

Briefing Note to the PASET Executive Board on the Selection of the Second Cohort of Students for the PASET Regional Scholarship and Innovation Fund

Date: 18 December 2019

Contact: The Manager, RSIF (mosiru@icipe.org; rsif@icipe.org)

Summary

The PASET Executive Board is requested to:

- a) **Approve** the PhD scholarships award for 71 candidates as shortlisted by the IEC for the 2nd cohort of RSIF PhD scholars (Annex 1).
- b) **Earmark** a second list of the next 15 best candidates, based on merit (Annex 2), should any of the 71 scholars awarded choose not to take up their scholarship award. Where possible, these replacements should ensure that women are to be replaced by women.
- c) **Note that** five of the 71 selected candidates selected on merit are above 41 years of age and two of these five are 48 & 50 respectively. We request that the two candidates (Mr. Anastase Nduwayezu, 50, Rwandese; and Mr. Bleponny Harry, 48, Ghana) be replaced with Ms. Rogia Saïdath Adéline, 24, Beninoise and Ms. Oluwusi Oluwadamilola, 28 from Nigeria (Annex 3).
- d) **Take note** that Burkina Faso, Ghana and Senegal funds were used to award five, ten and five scholarships respectively. In the next cohort (3rd Cohort, July 2020), they will fund 15, 10 and 15 students respectively. Due to need to move forward with scholarship awards, icipe highlights that funding from the countries would need to be received by icipe by 24 January to confirm the scholarship awards. The PASET EB should, in collaboration with the World Bank, follow up with fast tracking of payment from the three countries whose funds have not yet been received (Burkina Faso, Ghana & Senegal).
- e) **Take note** of the allocation of the students to benefit from the Korean grant (Table 3). Weighting has been applied to ensure that contributing countries and as many countries as possible benefit from Korea support to PASET.

1. Background

Window 1 of the PASET Regional Scholarship and Innovation Fund supports doctoral scholarships¹ awarded through a competitive process to young and bright Africans seeking a research career (in the public or private sector) in the field of applied sciences, engineering and technology. Through this Window, RSIF also hopes to strengthen selected African Host Universities (AHUs) to become doctoral centres of excellence, including by supporting young faculty at African universities to obtain PhD qualification and to improve the participation of women in science, technology and innovation. RSIF targets to recruit and train at least 96 PhD students in three cohorts by July 2020. The number is likely to increase based on level of contributions to the Fund from sub-Saharan Africa (SSA) countries and development partners. For the 2019/20 academic year (second cohort), RSIF expects to recruit 71 PhD students to undertake study at the selected 10 African Host Universities (AHUs) (See <http://www.rsif-paset.org>) selected by PASET in five priority thematic areas. The students will join the previously awarded (2018/19 academic year) 15 first cohort PhD² scholars who have initiated their second year and now pursuing internship at international partner institutions (IPI). This Briefing Note presents

¹ RSIF scholars receive financial support including stipends, tuition payment, and funds for research to enroll in 3-4-year PhD programs at the selected RSIF African host universities. The scholars are expected to undertake research internships for between 6 months -2 years at international partner institutions (research institutions or universities) as part of a “sandwich” program before returning to the African Host University to complete their thesis and graduate.

² One of the 16 students, Ms. Lillian Mulewa Roberts (Kenyan) separated from the program in May 2019.

highlights of the process, key findings, and recommendations to the PASET EB for the selection of the Second Cohort of RSIF PhD Scholars.

2. Summary of the selection process

The process for selection of the Second cohort of RSIF PhD scholars was approved by the PASET EB in the first quarter of 2019. The process was implemented in a multi-stage manner as follows:

- i) The bi-lingual Call for applications for the second cohort of RSIF scholars was published on 13 June 2019 and disseminated widely with deadline for 26 July 2019. This included relevant pre-announcements (prior to the Call) to prepare potential PhD scholars to respond to the Call and wide circulation through various channels (details in full report);
- ii) Application by potential scholars to AHU and simultaneously to *icipe* through an online interface hosted by *icipe*;
- iii) Compliance/ eligibility check by *icipe* to ensure eligibility to the competition including to confirm completeness of the applications forms;
- iv) Pre-admission by the AHUs of up to 25 top eligible candidates per university using university specific admission criterion for scholars that met compliance criterion;
- v) Independent desk evaluation of candidates (pre-admitted by the AHUs) by at least two independent technical reviewers (IRC) in the relevant fields based on PASET RSIF criteria and a pre-recorded video interview;
- vi) Plagiarism check for concept notes of all candidates; and,
- vii) Shortlisting by the scholar selection Independent Evaluation Committee (IEC), which met face to face at *icipe* on 28 November 2019. A significant number of AHUs participated in the meeting as observers. A shortlist of 71 applicants have been submitted to the PASET EB for the award of RSIF Scholarships.

3. Process used by the Independent Review Committee (IRC) for selection of RSIF Cohort 2 Students

The RCU prepared a roster of international experts for the desk review of eligible applications (Annex 5 for list of IRC members) The roster builds on the independent experts who previously evaluated the first round of RSIF scholarship applications and those responding to a published “Call for Reviewers”. Based on the pool of reviewers available, the RCU screened CVs to select technical persons matching IRC required expertise. Between 4-7 reviewers were selected in each of the five priority PASET thematic areas (a minimum of 24 reviewers to cover the five thematic areas). The individual experts (IRC) were provided clear ToR and a contract (including no conflict of interest declaration).

The IRC also reviewed pre-recorded virtual one-way interview from the candidates. The interview was conducted using a software that allows candidates record responses to a set of questions. In addition to the application materials (RSIF Application Form, CV, Recommendation Letters and Cover Letter/ Motivation Letter, Academic Transcripts and Certificates), IRC members received a link to an online interview recorded videos. IRC members provided scores considering the application and interview of each applicant and recorded this in a scorecard together with a technical evaluation score.

Each of the IRC members received between 10-25 application packages to review and rank accordingly. Experts were assigned applications to review remotely / virtually based on their technical expertise and agreed rubric. Each application was reviewed by two independent reviewers and scores shared with the RSIF RCU using a standardized score sheet (Annex 6). 199 applications were reviewed in total by the IRC.

4. Shortlisting of RSIF Cohort 2 Students by the IEC

The IEC comprised seven members with expertise (one for each of the five thematic areas and higher education and social sciences). All IEC members were required to endorse a “no conflict of interest” form. The IEC met physically at *icipe* on 28 November 2019 (See Annex 5 for list of IEC members). AHU representatives were invited to participate in the process as observers to ensure transparency. The IEC was mandated to review the desk review reports from the independent reviewers and recommended a shortlist of applications. The IEC was briefed on PASET, selection criteria and process undertaken.

Selection Criteria

The IEC used the following criteria for shortlisting:

- a) Merit: The IEC were given a list of 199 candidates to consider (Annex 3). The IEC set a threshold score of 3, based on the external technical review average score, as the minimum for selection for an RSIF PhD Scholarship.
- b) Contributing countries: Priority was given to citizens of contributing countries based on merit (ranking on external reviewer scores) and funds available (Table 1). The six countries that were considered as having paid were Burkina Faso, Côte d'Ivoire, Ghana, Kenya, Rwanda and Senegal. Table 1 & 2 present the number of scholarships available for each country based on funds received (or committed) and the number of actual candidates from each of the contributing countries that were eligible to receive scholarships on merit, respectively. The number of students eligible based on merit was low for most countries, constraining how many could be selected.
- c) Gender: For the country selection above, priority was given to women, where possible, to ensure 40% of the final shortlist were women. However, overall, only 38 of 175 eligible candidates were women (Table 1).
- d) Korea funding: Following allocation of available contributing country funds, scholars with highest ranking were selected for award from Korea based on merit, with effort to ensure a spread of countries to benefit from the fund. However, several countries, did not have adequate candidates eligible to receive scholarships. Kenya, Ghana and Rwanda were the only three contributing countries with eligible candidates (score above 3 by IRC) to benefit from the Korea fund. A total of 14 countries benefitted from the Fund.
- e) Faculty: of the 71 applicants shortlisted, 29 (40%) were faculty, mostly from Kenya, Nigeria, Ethiopia and Rwanda. A further 15 were employed in government institutions (e.g. research and crop production), NGO and the private sector.
- f) The IEC discussed the capacity/ thematic area ratio of AHUs to absorb PhD students and noted that the food security thematic area is highly represented in this list. See Table 4 for summary of shortlisted candidates by AHU.

Process of allocation of scholarships for Cohort 2

The hypothetical allocation of candidates for the three cohorts was provided to the IEC (Table 1).

Table 1: Number of awarded Cohort 1 RSIF PhD Scholarships by nationality, and proposed for award for Cohort 2 & 3, based on funds received by *icipe* (or committed)

Contributing Country	Cohort 1			Cohort 2				Cohort 3		
	Citizen	Non-citizen	Korea	Citizen	Non-citizen	Korea	Total	Citizen	Non-citizen	Total
Burkina Faso	na	na	na	8	2	2	12	13	2	15
Cote d'Ivoire	na	na	na	8	2	2	12	4	0	4
Ghana	na	na	na	8	2	2	12	8	2	10
Kenya	6	4	0	8	0	3	11	2	0	2
Senegal	na	na	na	8	2	2	12	12	2	14
Rwanda	4	1	0	5	2	3	10	7	1	8
Any SSA	na	na	na	-	-	2	2	-	-	17 (Korea)*
Totals	10	5	0	45	10	16	71	46	7	70

*Based on the current funding availability, and assuming that 71 awards are made for the second cohort, as proposed by this brief, 17 scholarships are proposed to be awarded from Korea funds in the third Cohort. This is an estimate.

Each country was assumed to wish to allocate their available scholarships in two cohorts of 10 each, 8 citizens and 2 non-citizens, as was expected for Burkina Faso, Cote D' Ivoire (only up to 10 students since they have so far paid, US\$1,000,000 only) Senegal and Ghana (Table 1). Kenya and Rwanda already had allocated students in Cohort 1 and requested that remaining students be spread between cohort 2 & 3. A total of 16 scholars were proposed on Korea funds for Cohort 2 (Table 1) as follows:

each of the ‘new’ contributing countries up to two scholarships each (Burkina Faso, Ghana, Senegal & Cote D’Ivoire) and founding members (Kenya, Rwanda) three scholarships each. Two scholarships were allotted to any other SSA country citizen.

- a. Review of the candidates selected by the AHUs: The IEC recognized that all the 199 students shortlisted by the RSIF universities had been selected on merit. This included 40 female and 81 faculty. The IEC agreed that from this pool, candidates who received a threshold score of 3 out of 5, based on the average score given by the IRC were considered eligible for RSIF Ph.D scholarship. A total of 175 students (including 38 women students and 78 faculty) scored 3 or higher.
- b. Selection of 71 students: As per Table 1, 71 students were to be selected from the 175 students. Using the list of the 175 students, ranked based on IRC average scores, the country quota was applied in order of merit for each country. Table 2 shows the distribution of the selected students by nationality. Five of the 71 selected candidates selected on merit are above 41 years of age, while two are 48 & 50 respectively. Based on the shortlist (above IEC Score of 3), 29 (40%) women were selected.
- c. Korea grant allocation: The Korea grant was then applied first to contributing countries, then based on merit and lastly to ensure a spread across the countries. The shortlisted scholars are indicated in Table 3, which shows the nationality/gender distribution of the 16 students financed under the Korea grants.

The IEC recommended 71 candidates, 40% of whom are women (42 men and 29 women) and 28 faculty members for consideration by the EB for RSIF PhD scholarship (See Annex 1).

Table 2: Candidates to be awarded second cohort RSIF PhD Scholarships by nationality

Nationality	Eligible* applicants (women in brackets)	No. shortlisted by IEC (women in brackets)	Citizens shortlisted **	Non-citizens shortlisted***	Shortlisted on Korea Fund****
Burkina Faso	3 (0)	3 (0)	3	2	0
Cote d'Ivoire	4 (1)	4 (1)	4	2	0
Ghana	11 (2)	11 (2)	8	2	3
Kenya	34 (13)	13 (10)	8	0	5
Senegal	5 (3)	5 (3)	5	2	0
Rwanda	8 (2)	8 (2)	5	2	3
Any SSA	110 (18)	27 (11)	0	0	17
Totals	175 (39)	71 (29)	33	10	28

* Applicants above cut-off of 3.0; **citizens of the country that were shortlisted. Numbers shortlisted were constrained by number of eligible candidates from that country; ***These are shortlisted based on the 80/20 rule for country funding; ****Only Kenya, Ghana and Rwanda had more eligible candidates than their current funding and could benefit from Korea.

Table 3: Distribution of Korea scholarship recipients for RSIF Cohort by nationality and gender

Nationality	Distribution of Korea Funds (women in brackets)	Faculty
Kenya	5 (5)	3
Nigeria	2 (1)	1
Uganda	1	-
Ethiopia	1	-
Ghana	3 (1)	1
Rwanda	3 (1)	2
Tanzania, United Republic of	2	1
Cameroon	2(2)	1
Chad	2	1
Congo	1	-
Zimbabwe	2	2
Benin	2	1
Malawi	1	1
Sudan	1 (1)	1
Total	28 (11)	15

Table 4: Distribution of shortlisted candidates by nationality, gender and faculty

Nationality	Total shortlisted applications	Female	Faculty
Burkina Faso	3	-	-
Cote d'Ivoire	4	1	-
Ghana	11	2	3
Kenya	13	10	7
Senegal	5	3	-
Rwanda	8	2	3
Benin	4	1	1
Cameroon	4	2	2
Chad	2	-	1
Congo	1	-	-
Ethiopia	2	1	1
Malawi	1	-	1
Nigeria	4	3	2
Sudan	1	1	1
Tanzania	3	1	2
Uganda	3	2	1
Zimbabwe	2	-	2
	71	29	27

Table 5: Shortlisted students by African Host University and Gender

RSIF AHU	Total	Female	Male
Sokoine University of Agriculture, Tanzania	14	5	9
University of Ghana-Legon, Ghana	11	4	7
University of Nairobi, Kenya	11	4	7
L'Université Gaston Berger, Senegal	9	4	5
Nelson Mandela African Institution of Science and Technology, Tanzania	5	2	3
University of Port Harcourt, Nigeria	2	1	1
Université Félix Houphouët-Boigny, Côte d'Ivoire.	8	3	5
University of Rwanda	4	1	3
Bayero University, Nigeria	4	4	0
Kenyatta University, Kenya	3	1	2
Total	71	29	42

5. Key lessons from the process

- RSIF to consider how to support the AHUs to integrate gender-sensitive criteria in their screening processes of RSIF PhD applications to help the project in surpass its target of at least 40% female graduates and realise one of RSIF's major goals.
- Need to consider how to integrate balancing across thematic areas in the evaluation process to avoid gross imbalances between themes and address limitations in AHU intake capacity. It may be useful to consider quotas in the subsequent allocations.
- It is a good practice to periodically update selection guidelines at AHUs that are informed by best practices and lessons learned from earlier recruitments. The RCU will work with universities to support the next selection process.
- In future selection, in addition to gender, disability / disadvantage could also be considered to inform the evaluation process.
- *icipe* will need to improve further to implement an in-depth dissemination strategy to ensure that high-quality candidates that align with selection criterion are reached. Over 1700 applications were received. However, the distribution of the applications highlighted the gaps from selected contributing countries. There needs to be, in addition to the dissemination used currently, more targeted distribution to member countries to ensure greater competition.

6. Guidance requested from the PASET EB

Decision for Cohort 2 Selection

- a) The PASET EB is requested to approve the PhD scholarships award for 71 candidates as shortlisted by the IEC for the 2nd cohort of RSIF PhD scholars (Annex 1).
- b) The PASET EB to approve a reserve list of the next 15 best candidates, based on ranking (technical evaluation scores), as replacements for any of the 71 selected candidates that do not take up their scholarship award (reserve list is highlighted in blue in Annex 2).
- c) Five of the 71 selected candidates selected on merit are above 41 years of age, while two are 48 & 50 respectively. We request that the two candidates (Mr. Anastase Nduwayezu, 50, Rwandese; and Mr. Bleppony Harry, 48, Ghana) be replaced with Ms. Rogia Saïdath Adéline, 24, Beninoise and Ms. Oluwusi Oluwadamilola, 28 from Nigeria (Annex 2). A priority of the RSIF is to support younger researchers. *icipe* requests PASET EB replace two of the candidates selected on merit due to age and replace with women.
- d) Take note that Burkina Faso, Ghana and Senegal funds were used to award five, ten and five scholarships respectively. In the next cohort (3rd Cohort, July 2020), they will fund 15, 10 and 15 students respectively. Due to need to move forward with scholarship awards, *icipe* highlights that funding from the countries would need to be received by *icipe* by 24 January to confirm the scholarship awards. The PASET EB should, in collaboration with the World Bank, follow up with fast tracking of payment from the three countries whose funds have not yet been received (Burkina Faso, Ghana & Senegal).

For guidance for the next steps

- e) A key project objective of the RSIF is to increase the number of women in science, particularly in the ASET fields. The PASET EB is requested to consider the issue of gender in the award and to consider affirmative action for the next call. The previous cohort had less than 25% women (3 women & 12 men). If the shortlist of 71 candidates are awarded and take up the scholarships, then the 2nd cohort will include 40% women.
- f) Request that the two students assigned to KU should be reassigned to NMAIST, to enable finalisation of the accreditation issues at KU that are currently under review.
- g) PASET EB is requested to approve the preparation and publishing of the Call for Scholarships for the third cohort of students in January 2020 to enable students to be selected by June 2020 and to initiate their studies by September 2020.
- h) *icipe* notes that some of the universities, such as Sokoine University of Agriculture, will have reached capacity in terms of PhD student numbers. Therefore, it will be necessary to bring on board new AHUs, including universities in new RSIF contributing SSA countries. The PASET EB is requested to approve a third selection round of RSIF AHUs, which should be done immediately. The issue of numbers of Francophone, Lusophone and Anglophone universities may also need to be considered by the PASET EB.

Annex 1: List of IEC recommended candidates to be awarded RSIF PhD scholarship by nationality

Surname (family name)	Other names	Gender	Nationality	Age	Faculty Member (Yes/No)	AHU	IEC Ranking	Rank based on Technical Evaluation	AHU Ranking
KPONHINTO	Gerard	Male	Benin	Yes	23	UGB	122	102	2
ADANVE	Jean-Fabrice Akouemaho Dominique	Male	Benin	No	28	U-FHB	155	149	4
Gomez	Rogia Saïdath Adéline	Female	Benin	No	24	SUA	165	161	4
TOESSI	Goudjo Habib	Male	Benin	No	30	U-FHB	170	168	19
Ouedraogo	Yacouba	Male	Burkina Faso	No	32	SUA	56	117	13
PALM	Sami Florent	Male	Burkina Faso	No	34	Nairobi	65	148	27
SAWADOGO	Zakaria	Male	Burkina Faso	No	32	UGB	45	85	8
Numfor	Linda Bih	Female	Cameroon	No	32	KU	63	140	4
TUMAMO DJUIDJA	Ursula Hillary	Female	Cameroon	Yes	27	Bayero	49	95	13
Muh	Erasmus	Male	Cameroon	No	29	Nairobi	85	49	34
Mohamed Raoul	Ibrahim	Male	Cameroon	Yes	27	KU	105	75	19
KABIR	Ahmed Ali	Male	Chad	Yes	41	Nairobi	107	77	17
Abdel-razakh	Hissein Hassan	Male	Chad	No	27	SUA	139	128	13
Tchicaya Loemba	ALDE BELGARD	Male	Congo, The Democratic Republic of The	No	31	KU	114	91	14

AMOIA	CHARLIE FRANK ARTHUR N'GUESSAN	Male	Côte d'Ivoire	No	36	SUA	43	83	13
EKRA	Jean-Yves	Male	Côte d'Ivoire	No	26	SUA	55	115	18
YEO	YEFOUNGNIGUI SOULEYMANE	Male	Côte d'Ivoire	No	27	U-FHB	68	162	11
KAMARA	Adjata	Female	Côte d'Ivoire	No	22	U-FHB	69	163	2
Mengesha	Haftu	Male	Ethiopia	No	31	U-FHB	4	4	11
Belay Daba	Fenet	Female	Ethiopia	Yes	31	Bayero	47	89	5
Bashiru	Motin	Male	Ghana	No	35	Ghana	13	13	13
Baddoo	Rosalyne Naa Norkor	Female	Ghana	No	33	Ghana	28	30	3
Abu	Benjamin Musah	Male	Ghana	Yes	34	Ghana	29	31	6
Bleppony	Harry	Male	Ghana	No	48	Ghana	61	129	9
Omar	Safianu	Male	Ghana	Yes	33	UR	67	154	11
SARFO	BENJAMIN	Male	Ghana	No	29	Ghana	30	32	8
Eshun	Esther Aba	Female	Ghana	No	36	Ghana	31	34	1
Ansong	Martin	Male	Ghana	No	31	Nairobi	35	48	1
Mohammed	Shaibu	Male	Ghana	Yes	38	UPH	38	65	6
IDDRISU	SAANI NASSAM	Male	Ghana	No	36	Ghana	41	71	2
Baidoo	Nana Okyir	Male	Ghana	No	31	Ghana	66	153	4
MBUTHIA	CATHERINE WANGUI	Female	Kenya	Yes	29	SUA	6	6	4
SALBEI	VIOLAH JEPCHIRCHIR	Female	Kenya	Yes	38	NM-AIST	32	38	6
Gachara	Grace Wanjiku	Female	Kenya	Yes	33	SUA	36	54	18

Okwako	Jacinta Okwako	Female	Kenya	No	31	Nairobi	37	55	8
Mwangi	Jane Gachambi	Female	Kenya	No	38	Bayero	54	113	19
Okello	Ivy Sylvia	Female	Kenya	Yes	30	SUA	1	1	18
Obila	Jorim Okoth	Male	Kenya	No	29	Nairobi	3	3	7
MBILO	MWENDE	Female	Kenya	No	39	Nairobi	7	7	5
Tarus	Bethwel Kipchirchir	Male	Kenya	Yes	32	NM-AIST	18	18	5
Mulei	Fredrick Mwange	Male	Kenya	Yes	39	Nairobi	27	27	23
Nyakundi	Kay Nyaboe	Female	Kenya	No	34	Nairobi	40	70	3
KASERA	ALICE ACHIENG	Female	Kenya	Yes	40	Nairobi	48	90	18
Njeru	Faith Njeri	Female	Kenya	No	29	SUA	20	20	2
Nyasulu	Chimango	Male	Malawi	Yes	35	UGB	112	86	13
Eze	Fabian Chidubem	Male	Nigeria	Yes	27	Nairobi	11	11	26
Simon	Susan Ojochide	Female	Nigeria	No	31	Bayero	42	79	19
Olarinoye	Fawziyah Oyefunke	Female	Nigeria	No	28	UPH	62	131	2
Umechukwu	Jacinta Nmutaka	Female	Nigeria	Yes	42	Ghana	50	99	19
SIRIMU	CELESTIN	Male	Rwanda	Yes	43	SUA	51	100	4
DUSINGIZIMANA	Petronille	Female	Rwanda	No	26	U-FHB	52	107	11
Nizeyimana	Eric	Male	Rwanda	Yes	30	UR	57	119	1
NSENGIMANA	Isidore	Male	Rwanda	No	40	SUA	5	5	4
ANASTASE	NDUWAYEZU	Male	Rwanda	No	50	U-FHB	34	42	19
Maniraguha	Fidele	Male	Rwanda	No	32	UR	44	84	4

Dusabumuremyi	Jean Claude	Male	Rwanda	Yes	31	Ghana	59	125	24
KALISA	SAFIA	Female	Rwanda	No	32	Ghana	70	172	20
DIOP	Ndella	Female	Senegal	No	33	UGB	46	87	16
Fall	Ndeye Penda	Female	Senegal	No	26	UGB	53	108	4
SANE	Fatou Cire Emilie	Female	Senegal	No	25	UGB	64	142	9
Diop	Bara	Male	Senegal	No	27	UGB	60	127	1
MBAYE	MADICKE	Male	Senegal	No	27	UGB	71	175	25
Elhassan	Fatima awadalla Abass	Female	Sudan	Yes	34	U-FHB	160	156	11
Kanyema	Makoye Mhozya	Male	Tanzania, United Republic of	Yes	33	SUA	9	9	18
Mwanandota	Julius Joseph	Male	Tanzania, United Republic of	No	43	SUA	2	2	24
MOIRANA	RUTH LORIVI	Female	Tanzania, United Republic of	Yes	29	NM-AIST	33	39	1
Nkamwesiga	Joseph	Male	Uganda	No	25	SUA	8	8	13
Nandutu	Irene	Female	Uganda	No	31	UGB	15	15	17
Asingwire	Barbara Kabwiga	Female	Uganda	Yes	32	UR	39	69	7
Chisadza	Zvirevo	Male	Zimbabwe	Yes	38	NM-AIST	83	46	21
Ncube	Lindani Koketso	Male	Zimbabwe	Yes	34	NM-AIST	103	73	16

Annex 2: List of IEC recommended reserve list

Surname (family name)	Other names	Gender	Nationality	Faculty/Professional at National Institute	Age	AHU	IEC Rankings	Rank based on technical evaluation score of independent desk review	AHU Ranking
Menbere	Israel Petros	Male	Ethiopia	Yes	28	Bayero	72	28	9
Zate	Zewdneh Zana	Male	Ethiopia	Yes	30	U-FHB	74	33	19
Kahimbi	Henry	Male	Tanzania, United Republic of	Yes	34	NM-AIST	77	37	4
Adebimpe	Ademola Isaac	Male	Nigeria	Yes	29	UPH	78	40	4
Rotowa	Odunayo James	Male	Nigeria	Yes	30	Bayero	79	41	7
ANEDO	EMMANUEL ONYEKWELU	Male	Nigeria	Yes	32	Bayero	80	43	1
Ugbor	Ogechi Nnabuchi	Male	Nigeria	Yes	32	U-FHB	81	44	11
Abeid	Said	Male	Tanzania, United Republic of	Yes	34	KU	82	45	14
Hunduza	Arthur	Male	Zimbabwe	No	31	SUA	23	23	2
Nyaga	John Karuga	Male	Kenya	Yes	30	KU	84	47	2
Bakengesa	Jackline Anganyila	Female	Tanzania, United Republic of	Yes	30	SUA	133	118	4
Oluwusi	Oluwadamilola	Female	Nigeria	No	28	Ghana	144	135	5
Mwakatwila	Atupokile	Female	Tanzania, United Republic of	No	30	Ghana	149	141	21
Hailu	Sintayehu Shewatatek	Female	Ethiopia	Yes	33	NM-AIST	152	145	23
IRERI	NANCY WANJA	Female	Kenya	Yes	43	KU	153	146	18

Annex 3: Worksheet containing List of all candidates who met the threshold for award (**attached**)



Copy of Final full
list of RSIF-Dec18V3

Annex 4: List of members of the IRC

No.	Name	Thematic Area	Designation	Email Address
1	Prof. Emmanuel tanyi	Engineering	Dean, Faculty of Engineering, University of Buea, Cameroon	emmantanyi@gmail.com
2	Prof. Ali coskun	Energy and Materials	Professor, University of Fribourg, Switzerland	ali.coskun@unifr.ch
3	Prof. Daniel egbe	Energy	Johannes Kepler University Linz	danielayukmbi.egbe@gmail.com
4	Kyung wook yang	Energy	Chemical engineering and his long-time experience in setting KRICT's research strategy	kwyang@kriect.re.kr
5	Prof. Park Gu-gon	Energy	Principal Researcher: Fuel Cell Research Center, Korea Research Institute of Chemical Technology	gugon@kier.re.kr
6	Dr. Flora chadare	Food Security	Professor of Food Science, University of Porto Novo, Benin	fchadare@gmail.com
7	Dr. Sokona dagnoko	Food Security	Country Director, Sasakawa Africa Association Mali Office	sokona.dagnoko@gmail.com
8	Prof. Kandiora noba	Food Security	Professor, Botanique, Biodiversité- Malherbologie, University Cheikh Anta Diop (UCAD), Senegal	kandiora.noba@gmail.com
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22	Dr. Grace Ofori-Sarpong	MMME	Associate Professor, Minerals Engineering; Dean, Faculty of Mineral Resources Technology, University of Mines and Technology, Tarkwa, Ghana	goforisarp@gmail.com
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24	Prof. Yezouma Coulibaly	MMME	Associate Professor, 2iE School, Burkina Faso	Yezouma.coulibaly@2ie-edu.org

Annex 5: List of members of the IEC

No.	Name	Thematic Area	Designation	Email Address
1	Prof. Emmanuel Tanyi	Chairperson & Engineering	Dean, Faculty of Engineering, University of Buea, Cameroon	emmantanyi@gmail.com
2	Prof. Ali Coskun	Energy and Materials	Professor, University of Fribourg, Switzerland	ali.coskun@unifr.ch
3	Dr. Flora Chadare	Food Security	Professor of Food Science, University of Porto Novo, Benin	fchadare@gmail.com
4	Dr. Tesfa Tegegne Asfaw	ICT	Director for ICT for Development (ICT4D) Research Center Asst. professor of Computer Science	tesfat@gmail.com
5	Rose D. M. Kalizang`oma	Higher Education	Ministry of Higher Education, Science and Technology, Malawi	kalizangomarosed@yahoo.com
6	Prof. Ana Maria Mondjana	Food Security/ Higher Education	Deputy Rector, Eduardo Mondlane University, Mozambique	anamondjana@gmail.com
7	Dr. Solange Uwituze	Food Security/ Climate Change	Deputy Director, Rwanda Agricultural Board	solangeuwituze@gmail.com

Annex 6: Technical Desk Review Criteria and Weighted Scores

Criterion	Score/Weight
Section A: Academic and Research Capacity	
Candidate is academically strong and has the potential to successfully complete a PhD program based on their application, CV and academic record. <i>Relevant work experience of high relevance to the PhD program area can be factored into the evaluation of academic excellence (if any)</i>	50%
Candidate demonstrates the potential to excel as a researcher showing attributes such as critical thinking, application of knowledge and enthusiasm for research in their field of study	
Section B: Career Aspirations, Leadership Skills, and Commitment to Development in sub-Saharan Africa	
Successful record of accomplishment in the area of study and demonstrated commitment to pursue a related career beyond the scholarship program.	50%
Candidate demonstrates leadership potential in areas such as academic leadership, community service and outreach activities.	
Candidate demonstrates commitment to participate in the long-term development of ASET fields in sub-Saharan Africa. Shows evidence of commitment to return to their home university or work within sub-Saharan African countries following graduation from the PhD program.	