

● Towards a utopia for Indigenising Research Management and Administration

Research Management and Administration (RMA) within African Higher Education Institutions (HEIs) are experiencing unique challenges throughout the research ecosystem. Addressing these challenges necessitates university leadership and Research Management Professionals (RMPs) with strategic and critical thinking skills. Partnership and collaboration are furthermore crucial to bring about positive change in the RMA environment. In this regard, the RMA environment includes the tools, policies and procedures, and codes and standards that relate to governing RMA. RMA practice is influenced by Euro-Western viewpoints, with too little attention paid to deliberate methods of fostering equality, diversity, inclusion, and indigenisation in leadership, research, and professional development. Consequently, we argue that RMPs can be catalysts for intentional reform by promoting the Indigenisation of RMA in African universities.

In advocating for indigenisation, and addressing RMA-related challenges, RMPs need a framework to guide and support them in applying the critical competencies needed to negotiate the changing environment. The (r)REAL framework that we are proposing is a whole-system change strategy aiming to guide RMPs in advocating for indigenisation in the RMA environment. This framework applies to all RMPs regardless of the level of appointment. Through this framework, we strongly advocate for the indigenisation of RMA and the co-creation of an African RMA / RMP identity that reflects an inclusive community.

Presenters | Biographies:

● **Dr Retha Visagie, University of South Africa (South Africa)**

Dr Retha Visagie is a Non-Executive Director and the Chairperson of the EthiXPERT Board of Directors. She co-founded the SARIMA Northern Regions Community of Practice for Research Ethics and Integrity and serves as co-chair of its Executive Committee. She was a founding board member of the Research Ethics Committee Association of Southern Africa from 2015 to 2019. She established Unisa's Research Integrity Office in 2014 and serves in several national and international leadership positions. She is the 2018 recipient of the DST/SARIMA Award for Professional Excellence in Research Management. Her research niche focuses on indigenous-centred research ethics and integrity scholarship.

● **Prof Les Labuschagne, University of South Africa (South Africa)**

Prof Labuschagne has served as the Executive Director: of Research, Innovation & Commercialisation at Unisa since 2011. In 2021 he obtained professional recognition as Senior Research Management Professional from the International Professional Recognition Council for his contribution and achievements over these ten years. His professional activities extend beyond Unisa as he also serves as a Project Management South Africa Board member. He further serves as an International Academic Advisor for the PMWorld Journal and, in 2019, was invited onto the founding editorial board of the Journal of Research Management and Administration.

● **Mr Sidney Engelbrecht, Abdullah University of Science and Technology (Saudi-Arabia)**

Sidney Engelbrecht is appointed as Senior Research Compliance Specialist at the King Abdullah University of Science and Technology in Saudi-Arabia. He is a seasoned research ethics and integrity administrator in human, animal and biosafety research. He is an international recognised Research Manager and the recipient of the Award for Distinguished Contribution to the Research Management (RM) Profession. He co-led the Research Ethics Guidelines on The Nagoya Protocol for SADC. Sidney is a member of the Core Group of the European Research Integrity Officers Network, and UKRIO Advisory Community. He serves as a Co-opt member on SARIMA's RM Committee.

● **Ms Eleni Flack-Davison, University of the Witwatersrand (South Africa)**

Eleni Flack-Davison, Admitted attorney, Legal Adviser, Research Compliance Manager, Head: Office of Research Integrity and Research Data Protection Officer at Wits University. Eleni was a special adviser to the 7th WCRI in Cape Town. She on REASA Executive and Marketing and Communications. She has been part of the ASSAf drafting Committee in relation to the POPIA Code of Conduct for Research. Eleni is the co-Chair the Northern Regions Research Ethics and Integrity CoP under the auspices of SARIMA. She co-led the Research Ethics Guidelines and Toolkit on the Nagoya Protocol for SADC. She serves as a member on SARIMA's RM Committee.

- **Mr Marizvikuru Mwale-Manjoro, University of Venda (South Africa)**

Marizvikuru Mwale-Manjoro is a Senior Lecturer in the Institute for Rural Development (IRD) at the University of Venda where she coordinates the PhD programme in IRD, is the Deputy Chairperson of the Social Sciences Research Ethics Committee, serves on the Research Advisory Forum and Faculty Research and Postgraduate Committee. She is a member of the International Association for Community Development and, Southern African Research and Innovation Management Association (SARIMA), among other professional bodies. She is an Africa Science Leadership Programme Fellow and an Executive Committee member of the Northern Region Research Ethics and Integrity Community of Practice in Southern Africa.

- **Mr Siyanda Manqele, University of Zululand (South Africa)**

Siyanda Manqele is currently Manager - Research Ethics and Postgraduate Studies at the University of Zululand responsible for the institutional RECs in Animal Use and Human subjects. He is also responsible for all postgraduate students' research capacity development from, research training, supervision, the research application process, and examination. He has over 10 years of experience in research management and administration in the institutions of Higher Education, having worked at the University of KwaZulu Natal dealing with research outputs/publications and Rhodes University dealing with research ethics. He is an EXCO member of the Postgraduate Forum for Southern Africa (PGFSA).

- **Mr Winston Beukes, Stellenbosch University (South Africa)**

Winston is the Coordinator: Research Ethics (Animal Use, Biosafety and Permit Compliance) at Stellenbosch University. He is a member of the European Biosafety Association, the National Department of Agriculture, Forestry and Fisheries: Aquatic Animal Ethics Committee (AEC), the Western Cape Government (Elsenburg) AEC and the South African Bureau of Standards SANS 10386: 2021 Working Group. He is an Executive Committee member of the South African Association for Lab Animal Science (SAALAS). He chairs the Western Region Community of Practice (CoP) under the auspice of the Southern African Research Innovation and Management Association (SARIMA), and the SAALAS CoP on Laboratory Animal Science.
