the South African Association of PhDs membership. By joining the Association and you become part of an intellectual community and gain access to knowledge, education, credentials and exclusive opportunities for members. When you are a member, you become part of a community of professionals and academics with doctoral degrees that offers a platform to educate, inspire, and innovate. We are a community of change makers and want to make an impact in our society. We urged all our members and those with PhDs to please





renew their membership for 2024 to continue enjoying the benefits of being part of the Association.

## Why become a member of the South African Association of PhDs?



### Recognition

Each member receives a yearly SAAPhDs Membership Certificate



### Influence

Lobbying to the government and various authorities on behalf of members, academics and other researchers to influence public policy.



Proudly South African



### Exclusive Savings

Benefit from discounted attendance fees for the annual SAAPhDs Conference and other events



### Connect and network

The opportunity to network and engage with other members on issues of shared interest through information sharing



### Mentorship

SAAPhDs, members are part of the most progressive body for PhD holders in South Africa



### Change Makers

Members are able to contribute towards, and gainfully participate in, a host of educational and promotional activities aimed at continuously elevating and empowering PhD holders in South Africa



### Choice

Voting rights and may stand for election as office bearers



### Professional Development

Information sharing through training workshops, Seminars and Position papers

To learn more about SAAPhDs member exclusive benefits visit our website [www.saaphds.org.za](http://www.saaphds.org.za) or email [saaphds@gmail.com](mailto:saaphds@gmail.com) and [info@saaphds.org.za](mailto:info@saaphds.org.za)



SOUTH AFRICAN ASSOCIATION OF PHDs





# Our Leadership Structure



## Introduction of SAAPhDs Executive Directors

The executive officials we elected on the 21 October 2023.

### President - Dr Siphe Potelwa



Dr Siphe Potelwa is a PhD holder in Education with a T-Shape expertise; innovator, strategic planner, leader, organizer, team builder, conflict resolver, competitive collaborator and is an academic committed to using body of knowledge production for the advancement of society and safer communities. He has vast experience in the areas of leadership, education psychology, fine arts and facial recognition techniques. He is a Co-founder and the President of the South African Associations of PhDs. He has demonstrated his leadership qualities at early

age when he served as Student Representative Council (SRC) at former Border Technikon, Walter Sisulu University and as Executive; Sport, Arts, Culture, Choir, Committee (SACCOM) leader of South African Democratic Teachers Union (SADTU) at Ngqeleni Branch. He has worked at the Department of Education as teacher and leader of the labour union and South African Police Services as Provincial coordinator of Close Circuit Television (CCTV) using his artistic talent for the image identification of suspects across the Eastern Cape Province. Potelwa is employed by University of Fort Hare as Senior Lecturer and Head of Department in Fine Arts at Alice. A Senate member at University of Fort Hare, Deputy Chairperson of Eastern Cape Alumni Chapter, National Arts Council Advisory Panel, DHET Sub-Panel and South African Skills Development Advisory Panel. Dr Potelwa is knowledgeable about operations and functions of co-operate governance, cultural institution Act, Cultural Law Amendments and Public Finance Management Act.



### 1st Deputy President - Dr A Majavu



Dr Avela Majavu holds a PhD in Chemistry from Nelson Mandela University and, a certificate in Science Communication from Stellenbosch University. She is currently working at Sibanye Stillwater Precious Metal Refinery as a Research and Development Chemist and was awarded as Rock Star Highest Performer in April 2021. She is a Co-founder and 1st Deputy President of the South African Associations of PhDs. She currently serves on the South African Young Academy of Science (SAYAS) Executive Committee 2023/ 2024. She was a Fellowship Coordinator of Black Women in

Science 2022 / 2023. She was part of the 50 BRICS Young Scientist Forum 2023 to represent South Africa 2023. She represented South Africa at the 20<sup>th</sup> Annual Meeting of the Science and Technology in Society Forum (STS) in Kyoto. She was in the Women in Mining South Africa Subcommittee 2022/ 2023. She is an Inspiring 50 South African Women in STEM 2021 winner. She recently awarded as Inspiring Fifty Africa Winner in Women in Tech 2023 "Most Inspiring Women in Technology 2023 Edition" and she was recognized Fellow Chemist Chairperson Special Recognition Award winner 2023 by the South African Council for Natural Scientific Professions.

### 2nd Deputy President - Dr T Kukuni







Dr Tshepo Kukuni, is a Senior Manager responsible for Fleet and Information & Communications Technology (ICT) at Matjhabeng Local Municipality. His specialty is in the area of ICT and Electronic Engineering in the field of Artificial Intelligence (AI), Machine Learning, Machine Vision/ Computer Vision, Augmented Reality/ Virtual Reality. Dr Kukuni also serves as a member of the advisory committee for Technology Station in Electronics (TSE) at Tshwane University of Technology (TUT), and also serves as the advisory

committee member in Innovation at the Institute for the Study of Legislature in South Africa (ISLSA). He is also involved in supervision and mentoring of Masters and Ph.D students.

#### **Secretary General - Dr B Nkala**



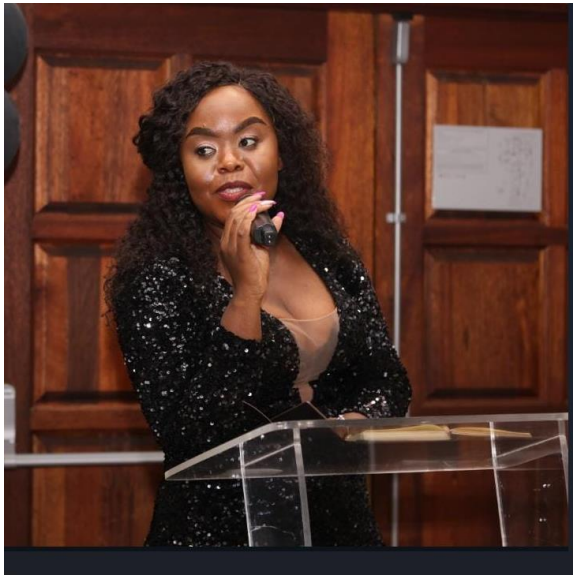
Dr Bongani Nkala holds a PhD in Human Physiology from the University of KwaZulu Natal. He is a Co-founder and Secretary of the South African Associations of PhDs. Manager and Lecturer, at Eduvos (formerly known as Pearson Institute of Higher Education). He is stationed at the Faculty of Applied Science, Midrand campus. Dr Nkala's key function is to prepare students for the world of work and place them with industry for work integrated learning. In addition to this, he is also involved with teaching, development and

module leading. He is passionate about connecting graduates with industry for sustainable work.





### Deputy Secretary General – Dr D Khosa



**Dr D Khosa** who holds qualifications in: Doctor of Literature and Philosophy in Police Science from the University of South Africa (UNISA) and a National Diploma: Public Management from Tshwane University of Technology (TUT). Dr Khosa is currently appointed as an academic and researcher at the Department of Safety and Security Management, Faculty of Humanities at Tshwane University of Technology. She has many years of experience in the academic

environment. Her fields of study and expertise is in Policing and related sciences. She is a recipient of emerging researcher and woman researcher of the year 2021. She an external examiner for masters dissertations and doctoral thesis at University of South Africa (UNISA), University of Limpopo (UL) and University of KwaZulu-Natal (UKZN). Dr Khosa also serves on various institutional committees, including the highest governing body, the Senate. She was a member of the Traffic Law Enforcement Review Committee (TLERC), appointed by the Minister of Transport from 2016-2020. She is currently appointed a Non-Executive Director by the Minister of Transport at Road Traffic Infringement Agency (RTIA) since August 2020 to date. In addition to this, she is a Chairperson of Human Resource and Remuneration Committee at RTIA. Also appointed as Chairperson of panel reviewers for a programme College of Law, UNISA.

### **Treasurer General - Prof Cameron Modisane**



Professor Cameron Modisane is the Deputy Executive Dean: College of Accounting Sciences at the University of South Africa (UNISA). He is also a Board of Director for the Information Systems Audit and Control Association (ISACA SA). He is currently the Chairperson of the Finance, Risk and Audit Committee of Oxfam South Africa's Board. He holds various qualifications, including a Ph.D. degree in Accounting Sciences as well as being a Certified Information Systems Auditor (CISA) and Information Systems Audit Professional (ISAP (SA)). He is a member of Chartered Institute of Business Accountants, and Association for the Advancement of Black

Accountants for South Africa (ABASA), and member of Institute of Directors Southern Africa (IoDSA). He is the Co-founder of South African Association of PhDs (SAAPhDs) and the elected Treasurer- General at the South African Association of PhDs (SAAPhDs.) Prof Modisane has been actively involved in the accounting and auditing profession. His areas of research are around the impact of information technology to the accounting and auditing profession and 4IR technologies to improve on the auditing process. He supervises Masters' and PhD students focusing on the Public Sector Accounting, IT and internal auditing, risk, and governance.

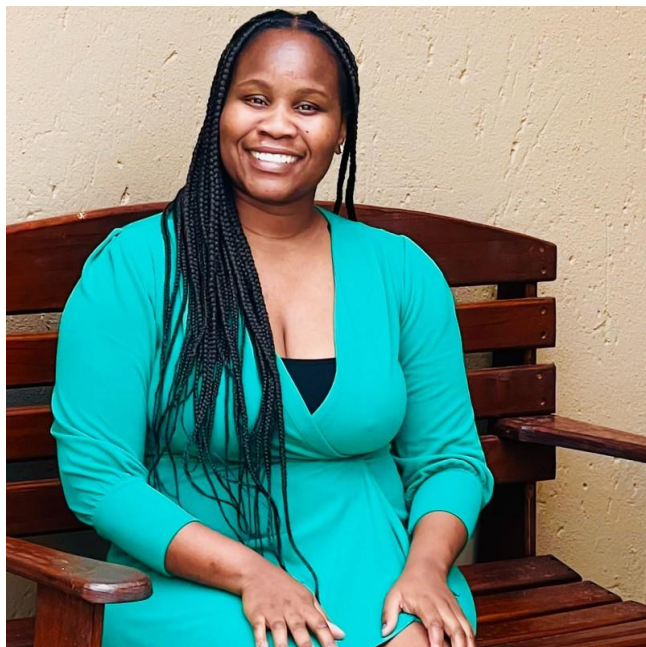
### **Media and Publicity Director - Dr M Mathebula**





Dr Esewu Mxolisi Mathebula joined the South African National Defence Force (SANDF) in 1996. He continued to study while serving in the SANDF and obtained the following qualifications from the University of South Africa: A National Diploma in Policing (2003), Bachelor of Technology Degree in Policing (2010), Master of Technology in Policing (2014), and a Doctor of Literature and Philosophy in Police Science (2019). He also obtained an Executive Development Programme Certificate in 2022 from the Wits Business School. He served under the United Nations Peace-keeping Mission in the Democratic Republic of the Congo (DRC) in 2004 – 2005, 2005 – 2006. He was also part of Mission Thebe in the DRC in 2011 providing training to the DRC Army Military Police. He is an independent examiner for master's students and also a moderator at various Universities. He is also a crime/policing analyst on various radio stations and television.

#### **Webinars and Conferences Director - Dr E Phalane**



Dr E Phalane has a PhD in Cardiovascular Disease and HIV from the North-West University. Her PhD research project focuses on the long-term cardiovascular health profile of HIV-infected South Africans. She is an enthusiastic researcher, who is able work independently and within a team. She is also eager to learn new things and share my knowledge with others. She is an active advocator for community engagement and

education on non-communicable diseases such as hypertension. She believes that science should be translated into the communities to encourage transformation and improve the lives of our people.



Apart from being an academic, she also actively participates in mentoring of primary and secondary learners to participate in science fairs such as the Eskom Expo for Young Scientist. She is the Webinars and Conferences Director as the South African Association of PhDs.

#### **Gender Based Violence and Femicide Director - Dr K Matebese-Notshulwana**



Dr Koliswa Matebese-Notshulwana was born in Port Elizabeth, Eastern Cape. Although a trained teacher, she currently works as an analyst on national and global developments. She holds a Doctor of Philosophy (PhD), University of Pretoria. Her thesis titled "A Critical Analysis of the Oversight Role and Function of the Standing Committee of on Public Accounts (SCOPA) in promoting Accountability in South Africa's public sector, MPhil (South African Politics and Political

Economy), Nelson Mandela Metropolitan University (NMMU) and BA (Political Sciences) from the University of Port Elizabeth". She is the author of the book titled, "I Kept on Crying" and a founder of Comforting Conversations. She has presented papers at various South African conferences. She is the Gender Based Violence and Femicide Director at the South African Association of PhDs.

#### **Research and Development Director - Dr A Madzivhandila**



Dr AC Madzivhandila is an academic professional who holds qualifications in Doctor of Philosophy in Criminal Justice from University of South Africa, M-Tech Policing University of South Africa, Honors in Psychology University of South Africa, B-Tech in Policing Tshwane university of Technology, Bachelor of Arts in education from University of Venda and

National Diploma in Policing Tshwane university of Technology. Dr Madzivhandila is





currently working at the South African Police Service and holds a rank of Colonel at Component Research. Dr Madzivhandila is also a part time Supervisor for Masters and Doctoral Students at the University of South Africa (Unisa) in the college of Law, school of Criminal Justice. She has co-authored (main author) an article titled: **“Why fix it if ain’t broke”: Nature and extent of crime in the railway environment in South Africa**. She is the Research and Development Director at the South African Association of PhDs.

### **Marketing and Fourth Industrial Revolution Director - Dr L Malungana**



Dr Lario Malungana is an accomplished professional with a strong academic background and a passion for information technology, particularly within the realm of healthcare. Dr Malungana's interests are based on healthcare technology implementation and adoption to improve the quality of healthcare services provided to patients. She has further published a few articles in this area of healthcare (eHealth and 4IR). Currently, Dr Malungana is working as a Deputy Director for ICT at the City of Tshwane, she is an Executive Committee

member for SAAPhDs for Marketing and 4IR portfolio and a Research Advisor at the Nare Foundation. She is also an independent marker and supervisor at the University of South Africa.

### **Education Director - Dr T Matoane-Nkabinde**





Dr Matoane-Nkabinde is a seasoned educator and human rights activist who holds amongst her other qualifications, master's in education (University of Johannesburg) and master's in development studies (University of Limpopo) PHD in Educational Management and Policy Studies (University of Free State). She draws a vast amount of experience in the human rights, social justice, and transformation sector through her long history of work, mostly as a training and development practitioner in the NGO sector.

Her particular interest in women's empowerment and gender equality saw her moving into government management echelons and more specifically local government in the areas Human Resources and Community Development. She is involved in several community development and education initiatives and avails her capacity-building, training, facilitation, and research support services as and when needed.

#### **Culture and Preservation Director - Dr N Mdlwa**



Dr Nokhanyo Madliwa holds a PhD in Public Administration from the University of Fort Hare. She currently works in the City of Ekurhuleni as the Quality Manager for Water and Sanitation Department. Her career achievements include being a qualified ISO 9001:2015 Quality Management System Implementer, ISO 9001:2015 Quality Management System Facilitator, ISO 9001:2015 Quality Management System Auditor. She has 15 years' experience within Local Government specializing in Business Improvement, Policies and Procedures Formulation, Quality

Assurance and Service Delivery Excellence. She is the author of two books (MEMOIRS)




namely "The Life of a brilliant village girl from the Transkei, A True Story" and "We were born by a real Man, That's Our Dad." She is currently writing her third book entitled 'My Mom, My Dad's Queen.' She heads up the Culture and Preservation Department at the South African Association of PhDs.





## *Annual National Congregation of Avant-Garde South African Doctors*

 *Date: 4<sup>th</sup> December 2021*

 *Venue: Eduvos, Midrand Campus (H006)*

 *Time: 12h00 – 16h00*

 *Theme: QVB round table dialogue*

 *Dress code: All black/ or any colour for those who are allergic to black. Red gowns and black & white ribbons*





# Our Events and Activities

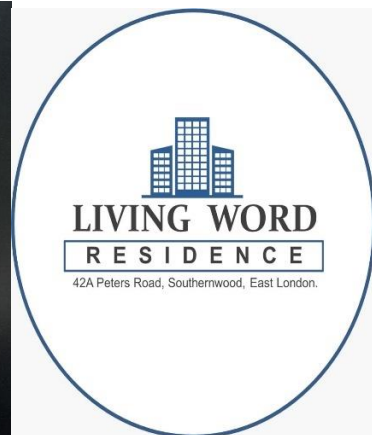




## The South African Association of PhDs Launch Conference

Our heartfelt thanks for making the South African Association of PhDs launch were great success on 03 October 2023. The consensus decisions taken at the launch have put the Association on firm ground heading into 2024. The SAAPhDs has elected its new executive committee based on the hybrid event which was venue-focused in Pretoria at Woodhill Estates with the theme of "building the nation". Different keynote speakers were hosted for the launch event which has been a success.

We would like to give special thanks to our sponsors for the event:



### 2023 Official Launch Event in Pictures



South African Association of PhDs  
 082 4156 / 078-934 8003  
 See.nkala@gmail.com  
 Registration No: 2021/909198/08



#### South African Association of PhDs - Launch Programme

Date: 21 October 2023

Venue: Woodhill Country Club, 1143 Woodhill Drive, Grastfontein

Programme directors (PD): Dr Avela Majavu and Dr Tshepo Kukuni

Time: 08h00 – 17h00

1. 08h00 – 08h30: Arrival and registrations
2. 08h30 – 09h00: Breakfast
3. 09h00 – 09h10: Opening and welcoming address - Dr Patelwa
4. 09h15 – 09h30: Ice breaker session - PD
5. 09h35 – 09h50: The role of PhD in private and public organization - Dr T. Qwebani-Ogunleye
6. 09h55 – 10h30: The role of PhD holders in higher education - Prof M Nduna
7. 10h33 – 10h50: Tea/Coffee
8. 10h55 – 11h50: SAAPhDs SWOT analysis - Dr Nkala
9. 12h00 – 12h20: The challenges faced by postdoctoral in SA - Dr E Phalane
10. 12h25 – 12h55: Annual General Meeting (**only members**)
  - a. The president's report - Dr Patelwa
  - b. Financial report - Prof Madisane
  - c. The office of the secretarial - Dr Nkala/Dr Majavu
11. 13h00 – 13h30: Lunch
12. 13h35 – 14h00: The amendments and adoption of policy documents
13. 14h00 – 14h30: Nominations and Elections of office bearers (open positions)
14. 14h35 – 14h50: The address by the President elect
15. 14h55 – 15h50: Afternoon tea/coffee
16. 16h00 – 16h20: Closing remarks by the PD
17. 16h25 – 17h20: Networking, Dinner and dismial



## "THE ROLE OF PHD HOLDERS IN NATION BUILDING"

OFFICIAL LAUNCH!!



VENUE: WOODHILL RESIDENTIAL  
 ESTATE COUNTRY CLUB, 1143  
 WOODHILL  
 DR. GARSFONTEIN,  
 PRETORIA, 0076

DATE: 21 OCTOBER 2023

[www.saaphd.org.za](http://www.saaphd.org.za)









## Webinars of the Association

The South African Association of PhDs hosted a series of webinars addressing current and important issues in the space of academia, including mental health, the landscape of the Postdoctoral Research Fellows in South Africa among others.

The webinar was aimed at creating public awareness to make issues related to mental health a priority in South Africa. The coronavirus disease 2019 (Covid-19) epidemic impacted greatly on the mental health of many people and its impacts will still go on for many years to come. Hence, there was a need for a such webinar to deliver on mental health awareness, its factors and support that can be solicited for those in need. On the 7th of April, the entrepreneur webinar focusing on the key success factors for establishing, managing and operations of an NPO or enterprises. The webinar panelists included Mr Mthokozi Bhengu and Mr Luvuyo Rani.

On the 01<sup>st</sup> of June the Association delivered a webinar focusing on the landscape of the Postdoctoral Research Fellows in South Africa with special focus on the challenges, enablers, and lessons learned. The webinar fostered conversation around the current policies on Postdoctoral Research Fellowships – facilitators & limitation; roles of PDRFs, mapping career path of PDRFs, turn-over of PDRFs Remuneration and privileges, life post PhD as a PDRF. The webinar was delivered by Dr Palesa Natasha Mothapo and Dr Philippa Kerr.

**South African Association of PhDs Hosts Breast Cancer Awareness Webinar**








Panelist: Dr C Siyamayambo | Dr M Rofhiwa Musie | Mr Keith Ncube | Dr C Matildah

Facilitator: Dr E Phalane

**TIME**  
19:00PM - 21:00

**31**  
OCTOBER, 2023



**South African Association of PhDs present The (Un)employment of Young People Under duress Webinar**



Host:





Panelist: Rev Dr Sonti

Facilitator: Dr Edith Phalane

Panelist: MR Andile Sipengane

**TIME**  
17h30-19h30

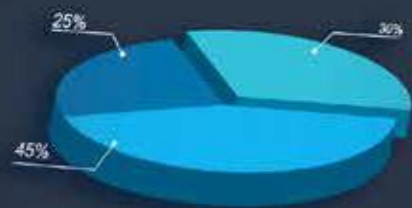
**28**  
November, 2021





# Our Digital Presence

Join Us



GO

[click here for more information](#)

## Media and Publicity

On the 6th of June 2023 he represented the Association at the International Human Rights Network hosted by ASSAf - the theme was: The role of national academies and universities in promoting human rights and enhancing equality. More than 23 Nations from Asia, Europe, America and Africa were represented.



*Applying scientific thinking  
in the service of society*

20 March, 2023

Dr Esewu Mxolisi Mathebula  
South African Association of PhDs

Dear Dr Mathebula

**Re: Invitation to speak at the 2023 International Human Rights Network Meeting**

The Academy of Science of South Africa (ASSAf) and the International Human Rights Network of Academies and Scholarly Societies (IHRN) will jointly host the 14th Biennial Meeting from the 6 to 8 June 2023 in Pretoria, South Africa at Menlyn Main hotel. The IHRN is composed of science academies and scholarly societies from approximately 80 countries and works to address shared science and human rights concerns. The upcoming public symposium in Pretoria will focus on the role that the scientific, health and engineering communities can play in promoting human rights and enhancing equality, particularly through national academies and universities.

On behalf of ASSAf and IHRN, I would like to hereby extend an invitation to you to participate in the symposium. Your research interests in policing, crime prevention, and leadership will make a positive contribution to the discussions and impact of the symposium. In particular, we would be grateful if you could speak at the Early Career Scholars session on 6 June 2023. The theme of the meeting is *The Role of National Academies and Universities in Promoting Human Rights and Enhancing Equality*.

I would appreciate it if you can respond to this invitation by 27 March 2023 to Ms Rajeshree Mahabeer at [Raj@ASSAf.org.za](mailto:Raj@ASSAf.org.za)

Yours sincerely,

**Prof Himla Soodyall**  
Executive Officer, Academy of Science of South Africa

25A De Havilland Crescent, Perseus Park  
PO Box 72135, Lynnwood Ridge 0040, Pretoria, South Africa  
Tel: +27 12 349 6600, Fax: +27 12 349 5461, Email: [info@assaf.org.za](mailto:info@assaf.org.za)

[www.assaf.org.za](http://www.assaf.org.za)







Dr Mathebula on the far right representing the SAAPhDs at the International Human Rights Network hosted by ASSAf.



## Media and Publicity

Dr Mathebula has been in radio and TV interviews representing the Association.

- Ligwalagwala FM - Crime / Policing Analysts (almost every week)
- Power FM - the state of the defense force (cannot remember the date)
- SABC + TV News looking at the Quarterly Crime statistics - around May 2023.
- eNCA - Occult (after two young boys were killed in Soweto) 27 April 2023.
- uKhozi Fm on several times.

The Association was invited once again by eNCA as to weigh in on the killings of leadership in the higher institutions. The Association was represented by Secretary General Dr Nkala. The interview was held on the 10th of January 2023 and the main focus for the conversation was triggered by an attempt to assassinate Prof Sakhela Buhlungu, VC for UFH. Dr Nkala condemned the killings which is not part of nation building.



## Media and Publicity

The Association was invited by Daily Thetha on SABC 1 to participate in a conservation about hoary doctorate and bogus qualifications. This was triggered by various institutions in 2021 that bestowed honorary doctorate to individuals which don't qualify for this. Furthermore, the Institutions that were handing out these honorary doctorates didn't have legal or legislative mandate to do. The Association was represented by Secretary General Dr Nkala who played a pivotal role in educating our society about importance of honorary doctorate and bogus qualifications or institutions.



## Social Media Coverage and Engagements

The South African Association of PhDs is more active across social media channels, this includes Twitter/X, Facebook, LinkedIn, and Instagram. In recent months, we our office marketing coordinator who has been assisting us in delivering regular and timely content to members across all social media channels. During 2024, we will continue our social media success by implementing actions to bring a targeted, creative, authentic, and practical digital marketing strategy into fruition.

**We encourage members to follow us and join in the discussions:**

Follow the South African Association of PhDs on Twitter:  
<https://twitter.com/SAAPhDs1>

Join the South African Association of PhDs on LinkedIn:  
<https://www.linkedin.com/company/saaphds/>

Like the South African Association of PhDs on Facebook:  
<https://www.facebook.com/SAAPhDs>





Follow the South African Association of PhDs on Instagram:  
South African Association of PhDs <https://www.instagram.com/saaphds/?hl=en>

Visit our official website:  
<https://www.saaphds.org.za>



**South African Association of PhDs**  
537 followers  
4d •

The South African Association of PhDs (SAAPhDs) would like to congratulate Dr Dorcus Khosa-Shikwambana on her appointment as the Non-Executive Director of the Road Traffic Infringement Agency Board (RTIA).

We wish you all the best in the new role!



Dr Avela Majavu (PhD), Pr.Sci.Nat and 8 others

2 reposts




**South African Association of PhDs Hosts Breast Cancer Awareness Webinar**



Dr C Siyamambo Dr M R Musie Mr K Ncube Dr CM Makwanyane

Facilitator: Dr E Phalane

TIME 19:00PM - 21:00 | 31 OCTOBER, 2023



040- 528 4156/ 078-934 8003  
Bee.nkala@gmail.com  
Registration No: K2021909198

**Dear South African Media Houses**

**The assassination attempt and murder of a security executive at the University of Fort Hare**

January 8<sup>th</sup>, 2023

The South African Association of PhDs (SAAPhDs) condemns all forms of attempts or assassination of academic leadership. This has been observed more especially in black institutions where a fraction of individuals disagree on how tendering process is run or it doesn't favour those individuals who need to take care of executive leadership.

It had been observed in this country and not only by Vice-Chancellor (VC), but the executive members as well. It was reported early this year that an executive security member of VC at the University of Fort Hare was murdered to assassinate the VC. We extend our heartfelt condolence to the family of Mr Vesele.

Such killings are not good for the university communities and temper with progress. We call on the HQF level 10 to rally behind the executive and play a pivotal role in protecting the dignity of the institution. Moreover, to ensure that leadership who brings change are being supported and made safe.

Kind regards,



Dr BA Nkala  
Acting General Secretary of SAAPhDs

South African Association of PhDs  
487 followers  
1mo •

We previously hosted Breast Cancer Awareness Webinar to educate our members.

Dr Avele Majara (PhD), Pt Sci Nat and 8 others · 1 repost

Like Comment Repost Send

Add a comment...

SAAPhDs @SAAPhDs1 · Nov 2

The South African Association of PhDs (SAAPhDs) was officially launched on 21 October 2023.

We celebrated the success of those who hold PhDs and we clear strategies on how Doctors and Professors can help to assist our country in business and government.

#SAAPhDsLaunch



1 11 67 1.9K

South African Association of PhDs  
January 8 ·

Compliments of the new year to everyone.

Please find attached a statement by the Acting SG of SAAPhDs, Dr B. Nkala on the reported attempted assassination of the Vice-Chancellor of the University of Fort Hare, on Friday night, 6 January 2023.

12 2 1

Like Comment Share

Most relevant

Eugenia Kula  
Indeed we condemn the

Write a comment...

SAAPhDs @SAAPhDs1 · Nov 2  
Breast Cancer Awareness Month. We hosted a webinar to educate our members on this. #SAAPhDs

South African Association of PhDs



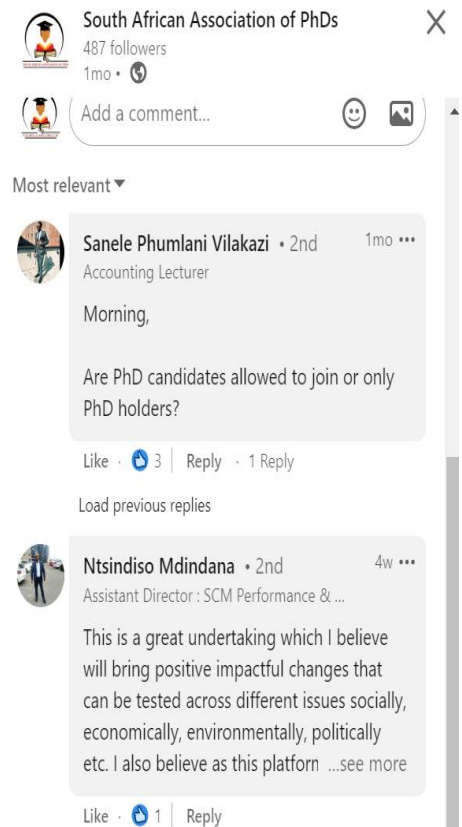
SAT, OCT 21  
The official launch  
Pretoria  
31 people interested

Interested

Dr Bongani A. Nkala, PhD @bee\_nkala · Oct 31  
The breast cancer webinar in progress @SAAPhDs1. Do join the conversation teams.microsoft.com/j/meetup-join/...







## Other Media and Communication Coverage

Through the course of the year, the South African Association of PhDs has published multiple key communication messages particular official statements to media outlets. Media statements issued online allows the Association to have a multi-prong approach to communication so that the reach is far, wide, and varied. Some of them include the following:

- Statement on the attempted assassination of the Vice-Chancellor of the University of Fort Hare;
- Statement on the bogus honorary doctorates and to restore the dignity of NQF level 10 qualifications; and
- Statement on the official launch event of the South African Association of PhDs.





# Our Board Committees Work



## Board Volunteer Committee and Programmes

We urge our members to participate and be involved in some of the community activities of the Association is involved. They include the following:

### MEDIA AND PUBLICITY COMMITTEE

<b>Name of the subcommittee</b>	Media and Publicity
<b>Subcommittee lead</b>	Dr Esewu Mathebula
<b>Overseer</b>	Dr Bongani Nkala
<b>Scope</b>	The primary role of the Media and Publicity Committee is to establish links with the local media and provide regular reports and press releases on association news and opportunities. The Media and publicity also provide internal external media support for the association of the event on affairs of the association.

### BUSINESS AND ENTREPRENEURSHIP COMMITTEE

<b>Name of the subcommittee</b>	Business and Entrepreneurship Department (BED)
<b>Subcommittee lead</b>	Dr Peter Masegare
<b>Overseer</b>	Prof Cameron Modisane
<b>Scope</b>	<p>The primary role is to drive business engagement and planning activities. Creating networks in business circles and visibility supporting the country and act as spoke person of SAAPhDs on these topics. Participate in business forums and create relationship with other business organisation such as the Black Business Council, Business Unity South Africa, and Black Management Forum. Webinars participations on business and entrepreneurs each month such as:</p> <ul style="list-style-type: none"> <li>• Business seminars</li> <li>• Accounting and tax advice for small businesses</li> <li>• Venture capitalist and funding opportunities</li> <li>• Government funding opportunities for businesses</li> </ul>

### EDUCATION AND TRAINING COMMITTEE

<b>Name of the subcommittee</b>	Education and Training
<b>Subcommittee lead</b>	Dr T Matoane-Nkabinde
<b>Overseer</b>	Dr Siphe Potelwa



<b>Scope</b>	To encompass a range of sectors and areas. It is essential to both social progression and professional and personal growth to get the information, abilities, and competences needed to fulfil the demands of a variety of professional roles. The capacity to learn new things and be flexible are crucial in a world that is changing quickly. Valuing education and training as essential to both individual and group development. The members commitment to SAAPhDs in accepting all obligations and responsibilities required of Council members.
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#### GENDER BASED VIOLENCE AND FEMICIDE COMMITTEE

<b>Name of the subcommittee</b>	Gender Based Violence and Femicide Department (GVB + FD)
<b>Subcommittee lead</b>	Dr Koli Matebese Notshukwana
<b>Overseer</b>	Dr Avela Majavu
<b>Scope</b>	The primary role is to drive the GBV + FD planning activities, visibility supporting the government / country and act as spoke person of SAAPhD on these topics.

#### MARKETING AND FOURTH INDUSTRIAL REVOLUTION COMMITTEE

<b>Name of the subcommittee</b>	Marketing and Fourth Industrial Revolution
<b>Subcommittee lead</b>	Dr Lario Malungana
<b>Overseer</b>	Dr Bongani Nkala
<b>Scope</b>	The primary role of the Marketing and Fourth Industrial Revolution Committee is to market the brand of the Association using cutting edge technology. The Association should have a online and digital presence and use technology to execute its activities. Emerging technologies such as artificial intelligence, machine learning should be explored as part of 4IR to leverage the Association.

#### RESEARCH AND DEVELOPMENT COMMITTEE

<b>Name of the subcommittee</b>	Research and Development
<b>Subcommittee lead</b>	Dr Madzivhandila Avhashoni
<b>Overseer</b>	Dr Avela Majavu
<b>Scope</b>	The primary role is to lead discussion on purpose and contribution of research and development function in a wide range. Create platform for academic and no academic research of different fields (i.e Universities, government, industry, and society)- Building the trust across various institutions. Determine short terms and long terms of R&D department- align with the goals, objective, and





	vision of the SAAPhDs.
--	------------------------

### COOPERATIVE GOVERNANCE COMMITTEE

<b>Name of the subcommittee</b>	Cooperative Governance Department
<b>Subcommittee lead</b>	Dr Peter Masegare
<b>Overseer</b>	Prof Cameron Modisane
<b>Scope</b>	Efficient and effective cooperative governance system that ensures that we meet all legal requirements of a registered NPO. The roles and responsibilities of Council members are clearly defined. Strategic leadership of the Association should be well capacitated. Engagement with key stakeholders across business, academia, government, and research institutions.

### CULTURE AND PRESERVATION COMMITTEE BRIEF

<b>Name of the subcommittee</b>	Culture and Preservation
<b>Subcommittee lead</b>	Dr N Mdliwa
<b>Overseer</b>	Dr Siphe Potelwa
<b>Scope</b>	to carry out its obligations in terms of the legislative framework, including Cultural Institutions Act No.19 of 1998, the PMFA Act 1 of 1999 and Shareholders Compact and Governance Protocol for Public Entities. 2.3 The members commitment to SAAPhDs in accepting all obligations and responsibilities required of Council members.

## What's new and upcoming for 2024:

- Webinars on various topics
- Workshops and seminars
- SAAPhDs Strategic Planning Session 2024
- SAAPhDs Annual Conference 2024
- SAAPhDs Member Awards and Gala Dinner 2024
- Study group tours
- Community development activities and engaged scholarship
- Published manuscripts by members.



# Our Financials



# FINANCIAL REPORT

## South African Association of PhDs (SAAPhDs) NPC

(Registration number 2021/909198/08)

Annual Financial Statement Report for the period ended 31 October 2023

## South African Association of PhDs (SAAPhDs) NPC

(Registration number 2021/909198/08)

### General Information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Professional Body
Directors	Dr S. Potelwa President (South African) Dr A Majavu 1 <sup>st</sup> Deputy President (South African) Dr T. Kukuni 2 <sup>nd</sup> Deputy President (South African) Dr B. Nkala Secretary-General (South African) Dr D Khosa Deputy-Secretary General (South African) Prof C. Modisane Treasurer General (South African)
Registered office and business address	02 Shepard Close Buccleuch Sandton Gauteng 2020
Preparer	Treasurer-General, Prof C. Modisane
Published	31 October 2023





## Treasurer's Letter and Report December 2023

Dear Members and Colleagues,



The South African Association of PhDs (SAAPhDs) is thankful to show the Annual Financial Report for the period ended 31 October 2023. Despite the challenges many challenges, today we are hosting our SAAPhDs Launch Event in-person to congregate and give meaning to our association. This event was well attended by our members.

We wish to thank each member and every member who contributed funds to this event to make it success. As the Treasurer-General of this Association, I am pleased to report that we didn't incur any losses when we hosted this event. This speaks to the commitment of our general membership to this Association and the Interim Executive Committee who organised this event.

The level of professionalism of our financial planning and budgetary team to manage and control costs to ensure that we are prudent in our spending and the usage of funds to host member events, is worth commending.

A key challenge that we have as an Association is attracting donor funds and sponsors for our events. We managed to attract at least two sponsors namely MSS Group and Living Word Residence. It will be vital in future that we attract more sponsors and donors for our events and for the Association.



It worth noting that the accounting books would not balance and show a positive surplus if was not because our volunteers in the Executive Committee who donate their time and expertise at no compensation.

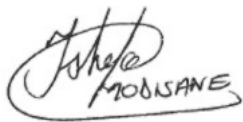
### **Membership Fees**

While we are continuously exploring new service offerings to the market, membership income remains our main source of revenue and critical to our financial sustainability. We offer a unique member value proposition The SAAPhDs membership service offering is attractive in the market in that member fees provide you with many member benefits. While our costs of providing services to members are increasing, our membership fee is still relatively low while we try to service the operating costs of the Association. It is important that all members pay for their members fees to ensure the long sustainability of the Association and to ensure that we achieve our mission, vision and strategy.

I wish to thank you as our members for the continued support to the Association as grow in leaps and bounds.

In the interest of transparency and leadership accountability, I have attached below the Annual Financial Statements Report for the period ended 31 October 2023.

Sincerely,



**Prof. Cameron Modisane**

**Treasurer-General of South African Association of PhDs**



## South African Association of PhDs (SAAPhDs)

(Registration number 2021/909198 / 08)

Financial statement report for the period ended 31 October 2023

<b>Statement of Comprehensive Income</b>	<b>2023</b>
Figures in Rands	R
<b>Income</b>	
Membership Fees	R32 529,00
2021 Year End Event Fees	R11 200,00
2023 Launch Event Fees	R8 855,00
<i>Other Income: Donations</i>	
MMS Group	R5 000,00
Living Word Residence	R7 647,50
<b>Operating Expenses</b>	
<i>2021 Year End Event Costs</i>	
Artwork Nodi Prints	-R2 370,00
Venue Hire	-R1 044,80
Branded Bottled Water	-R240,00
Catering and Food	-R5 925,00
Photography	-R1 500,00
<i>2023 Launch Event Costs</i>	
Venue and catering	-R23 100,00
Photography	-R3 000,00
Event Gifts and promotional items	-R7 500,00
Wall banner	-R7 647,50
<i>Bank charges</i>	
Monthly Account Fees	-R1 992,00
Service Fees	-R179,68
Cash Deposit Fees	-R44,80
<b>Total Revenue</b>	<b><u>R65 231,50</u></b>
<b>Total Expenses</b>	<b><u>-R54 543,78</u></b>
<b>Total comprehensive surplus for the year</b>	<b><u>R10 687,72</u></b>





# Our Operations



## The SAAPhDs Office

The South African Association of PhDs office is the running engine of the Association; and is overseen by the Secretary General and the Treasurer General who are accountable for the office, finances, and general administration. The office supports all directors and volunteers in the effective discharge of their portfolio strategy and initiatives; and day to day running of the Association. Due to the voluntary nature of the directors and volunteers, the office plays a critical role in ensuring the sustainability and effectiveness of the Association as a going concern. The office is also the primary point of contact for membership support and engagement.

We appreciate our office administrator, Simphiwe Yende for his dedication, patience, passion, and hard work in running the office of the Association.



Simphiwe Yende (**Office Administrator and Marketing Coordinator**)

[simphiwe.yende@saaphds.org.za](mailto:simphiwe.yende@saaphds.org.za) and [saaphds@gmail.com](mailto:saaphds@gmail.com)



## CONTACT US

### Physical Address:

02 SHEPHERD CLOSE  
SANDTON,  
GAUTENG,  
2090

**Office hours:** 09:00 – 16:00pm on weekdays, excluding public holidays.

**Tel:** +27 60 528 4156

**WhatsApp:** +27 60 528 4156

**Email:** [info@saaphds.org.za](mailto:info@saaphds.org.za) and [saaphds@gmail.com](mailto:saaphds@gmail.com)

**Website:** [www.saaphds.org.za](http://www.saaphds.org.za)

**Email:** [saaphds@gmail.com](mailto:saaphds@gmail.com)

**Twitter/X:** @SAAPhDs1

**Instagram:** @SAAPhDs

**Facebook:** [South African Association of PhDs](#)

**LinkedIn:** [South African Association of PhDs](#)

**Registration Number:** 2021 / 909198 / 08

**VAT Number:** 2021/909198/08

**Tax Number:** 9815175188

### Banking details:

Bank: **FNB**

Account Name: **South African Association of PhDs**

Account Number: **62900847669**

Account Type: **Business Account (Cheque)**

Branch Code: **200607**

Swift Code: **FIRNZAJJ**

### Issued by the South African Association of PhDs

This report was compiled by:

Prof Cameron Modisane

Treasurer General of the South African Association of PhDs

[Cameron.modisane@saaphds.org.za](mailto:Cameron.modisane@saaphds.org.za)

For further admin information, please contact:

Simphiwe Yende

Office Administrator

[info@saaphds.org.za](mailto:info@saaphds.org.za) and [saaphds@gmail.com](mailto:saaphds@gmail.com)

### About the South African Association of PhDs

The South African Association of PhDs is a non-profit professional body representing a unique brand of doctoral degree holders, who work in the public sector, private sector, and academia.

