

## Africa Regional Scholarship and Innovation Fund for Applied Sciences, Engineering and Technology

### Progress Report 16 October 2019

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#### Executive Summary

The Regional Scholarship and Innovation Fund of the Partnership for skills in Applied Sciences, Engineering and Technology (PASET) aims to strengthen the institutional capacity of African universities to train quality PhD graduates, enhance research and innovation environments at these institutions and to generate transformative technologies that respond to key African challenges. This report provides a summary of progress in implementation of the RSIF Program for the period July to October 2019. Overall, the activities for the project are on track. Key activities implemented during the period are:

1. Resource mobilization: *icipe* continues to engage with various development partners and African governments to discuss opportunities to partner with PASET. Five countries that are at various stages of signing agreements under the World Bank ACE Impact Project (Phase 1& 2) will also consider contribution to PASET. These countries are Senegal (2million), Ghana (2 million) and Burkina Faso (2 million), Benin (2 million), and Nigeria (4 million). Two countries (Mozambique and Tanzania are preparing World Bank country projects) and contribution to PASET is likely to be considered. Discussions are underway with South Africa, Mauritius, Botswana, Malawi, Morocco, Sudan, The Gambia, and Uganda. *icipe* is also following up with payments from Government of Cote D'Ivoire and Ethiopia.
2. Permanent Fund design: Lions' Head Global Partners has initiated the Feasibility Study for establishment of the PASET RSIF Permanent Fund. The draft feasibility study report, which will be guided by the EB, is expected to be finalized by February 2020 and pave way for the submission to the EB of recommendations for the establishment of the RSIF Permanent Fund. The firm will also develop a comprehensive resource mobilization strategy for RSIF.
3. For the second cohort of RSIF scholars, 1752 applications were received from across the continent that applied to the 10 eligible universities. Following eligibility check, 1178 were found to be compliant, of which 250 were female. The universities have finalized their pre-admission, and these will be sent for independent review and shared with the EB for final selection and award in November, 2019.
4. Based on the available and expected resources for the RSIF, *icipe* has proposed that the second and third cohort should be set at 51 and 84 students. This will bring the total number of students to 149 by September 2020. The first cohort of 15 students are supported by Kenya (10) and Rwanda (5). For the current selection (second cohort), RCU will select 51 students<sup>1</sup> to be supported largely by Korea (29 students), but also Cote D'Ivoire (3), Kenya (10) and Rwanda (8) students. The funding

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<sup>1</sup> depending on quality of students.

for Cohort 2 is already secured. Cohort 3 is projected to be funded by Benin, Burkina Faso, Ghana, Cote D'Ivoire, Nigeria, Senegal (10 students each) and Korea (16 students).

5. A Scoping Study Workshop was held at *icipe* headquarters at Duduville Campus in Nairobi from 7-9 October 2019. The aim of the Workshop was to discuss the outcome of the scoping exercise led by *icipe* that was designed to identify key gaps in the selected training programs/ universities and to design relevant plans to respond to these. The next steps will be to develop the capacity building strategy for RSIF that will guide activities to be pursued by *icipe*, in line with the overall project goal and objectives.
6. Following the premature exit of one of the recipients of the RSIF PhD scholarship (Ms. Lilian Malewa Robert -Reg.No. PVM/D/2018/0094- a Kenyan national) around April 2019 a three-member independent panel was commissioned by *icipe* on request by the EB to review the circumstances of her exit. The Panel was led by Prof. Tolly.S.A. Mbwette and the other members were Prof. Mabel Imbuga and Prof. Penina Mlama. The panel has provided recommendations on the case as well as regarding measures that can lead to improvement of the management of the current and future cohorts of the PhD scholarship recipients.

### Key Challenges

There appears to be some confusion on the accreditation status of the PhD program at Kenyatta University selected by PASET RSIF to host RSIF scholars. *icipe* has suspended the signing of agreements with Kenyatta University (KU) and has initiated steps to commission a team to review the status of the program which will be shared with the EB to make decision on the participation of the KU PhD Program in PASET RSIF. If the situation persist, students could be moved to Nelson Mandela African Institute of Science and Technology.

## Introduction

The Regional Scholarship and Innovation Fund, the flagship program of the Partnership for skills in Applied Sciences, Engineering and Technology (PASET) aims to address fundamental gaps in skills and knowledge needed for increasing the use of science, technology and innovation for sustained economic growth in sub-Saharan Africa (SSA). This Report provides a quarterly summary of progress in implementation of the RSIF Program for the period July- October 2019. The activities undertaken during that period are arranged in the key result areas of the program: Component 1: Capacity Development for Operation of the Scholarship, Research and Innovation Fund; and Component 2: PhD Scholarships, research grants and innovation grants. Overall, the activities for the program remain on 'track'.

### A. Component 1: Capacity Development for Operation of the Scholarship, Research and Innovation Fund

#### 1.1 Capacity building for management of the RSIF General Fund and setting up the RSIF Permanent Fund:

##### 1.1.1 Resource mobilization

*icipe* continues to hold discussions with and update various development partners and African governments to engage them with opportunities to partner with PASET. During the period some progress was made. There are four categories of countries that are at various stages of joining PASET:

- a) Three countries are at various stages of signing agreements under the World Bank ACE Impact Project (Phase 1) that will allow for contribution to PASET. These countries are Senegal (2million), Ghana (2 million) and Burkina Faso (2 million). Ghana has already signed the financing agreement with the Bank, and a draft subsidiary agreement has been prepared for signature with *icipe*.
- b) World Bank ACE Impact Project (Phase 2) is expected to bring two further countries on board. The countries are Benin (2 million), and Nigeria (4 million).
- c) Two countries are preparing World Bank country projects and contribution to PASET is likely to be considered. These are Mozambique (4 million) and Tanzania (2 million). These are at various stages and may need further discussion due to local issues.
- d) Three countries are being pursued to pay directly: South Africa, Mauritius and Angola. An official letter has been sent by Prof. George A.O. Magoha to the relevant ministers responsible for higher education in South Africa and Mauritius. For both countries, *icipe* has engaged with key contacts in the Government and relevant universities. Subsequently, South Africa has contacted *icipe* to clarify PASET arrangements for membership (14 October 19) and will communicate within two weeks. Mauritius is in an election period at present. *icipe* continues to follow with the Government of Angola.
- e) *icipe* has communicated with the Government of Cote D'Ivoire to follow up on their second installment. No response has been received yet. *icipe* continues to pursue this. *icipe* also continues to follow up with the Government of Ethiopia.
- f) The RCU has shared PASET RSIF information and held discussions with additional African countries in the reporting period including Botswana, Malawi, Morocco, Sudan, The Gambia, and Uganda.
- g) There have been discussions with private sector groups such as OCP Group, and the Hagar Holdings company from Sudan.
- h) In the reporting period the RCU had the chance to present RSIF to Norad (Norway), Germany, DAAD, BRIDGIN Foundation, UK Research and Innovation, the African Development Bank, and the Mastercard Foundation.
- i) Through the International Foundation for Science (IFS) linkages were made with Swiss institutions, including the Leading House Swiss TPH and University of Basel and EPLF Essential Tech.
- j) A proposal was submitted to IDRC in a competitive global call to support RSIF's gender work.

### 1.1.2 Permanent Fund design

The process for procurement of the firm to undertake the Feasibility Study for establishment of the PASET RSIF Permanent Fund identified *Lions' Head Global Partners*. The team has initiated the assignment with their inception report expected by end of October, pending consultation with the PASET EB. The draft feasibility study, which will be guided by the EB is expected to be finalized by February, 2020 and pave way for the submission to the EB of recommendations for the establishment of the RSIF Permanent Fund.

The PASET EB is requested:

1. To note progress on resource mobilization activities.
2. To provide relevant opportunity for consultation with Lions Head Global Partners to discuss the Inception report for the feasibility study for establishment of the RSIF Endowment Fund.

## 1.2 Capacity development for the operation and management of doctoral training scholarships in selected AHUs

### 1.2.1 Host university selection

The Host University selection was finalized with communication from the PASET EB confirming selection of the 10 AHUs. During the period, *icipe*-RCU and RSIF AHUs engaged in virtual discussions with the 10 AHUs to finalize partnership agreement incorporating feedback from ongoing partnership discussions. Partnership agreements were subsequently signed on 7 October 2019 in Nairobi, Kenya, witnessed by the Director for University Education, Government of Kenya on behalf of the Chair of the PASET Governing Council, Prof. George A.O. Magoha.

### 1.2.2 Selection of 2<sup>nd</sup> Cohort of PhD Scholars:

The process for selection of the 2<sup>nd</sup> cohort of PhD scholars (51 PhD students) was finalized. 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. Timeframe for the selection process has been updated as in Table 1.

Table 1: Proposed timelines for selection of 2<sup>nd</sup> Cohort of RSIF students

Activity	Timeline (2019)
1 RSIF scholarship Call for Applications	June 13-26 July
2 RCU compliance and eligibility check	23 August
3 African host university admission list; and ranking based on university and RSIF criteria	13 September
4 RSIF scholarship applicants' record virtual (one-way) interview	23-27 September
5 Review of applications by Independent Review Committee	23 September
6 IRC virtual meetings (AHU, CAG and RCU representatives as observers)	14-18 October
7 Independent Evaluation Committee virtual meeting and shared with EB	21-25 October
8 Approval of final list of selected applicants by EB	31 October

A total of 1752 applications were received from across the continent that applied to the 10 eligible universities. Following eligibility check, 1178 were found to be compliant, of which 250 were female (Table 2). The universities have finalized their pre-admission, and these will be sent for independent review and shared with the EB for final selection and award.

Table 2: PhD applications received by icipe from AHUs arranged by university and gender

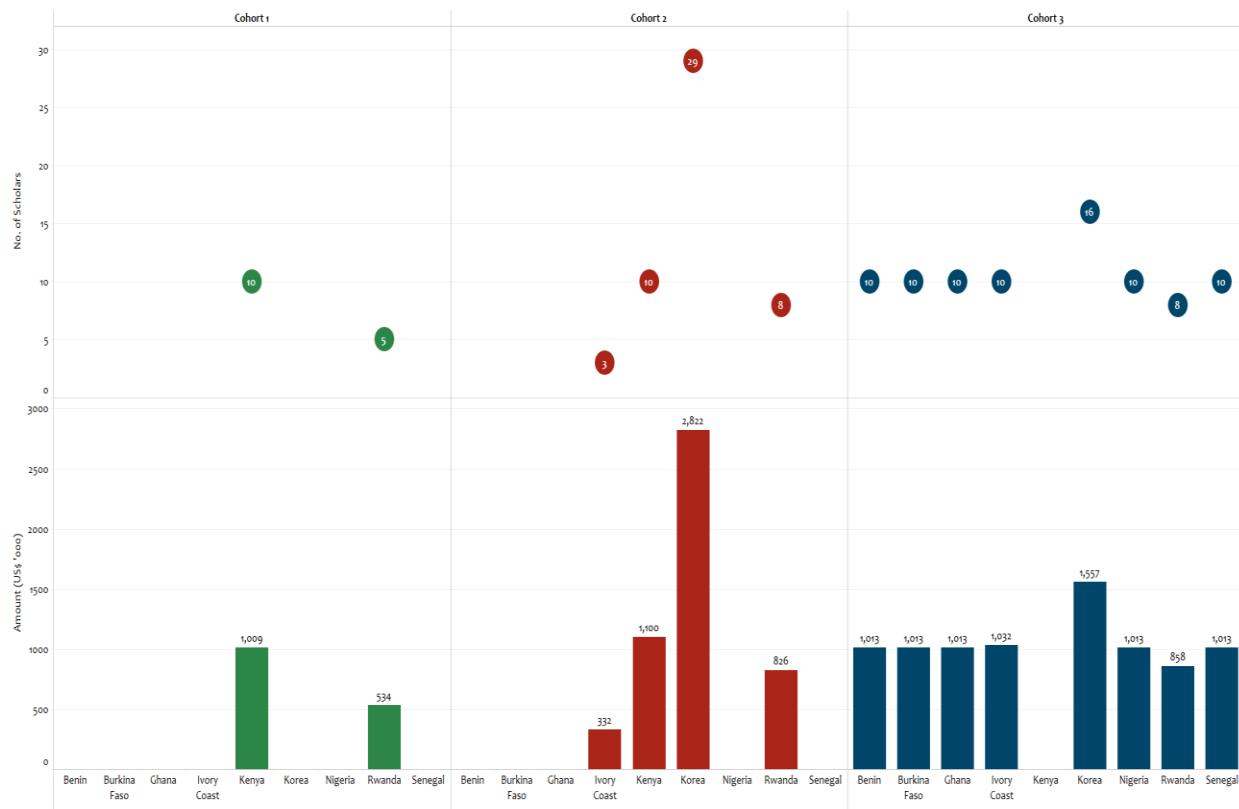
University	Total applications	Total female	Total valid	Valid female Applications
Port Harcourt	128	25	51	9
Kenyatta University	94	18	55	14
NM-AIST	164	24	111	20
University of Rwanda	120	19	70	11
University of Nairobi	106	14	106	12
University of Ghana	253	41	173	41
Bayero	284	58	213	42
UF-HB	191	42	118	33
SUA/SACIDS	213	58	131	40
MITIC	199	43	150	28
<b>Total</b>	<b>1752</b>	<b>342</b>	<b>1178</b>	<b>250</b>

### 1.2.3 Projections for RSIF Cohort 2 Scholars

Based on the available and expected resources for the RSIF, *icipe* has proposed that the second and third cohort should be set at 51 and 84 students (Figure 1 below). This will bring the total number of students to 149 by September 2020. The current 15 students are supported by Kenya (10) and Rwanda (5). For the current selection (second cohort), RCU will select 51 students to be supported largely by Korea (29 students), Cote D'Ivoire (3), Kenya (10) and Rwanda (8) students. The funding for Cohort 2 is already secured. Cohort 3 is projected to be funded by Benin, Burkina Faso, Ghana, Cote D'Ivoire, Nigeria, Senegal (10 students each) and Korea (16 students). This funding is not yet all secured. The basis of the fund allocation is based on the below assumptions:

1. Request from Rwanda to not fully utilise budget in cohort 2 but leave some for cohort 3
2. Funds received have been allotted for spend as early as possible with exception of Rwanda
3. Cohort 2 will be funded heavily from Korea to increase numbers and absorb (29 and 16 in cohort 2&3 respectively)
4. *icipe* expects that six new countries will invest in the program by March 2020. we have thus budgeted for five countries with 10 students each for cohort three. This we hope will be reasonable as we expect Mozambique and Nigeria to contribute US\$4 million (not 2 million), and thus more students may be recruited based on *icipe*/ university capacity.
5. Cohort 3 to start in September 2020, with call going out by January 2020
6. Students will be funded by one funding source, as much as possible, to ensure attribution. This may differ only when students go to Korea (country funding will be supplemented by Korea or when Korea funded students go to other countries such as US)

Fig. 1: RSIF PhD scholar projections for Cohort 1-3



#### 1.2.4 Alignment of PhD topics with country priorities

*icipe* recognizes the need to strengthen the research being undertaken by the student with the country priorities and to emphasize the need for impact of the research on local communities. *icipe* has initiated discussion with the National Research Foundation of South Africa and the Science Granting Councils initiative that supports national science granting councils such as NACOSTI of Kenya to support the development of research priorities for RSIF in alignment with the PASET priority areas. *icipe* is also in the process of supporting identification of topics for AHU's and IPis. This will be improved significantly for the second and third cohorts. The subsequent report will provide more information on this for input from EB.

#### 1.2.5 Partner university selection (Korean, US universities and others) and MoUs

*Discussions underway with 16 international universities/ institutions in Europe, North America, and Africa. MoUs were signed between PASET and both Virginia Tech and Worcester Polytechnic Institute bringing MoUs signed to seven. icipe also prepared draft criteria for the selection of International Partner Institutions (IPis) and will in the next period prepare a strategy for engagement of IPis in the future.*

*icipe* identified the following criteria for identification and selection of International Partner Institutions, which will be used going forward for selection of partners:

- Commitment to academic excellence and contribution to knowledge globally
- Strong vision and leadership with institutional focus on Africa or strong interest to work in Africa
- Record of international partnerships for research and higher education

- Research programmes aligned with AHUs and thematic areas
- Willingness to host RSIF PhD scholars for 6-24 months sandwich component
- Willingness to provide joint supervision for scholars throughout scholars PhD program, and work closely with AHU faculty
- Willingness to provide financial or in-kind resources for PhD scholars
- If relevant, willingness to waive costs of tuition for PhD scholars or to find other mechanism that would cover relevant tuition cost at the IPI
- Interest and willingness to invest in long-term partnership with AHUs or home universities of PhD scholars after graduation
- Willingness to undertake joint resource mobilisation for the PASET RSIF Program
- Strong record of research and development (e.g. record of patents)
- Not involved in illicit trade/business undertakings

#### 1.2.6 Strategies for increasing the participation of women in PhD training and in research in ASET fields

RSIF was among the co-organizers (AWARD, UKRI, DFID, IDRC, Carnegie Corporation, and AAS) of the Global Forum for Women in Scientific Research (GoFoWiSeR) conference, July 18-19, 2019 in Dakar. GoFoWiSeR brought together 302 participants from 29 countries – leaders of research institutions, research funders, female scientists, and others – for a global conversation on how to enhance the numbers and experiences of women in science, technology, engineering and mathematics. Dr. Moses Osiru’s presentation “How is the Africa’s Partnership for skills in Applied Sciences, Engineering, and Technology (PASET) widening the pipeline of women in science?” was included in the high-level conference opening. Dr. Osiru also moderated a panel “Lessons from institutions; interventions to increase the number and experiences of female researchers.” Dr. Monica Fisher presented “Why so few female PhDs? Designing a research approach to understand the African STEM shortage” and held focus group discussions to solicit stakeholder inputs on practical interventions for RSIF’s gender strategy to enhance female participation in PhD programs and research in STEM fields.

To strengthen the gender activities, a competitive proposal was submitted by RSIF to IDRC (CA\$ 500,000) for action research that will contribute to the knowledge base and establish evidence-based strategies to address women’s under-representation among PhD scholars and faculty within African university ASET departments.

#### 1.2.7 Benefits for PASET contributing countries

By being part of the partnership, contributing countries will benefit from:

- 80% of the country’s contribution will directly support training of citizens’ PhD students. The other 20% will support nationals of other SSA countries but will also benefit the country since it will benefit from the 20% ‘portions’ from other African countries;
- RSIF provides opportunities for building new departments at local universities that respond directly to national priorities of each country. Students will come back with cutting edge research approaches and skills.
- National institutions will benefit from research and innovation grants to support the strengthening of the research environment in each country. This support is leveraged from other donors including the World Bank.
- RSIF has (and will continue to) mobilise funding from Korea and other donors to support scholarships, research and innovation. Countries will be eligible to receive this funding for its students to support training in Korea and other countries.

- There will be spill-over benefits to other universities as well as to national research funds.

The EB is requested to:

1. Approve the projections for selection of students for each cohort and the need to select further RSIF host universities, if the current universities are not able to train the projected 149 students.
2. Note the timeline for the selection of the second cohort of students
3. Note the criteria identified for selection of international partner institutions of PASET.

### 1.3 Capacity development for improving quality of PhD programs and research in ASET fields

#### 1.3.1 Scoping exercise and gap analysis

The RSIF Regional Coordination Unit (RCU), hosted at *icipe*, initiated a process to support the strengthening of research, training and innovation at the African Host University (AHU) that were selected for the Regional Scholarship and Innovation Fund (RSIF) under the flagship initiative of the Partnership for Skills in Applied Sciences, Engineering and Technology (PASET). As part of efforts to understand the current capacities of the AHUs for delivering world class PhD scholars, a scoping exercise was undertaken. This took the form of interviews, guided by a questionnaire that was designed, having taken into consideration, the scope of the RSIF, expected outcomes, as well as benchmarking frameworks by the OECD and ORPHEUS.

A Scoping Study Workshop was held at *icipe* headquarters at Duduville Campus in Nairobi from 7-9 October 2019. The aim of the Workshop was to discuss the outcome of the scoping exercise led by *icipe* and to identify key gaps in the selected training programs/ universities and to design relevant plans to respond to these. Specifically, the study:

- a) Provided update on the implementation status of the PASET RSIF
- b) Identified gaps in the host universities in providing high level PhD training in the ASET fields and relevant enabling environments for research and innovation, including cross cutting areas;
- c) Discussed plans for accreditation of the RSIF supported PhD programs;
- d) Agreed on the relevant capacity building interventions in the context of the RSIF to reduce or fill the identified gaps;

The scoping study workshop discussed the PhD training at the AHU and the related enabling environment, including research, training and innovation. Participants included Vice Chancellors and senior officials from the AHUs and representatives of PASET governing bodies (including the Consultative Advisory Group), *icipe*, World Bank and Ministry of Education staff. Through a moderated discussion, participants shared and discussed experiences, including best practices, challenges and gaps in capacity strengthening for PhDs training, research and innovation and discuss ways to increase collaboration.

The next steps will be to develop the capacity building strategy for *icipe* that will guide activities to be pursued by RSIF, in line with the overall project goal and objectives.

#### 1.3.2 World Bank Implementation Support Mission to *icipe*

A World Bank Implementation support mission was held on 10&11 October at *icipe* to a) review the status of the second cohort of RSIF scholars and agree on timelines for the next steps; b) review status of partnership with international partner institutions and discuss the proposed 'due diligence' guidelines for



these partners; c) review the status of research and innovation grants for the calls' ending September and October 2019 and agree on timelines for the next steps; d) review implementation progress for resource mobilization and communication activities; and e) review fiduciary and safeguards compliance as well as status of implementation of recommendations, including regarding establishment of grievance mechanisms, from the last implementation support mission in February 2019 and the follow on-technical review meetings in June and August 2019.

Two additional RSIF AHUs (bringing to total of four AHUs) were also facilitated to access research for Life (R4L). R4L includes approximately ~85,000 peer-reviewed international scientific journals, books, and databases provided by the world's leading science publishers. More effort is needed to enhance use of the free resources.

### 1.3.3 Partnerships Workshop at UM6P in Morocco

A workshop was co-organized by Mohamed VI Polytechnic University (UM6P), *icipe* and the World Bank at the UM6P campus in Benguerir Morocco between 4-6 September 2019 to discuss the implementation arrangements for the recently signed MoU between PASET and UM6P. Specifically, the objectives of the three-day workshop were to:

1. Identify potential areas for collaboration and partnership between the two institutions, including in new research areas;
2. Identify opportunities for joint research and supervision for PhD students registered at the PASET RSIF African Host Universities to undertake research at UM6P as part of their sandwich training;
3. Deepen understanding of Innovation platforms/ systems and related capacity available at UM6P and identify opportunities for collaboration to strengthen AHU innovation capacity and training;
4. Identify opportunities for exchange of faculty professors and researchers;
5. Discuss how to strengthen partnerships between PASET and the OCP Group (i.e. by joint research & innovation through competitive grants on specific thematic areas of relevance to OCP).

The Workshop was attended by representatives from the eleven AHUs and counterpart research teams from UM6P. Representatives from the World Bank, OCP, and *icipe* also attended the three-day meeting (See Annex 1 for List of Participants). The workshop was designed to allow the two parties to better understand their respective missions and 'modus operandi' to facilitate partnership building and identification of specific areas and activities for the collaboration. The three-day workshop included facilitated discussions, site visits and breakout sessions. The discussions were arranged based on the five PASET thematic areas of i) food security & agribusiness, ii) climate change, iii) energy including renewables, iv) ICT including artificial intelligence and v) Minerals and Material Science. *icipe* is following up on agreements from the workshop, which included several joint activities to further the PASET vision.

*icipe* has created platforms using Google groups to establish communities of practice along PASET RSIF thematic areas.

### 1.3.4 Strengthening RSIF partnerships with Japanese Universities and Industry Partners

With co-financing from the World Bank, representatives from the RCU and six (6) African Host Universities attended the TICAD 7 Conference and subsequent events in Japan from August 28 to September 4, 2019.

The objectives of the mission were to:

1. Increase the visibility of PASET RSIF and the WB selected African Centres of Excellence Projects among Japanese governments, academia, civil society, and private sector
2. Showcase the results of the Africa-Japan higher education partnerships to date
3. Expand partnership between African and Japanese universities and industries
4. Participate in a side event organized by the World Bank on “Fostering Africa-Japan University Partnerships in STI.

Participants visited exhibition booths and attended various other side meetings to make useful connections for potential partnerships for their respective universities. Subsequent separate meetings were held with Japanese Universities and Industry Partners with World Bank facilitation. During these meetings, RSIF AHU representatives were able to present highlights of their PhD programs and research areas of interest to facilitate collaborations with Japanese Universities for the conduct of joint research. Further they were able to participate in panel discussions to highlight the social issues in African context that can be addressed by private sector as they plan to invest or expand their operations in Africa and how they can leverage the universities as an entry point. The mission also included site visits to two private sector companies and one Japanese university for learning and knowledge exchange on the experiences of Japan private sector – University engagement and the innovation development.

#### 1.4 Capacity development for the operation and management of innovation grants

An update on the status of the implementation of RSIF Windows 2 (Research grants) & 3 (Innovation Grants) is provided in Table 3 below.

*Table 3: Implementation status of Research and Innovation Grants (Windows 2&3)*

Item	Details	Status
Award of Grants	Window 3 Type 1 (Institutional Capacity Building Program Grant)	<ul style="list-style-type: none"> <li>- Objective to support AHUs to develop an innovation enabling environment and create a platform for successful University-Industry partnerships.</li> <li>- Call published in August 1, 2019 with deadline date for October 4.</li> <li>- A webinar session conducted on September 19, 2019 to provide clarifications and respond to questions from the interested applicants.</li> <li>- A total of nine (9) applications were received from the RSIF AHUs.</li> <li>- The RCU conducted eligibility screening on the applications, seven (7) applications were identified to be eligible for further review.</li> <li>- The RCU has identified three independent expert reviewers with relevant expertise together with relevant tools to guide the review process.</li> </ul>
	Window 3 Type 2 (Cooperability Grants)	<ul style="list-style-type: none"> <li>- Objective to encourage public-private partnerships to develop innovative products by funding cooperative innovation projects implemented jointly by researchers from RSIF host universities, private companies and relevant international partners</li> <li>- The RCU intends to publish this Call by October 21, 2019 and will close in January 20, 2020.</li> </ul>
	Window 2 Type 1 (Research Awards)	-This Call focuses on strengthening the research excellence of faculty and scholars of the RSIF AHUs by supporting joint research with international partners in developmental projects to address Africa’s challenges.

		-The Call for Proposal was published on October 7, 2019 and will close in January 6, 2020.
Proposal Review Process	Setting up Grants Independent Technical Committee (GITC)	- The GITC will provide technical advice to the RCU on the review, selection and implementation of the research and innovation grants. Seven (7) eminent expert members have been identified with input from CAG (Annex 3). GITC expertise includes: Engineering sciences; agriculture and environmental sciences; social sciences and humanities; industry/ private sector representatives with experience in commercialization of knowledge & higher education expert.

The EB is requested to note the progress in the capacity building activities and the proposed next step to design a capacity building strategy to guide future RSIF capacity building activities. The EB should also note progress in implementation of Window 2 & 3 of RSIF.

## B. Component 2: PhD Scholarships, research grants and innovation grants

### 2.1 Status of first cohort of scholars and engagement with KIST

The 15 RSIF Students submitted their quarterly reports and have received stipends for July, August and September. Overall students are progressing well, and focus has been on transiting to their internships. Progress is as below:

- Six students matched with Korea: Four students (Sylvia Wairimu, Kenya; Emmanuel Kifaro, Tanzania; Humphrey Mabwi, Kenya; Maxwell Waema, Kenya) have started their internships at KIST in Korea. Two students, Frejus Sodedji (Benin) and Noel Gahamani will join by early next year.
- Six students matched with WPI. All have applied for visa to the US with support from WPI. Pauline’s visa issue has now been resolved. WPI has accepted to cover the cost of ticket for Pauline’s Daughter.
- Two RSIF scholars, Mr. Frejus Ariel Kpedetin Sodedji and Ms. Sylvia Wairimu Maina have been competitively selected by the Samsung Dream Scholarship Foundation as Samsung Hope Scholars. They will receive a modest stipend in addition to access to complementary capacity building opportunities including; Korean language classes, mentorship, leadership training, career workshops, club activities, etc. Additionally, selected RSIF scholars will be a part of a growing global network of Samsung Dream Foundation supported scholars.
- The last three students have now been tentatively matched with the BeCA facility in Nairobi Kenya, awaiting discussions with their supervisors and scientists at the International Livestock Research Institute.
- Two RSIF scholars participated in the 2<sup>nd</sup> Africa-Japan Higher Education Partnership Workshop which was hosted by the world bank on the heels of TICAD 7 in Tokyo, Japan. RSIF scholars presented their work and discussed their experiences with RSIF with Japanese participants including universities and companies with the aim of increasing collaboration.

#### Review of separation of RSIF Student, Lillian Malewa from SUA

Following the premature exit of one of the recipients of the RSIF PhD scholarship (Ms. Lilian Malewa Robert -Reg.No. PVM/D/2018/0094- a Kenyan national) around April 2019 a three-member independent panel was commissioned by *icipe* on request by the EB to review the circumstances of her exit. The Panel was led by Prof. Tolly.S.A. Mbwette and the other members were Prof. Mabel Imbuga and Prof. Penina Mlama. The

panel was given the task to investigate the specific case and to make some specific recommendations on the case as well as regarding measures that can lead to improvement of the management of the current and future cohorts of the PhD scholarship recipients. The Panel provided recommendations to RSIF and PASET:

Panel Recommendations to RCU:

- a) To urgently finalise the new agreements to be signed with all the eleven HUs prior to admission of the second cohort of PhD scholars.
- b) To review the provisions of the contract between HUs and KIST or any other external university hosting the RSIF scholars in order to amend the current provisions that take away the Intellectual Property Ownership of HUs for research work undertaken abroad.
- c) To review the existing contract between the RCU (*ICIPE*) and the RSIF scholarship holders in order to minimize the frequency of occurrence of unjustified premature exit from PhD studies by introduction of clauses that guarantee completion and return to their respective homes.
- d) To strengthen the admission procedures to ensure all employed applicants are bonded with a guarantee for refunding the expenditures in case of an unjustified premature exit from PhD studies. For unemployed applicants, their respective guardians or guarantors will have to sign bond forms to be designed by *ICIPE*.
- e) To intensify communication with HUs on all the decisions taken about payments for all RSIF scholars to ensure no gaps of information exists. The HUs must be kept in the loop for all communications between *ICIPE* and the RSIF scholarship recipients. All students will have to forward any request for payment to *ICIPE* through the HUs.

Panel Recommendations to the PASET Board, the following recommendations were made:

- a) To consider adopting the payment of stipend to RSIF scholars monthly as approved by PASET organs through the HUs and should stop paying these quarterly.
- b) To pay supervision incentives at rates approved by PASET to the HUs instead of paying directly to the supervisors to avoid interference with institutional incentive rates for supervision.
- c) To make the international research attachment an option rather than making it a compulsory provision to ensure enhanced local capacity building and intellectual ownership.
- d) To revisit the benefits of the policy of payment of the initial stipend disbursement while the RSIF scholars are still at home.

**The EB is requested to:**

1. **Note the progress in support to cohort 1 RSIF students.**
2. **Deliberate on the recommendations from the Panel that reviewed the separation of the student from SUA.**

**3.1 RSIF communications**

*icipe* has focused the last three months on development of a draft communications strategy for RSIF. Procurement of a firm to support RSIF communications is also underway. The firm is expected to be on board by early November 2019. The firm will support *icipe* to further refine key messages for RSIF and to support delivery of these messages.

### 3.2 Safeguards, risk management and development of a grievance redress mechanism

A one-day workshop was held with RSIF staff and discussions held on key risks for the project at the RCU on August 2019. The *icipe*-RSIF team has been oriented on the World Bank's safeguards & social risk management requirements. *icipe* has also included a binding clause in the Partnerships Agreements which assures the commitments of the AHUs and appointment of the relevant focal persons. Further, in July 2019, the Human Resources department in *icipe* organised a mandatory Sexual Harassment and Misconduct Training for the entire *icipe* staff which included the *icipe*-RSIF Staff. Discussions were also held with universities to 'pretest' some of the tools developed. A draft GRM has been developed and is being discussed.

### 3.3 Key Challenges

There appears to be some confusion on the accreditation status of the PhD program selected by PASET RSIF to host RSIF scholars. *icipe* has suspended the signing of agreements with Kenyatta University (KU) and to commission a team to review the status of the program which will be shared with the EB to make decision on the participation of the KU PhD Program in PASET RSIF. If the situation persist, students could be moved to Nelson Mandela African Institute of Science and Technology.

### 3.4 A summary of utilization of funds from the Governments of Kenya, Rwanda and Ivory Coast

B8501E-RSIF-SUBCOMPONENT 3.1:- (January 2018 To September 2019)					
Amounts in USD					
<b>INCOME</b>	<b>Recieipient</b>	<b>Description</b>			<b>Total</b>
B8501G00001	icipe	Balance from AAU			3,413,977
B8501G00001	icipe	From Ivorian Govt			1,033,497
	<b>Total Income</b>				<b>4,447,474</b>
<b>EXPENDITURE</b>	<b>Payee</b>	<b>Description</b>	<b>Jan-Jun 2019</b>	<b>Jul-Sep 2019</b>	<b>Total</b>
B8501G21001	Maxwell Wambua Waema	Student's stipend	7,200	7,200	14,400
B8501G21002	Sylvia Wairimu Maina	Student's stipend	7,200	3,600	10,800
B8501G21003	Humphrey Andalo Mabwi	Student's stipend	7,200	3,600	10,800
B8501G21004	Levi Omache	Student's stipend	7,200	3,600	10,800
B8501G21005	Lilian Mulewa	Student's stipend	7,200	-3,600	3,600
B8501G21006	Gahamanyi Noel	Student's stipend	7,200	3,600	10,800
B8501G21007	Jean Nepomuscene Hakizimana	Student's stipend	7,200	3,600	10,800
B8501G21008	Emmanuel Effah	Student's stipend	7,200	3,600	10,800
B8501G21009	Fatoumata Thiam	Student's stipend	7,200	3,600	10,800
B8501G21010	Richard Kipyegon Koech	Student's stipend	7,200	3,600	10,800
B8501G21011	Jeanne Pauline Munganyinka	Student's stipend	7,200	3,600	10,800
B8501G21012	Jean Baptiste Habinshuti	Student's stipend	7,200	3,600	10,800
B8501G21013	David Oluwasegun Afolayan	Student's stipend	7,200	3,600	10,800
B8501G21014	Sodedji Frejus Ariel Kpedetin	Student's stipend	7,200	3,600	10,800
B8501G21015	Traore Abdoulaye	Student's stipend	7,200	3,600	10,800
B8501G21201	Other PhD expenses	-	-	-	-
	<b>Total Expenditure</b>		<b>108,000</b>	<b>50,400</b>	<b>158,400</b>
	<b>Balance</b>				<b>4,289,074</b>

### 3.5 RSIF Funds Allocation Report -Government Contributions (20th September 2019)

INCOME	Notes	KENYA	RWANDA	IVORY COAST	TOTAL
Funds received	A	1,979,177	1,963,292	1,033,497	4,975,966
Less : AAU Admin charges	B	131,105	130,387	-	261,492
<b>Funds available for Scholarships</b>	<b>C=A-B</b>	<b>1,848,072</b>	<b>1,832,905</b>	<b>1,033,497</b>	<b>4,714,474</b>
Scholarship Cost per student (4 years)	E	97,300	97,300	97,300	
<b>Number of Scholarships Available</b>	<b>F=C/E</b>	<b>18</b>	<b>18</b>	<b>10</b>	<b>46</b>
Allocation of Scholarships					
80% to Nationals	80% G	15	15	9	39
20% to Non Nationals	20% H	3	3	2	8
Scholarships Awarded					
Nationals	60% I	6	4	-	10
Non Nationals	40% J	4	1	-	5
Scholarships to Award					
Nationals	K=G-I	9	11	9	29
Non Nationals	L=H-J	(1)	2	2	3
<b>Funds spent on Scholars</b>					
By AAU	M	178,000	89,000	-	267,000
By icipe	N	100,800	54,000	-	154,800
<b>Fund Balance</b>	<b>O=C-M-N</b>	<b>1,569,272</b>	<b>1,689,905</b>	<b>1,033,497</b>	<b>4,292,674</b>

## Annex 1: Key planned activities for the next quarter (October-December 2019)

### General Fund and Endowment Fund

- 4.1. Complete feasibility study on the establishment of the permanent fund.
- 4.2. Continue to implement the interim resource mobilization plan per the activities and schedules indicated therein

### Management of PhD Scholarships and Research Grants

- 4.3. Advance in the selection of at least four additional international partner organizations
- 4.4. Finalize discussions on matching of students with partner institutions in Korea and other countries
- 4.5. Revise quarterly and annual student reporting tools
- 4.6. Implement the selection process for the second cohort of students
- 4.7. Initiate development of cross cutting courses for RSIF students
- 4.8. Facilitate independent evaluation committee to undertake review of students
- 4.9. Launch call for proposals for innovation grants (Window 3 Type 2 -Institutional Capacity Building Grants)
- 4.10. Develop TORs and recruit a consultant to conduct a study on innovation tech hubs, incubators and status of IP policies in AHUs
- 4.11. Undertake independent technical review of the Window 3 Type 1 (Institutional Innovation Capacity Building Grant).

### Capacity building of host universities

- 4.12. Build capacity of host universities to implement safeguards and the grievance redress mechanisms for RSIF
- 4.13. Enhance access to journals and databases for RSIF scholars
- 4.14. Facilitate registration of free access to Research for life (R4L) resources for the seven other AHU's that might not yet be utilizing the free e-resources.

### Cross cutting activities

- 4.15. Finalise development of an RSIF communication strategy and continue preparations of relevant communication materials targeting key stakeholder segments, including governments, private sector executives, and donors in English and French.
- 4.16. Finalise hiring of a communication firm to support communications and branding for RSIF
- 4.17. Finalise Grievance Redress Mechanism (GRM) and social risk management framework for the project and initiate implementation.
- 4.18. Update RSIF website and branding.
- 4.19. Set up a digital repository for information dissemination and archival of reports, open access journal articles, press releases, presentations, videos, policy briefs and other RSIF scholarly outputs
- 4.20. Engage staff and partners in further improving the program monitoring and evaluation framework through a theory of change process.



Annex 2: List of all procurements undertaken and their status

S.No	Procurement Activity	Status as at October 15th
1	Procurement of office stationery	Completed
2	Consultancy for Photographer for the Fifth PASET Forum	Completed
3	Consultancy for Videographer for the Fifth PASET Forum	Completed
4	Consultancy for Interviewer for the Fifth PASET Forum	Completed
5	Procurement of Computers and accessories	Completed
6	Individual consultant for French-English translation services	Completed
7	Creative cloud software for Design work	Completed
8	Procurement of service providers for printing communication materials	Completed
9	Development of safeguards and grievance redress mechanism framework (Social Risk Management)	Consultancy in progress
10	Consultant to facilitate a team building exercise for RSIF staff	Consultancy in progress
11	Consultancy firm for French-English translation services	Consultancy in progress
12	Feasibility Study on Establishment of an Endowment Fund for RSIF	Consultancy in progress
13	Individual consultancy for Development of a Strategy for Enhancing Women's Participation in PhD Programs and Research in Applied Sciences, Engineering, and Technology (ASET) fields at African Universities	At contracting stage following demise of the first consultant.
14	Consultancy firm for Redesign and Development of the RSIF Website	At evaluation stage of roposals received on Friday 11 <sup>th</sup> October.
15	Purchase of Video Conferencing equipment, Camera and accessories.	Awaiting receipt of quotations on 22 <sup>nd</sup> October,2019
16	Consultancy Firm for Communications, Branding and Outreach for the Regional Scholarship and Innovation Fund (RSIF).	Awaiting receipt of proposals on 28 <sup>th</sup> October,2019
17	Procurement of office furniture	Process cancelled due to substantial change in specifications and quantity
18	Individual consultant for Proposal writing workshop services	Sent to the bank via STEP for clearance.

Annex 3: Profiles of potential candidates for the RSIF Grants Independent Technical Committee



1. **Jules Degila, PhD** has over 17 years’ experience in teaching and leading ICT programs at national and regional level in SSA countries. He is currently an Assistant Professor of computer science at the University of Abomey Calavi, in Benin. He is also an expert consultant in ICT for development and digital economy and the co-founder of ANAYI International NGO. He previously served as a technical advisor to the Office of the President of the Republic of Cotonou, Benin. Dr. Degila holds a Doctoral degree in Electrical Engineering with a major in Telecommunication and Optimization, in addition to a Msc. In Mathematics with a major in Computer graphics and Optimization coupled with excellent knowledge of the Internet telecommunications industry and emerging technologies. Dr. Degila’s extensive experience in ICT includes his contribution to leading and coordinating computer science and operational research programs in Africa countries. As a technical advisor to the Office of the President for the Benin Republic, he led the development of national digital economic policies and infrastructure development plans. He also designed and managed multiple million results driven digital economy development projects focused on innovation, youth employment and private sectors empowerment which impacted 3,000 young people nationwide. He has also played key roles and leadership in the evolution of the telecommunication industry in Canada, US and Africa. Dr. Degila brings to the committee his experience in ICT and emerging technologies.



2. **Professor Emmanuel Tanyi** is the Dean of the Faculty of Engineering and Technology of the University of Buea, in Cameroon. He has been active in engineering training in Cameroon for thirty years and has made significant contributions in shaping Engineering Education in the Cameroon Higher Education system. He has held several academic and administrative positions, including Head of Department of Electrical and Telecommunications Engineering at the National Advanced School of Engineering (Polytechnique), in Yaoundé; Director of Studies of the College of Technology of the University of Dschang; Adviser to the Cameroon Government on the Sustainable Management of Cameroon Forests and Training of Forestry Technicians and Engineers; Dean of the Faculty of Engineering and Technology of the University of Buea. He did his University studies in England, culminating in an Honors Degree in Electrical Engineering from the University of Liverpool, in 1983, a Master’s degree in Automatic Control Systems Engineering from the University of Sheffield, in 1984 and a PhD in Automatic Control Systems Engineering from the University of Sheffield, in 1988. He has supervised over twenty PhD theses and more than forty Master of Engineering (MEng) theses and is author of scores of articles in peer reviewed journals. His current research interests include Hybrid Renewable Energy Systems and the Optimal Control of Systems. His work on Renewable Energy has led to numerous outreach activities in Cameroon. Prof. Tanyi brings to the committee his extensive experience in engineering sciences.



3. **Ms. Patricia Poku-Diaby** is the Chief Executive Officer of Plot Enterprise LTD a Cocoa manufacturing and processing enterprise in Ghana. She has extensive industry experience having successfully set up Plot Enterprise in Ivory Coast and spearheaded its expansion to Ghana. She has been identified as one of the most outstanding women

entrepreneurs in Ghana having played a significant role in creating jobs, introducing innovative solutions to critical challenges and producing relevant products and services to create wealth and improved livelihoods of the communities. Ms. Patricia's extensive industry experience is pivotal to informing the growth of startup / spin off companies established from the implementation of innovation grants and promoting industry linkage for the program.



**4. Shikoh Gitau, PhD**, is a computer scientist and technology innovator. She holds a Doctor of Philosophy in Science from the University of Cape Town coupled with a Master and Undergraduate degrees in Computer Sciences. Dr. Gitau has over 10 years industry experience having previously worked with Google as an ICT designer for emerging markets and as an ICT and Innovation expert for programs in The African Development Bank where she contributed and managed technology innovations for inclusive growth. She is currently the Head of Products, Alpha at Safaricom Ltd and also the Founder of Ummeli.com and Guetings Trust, initiatives which are spearheading mobile applications for promoting health and medicine and linking skilled workforce to industry respectively. Dr. Gitau has received various awards and recognition for her active contribution in science and innovation including the Face of Science Kenya by the Next Einstein Forum, Change Agent Award by Anitra Borg Institute and Africa Knowledge Exchange Award by GESCI-UN among others. Dr. Gitau brings to the committee her extensive experience in industry and innovation development.



**5. Professor Dhanjay Jhurry** was appointed Vice-Chancellor of the University of Mauritius in March 2017. He held the post of National Research Chair in Biomaterials and Drug Delivery under the Mauritius Research Council from 2012 to 2016 while directing the Centre for Biomedical and Biomaterials Research (CBBR), a centre attached to the University of Mauritius. Prof. Jhurry studied at Bordeaux University (France) and received his PhD in Polymer Chemistry in 1992. After spending three years as Research Chemist at Flamel Technologies Company in Lyon, France working on biomedical polymers, he joined the Dept. of Chemistry at the University of Mauritius as Lecturer and was appointed Professor in 2005.

Prof. Jhurry worked on sucrose-based polymers for his PhD. His mainstream research in polymer science, biomaterials and tissue engineering, nanotechnology/nanomedicine and drug delivery has led to over 75 papers in scholarly journals. He is a member of the Editorial Board of Polymer International. He has received various national and international awards and recognition including the first Best Mauritian Scientist Award in 2011, the 'Commander of the Star and Key of the Indian Ocean' *insignia* by the Rep. of Mauritius in 2012 and the 'Chevalier dans l'Ordre des Palmes Académiques' *insignia* by the Rep. of France in 2007. Prof. Jhurry is an elected member of the Association of Commonwealth Universities (ACU) since July 2017 and he was also Vice-President of the COMESA Innovation Council from 2013 to 2015. Prof. Jhurry brings to the committee his extensive experience in teaching, research and management at tertiary level.



**6. Professor Luis Mira da Silva** is an Associate Professor in the University of Lisbon. He holds a PhD in Agricultural Systems from Reading University, UK and Executive MBA from London Business School, UK. He is the President of Inovisa an private company that promotes uptake of innovation and excellence in the agricultural, food and forestry sector to the community. He is a member of the Board of Agrinatura (agrinatura-eu.eu) and national representative in the strategic subgroup AKIS of the European Commission. He has coordinated several national and international R&I projects, in Europe and Africa, in Food and Agri- business. Prof. Mira da Silva brings to the committee his extensive experience in agriculture and environmental sciences.

Prof. Mira Da Silva has wide experience in working with accelerators and incubators both in Africa and in Portugal. He has worked extensively in Africa with strong emphasis in Lusophone speaking countries.

**Annex 5: Recommendations of an Independent Panel on the Management of Current and Future RSIF Future PhD Scholars emanating from the Review of the Premature Exit of the RSIF Scholarship Recipient Lilian Malewa Robert from the PhD Programme at SACIDS, SUA.**

1. Background

Following the premature exit of one of the recipients of the RSIF PhD scholarship called Lilian Malewa Robert (Reg.No. PVM/D/2018/0094) from Kenya around April 2019, based on the recommendations of the PASET Executive Board, on 23<sup>rd</sup> August 2019, a three member independent panel was formed by *ICIPE*. The panel was led by Prof. Tolly.S.A. Mbwette and the other members were Prof. Mabel Imbuga and Prof. Penina Mlama. The panel was given the task to investigate the specific case and to make some specific recommendations on the case as well as regarding measures that can lead to improvement of the management of the current and future cohorts of the PhD scholarship recipients.

2. Review Methodologies

The team visited SUA SACIDS from 25<sup>th</sup> to 28<sup>th</sup> August 2019 and used multiple methodologies of data collection that included:

- Paying courtesy calls to the top management of SUA,
- Face to Face interviews with various SUA stakeholders,
- Request of written submissions from selected SUA stakeholders and *ICIPE*,
- Literature reviews from various literature and websites as well as other electronic data bases,
- Zoom interviews with selected stakeholders at MUHAS, South Korea (KIST) and Yokohama, Japan during the field visits at SUA,
- Telephone and e mail contacts.

3. Recommendations of the Panel

The Panel gave three categories of recommendations as indicated below.

3.1 Recommendation on the premature exit of Lilian Malewa Robert

Lilian gave three different possible reasons for her exiting the PhD programme that ranged from “*I found a disconnect between my PhD programme and my career aspirations and personal goals*”, “*The programme is unpredictable*” and “*Poor resource availability*” with an example being she needed too much effort to even just do “mammalian and cell culture tests”. Surprisingly, in her letter requesting de-registration dated 30<sup>th</sup> May 2019, she gave no justification for de-registration and simply said “*I wish to pursue other career opportunities*”. This demonstrates lack of ethics.

Furthermore, an interpretation of the Agreement between RCU and the RSIF PhD scholarship recipients in view of Lilian’s unauthorized departure led the panel to conclude that Lillian contravened several articles as shown below:

a) In article 2.5 the Agreement stipulates that the candidate will “Participate in any regional and/or international activities related to your RSIF Scholarship and in the worldwide network of Scholars. Your travel-related expenses for these events will be covered directly by the RSIF, if funds are available.”

b) In article 2.6, the candidates are required to “Inform your RSIF point of contact at the host university and the RSIF Project Administrator (RPA) if you have to leave your host university/ country for over 14

days for personal reasons. Please inform them at least one month in advance of travel, unless in the case of emergencies”

c) In article 4.1 “RSIF reserves the right to terminate or suspend your grant in its sole discretion should RSIF determine that you have not complied with any of the provisions of this Agreement. Your host university may also recommend to RSIF that your grant be terminated or suspended. Specific grounds for RSIF’s termination or suspension of your grant include, but are not limited to:

**Section 2.** Your failure to observe satisfactory academic or professional standards or to complete to the satisfaction of SUA on all courses, research, or other work required during the term of your grant;

**Section 3.** Your ceasing to carry out your academic program at any point during the grant term;

**Section 4.** You leaving your host country without notifying the SACIDS through your RSIF Point of Contact and the RPA.

3.1.1 It is therefore recommended that action to be taken by PASET on Lilian should be guided by the decision to be taken by SUA on the 13<sup>th</sup> September 2019 during the Senate meeting. If SUA Senate decides that her unauthorised departure was unjustified, then it may consider her to be a case of abscondment. In that case RSIF will have to withdraw the scholarship but only after payment of the tuition fees for Lilian for the second academic year. PASET may have no legal basis to demand refund under the current agreement provisions.

3.1.2 If Senate finds her departure was justified, then a case for consideration of re-admission to the PhD programme as per SUA regulations would be there but only if RSIF would agree to extend scholarship to her, bearing in mind that she is unofficially said to be already in USA with her family.

3.1.3 The PASET Board should allow RCU to engage a consultant to tighten the agreement between RCU and the RSIF PhD scholarship recipients as proposed in sections 3.4 and 4.3 of the independent panel report so that the second cohort is better bonded than the first with better guarantees for refunding the scholarship in case of unjustified premature exit from the PhD studies.

### 3.2 Recommendations to RCU

3.2.1 To finalise the new agreements to be signed with all the eleven HUs prior to admission of the second cohort of PhD scholars.

3.2.2 To pay the HUs the supervision incentives through the university at rates approved by PASET in order to ensure the supervisors are motivated.

3.2.3 To review the provisions of the contract between HUs and KIST or any other external university hosting the RSIF scholars in order to amend the current provisions that take away the Intellectual Property Ownership of HUs for research work undertaken abroad.

3.2.4 To review the existing contract between the RCU (*ICIPE*) and the RSIF scholarship holders in order to minimize the frequency of occurrence of unjustified premature exit from PhD studies by introduction of clauses that guarantee completion and return to their respective homes.

3.2.5 To strengthen the admission procedures to ensure all employed applicants are bonded with a guarantee for refunding the expenditures in case of an unjustified premature exit from PhD studies. For unemployed applicants, their respective guardians or guarantors will have to sign bond forms to be designed by *ICIPE*.

3.2.6 To intensify communication with HUs on all the decisions taken about payments for all RSIF scholars to ensure no gaps of information exists. The HUs must be kept in the loop for all communications between *ICIPE* and the RSIF scholarship recipients. All students will have to forward any request for payment to *ICIPE* through the HUs.

### 3.3 Recommendations to PASET Executive Board

Following discussions with various stakeholders at SUA and intense review of the literature including the existing agreements, the PASET Executive Board is recommended to consider the following recommendations to be applied to the management of the RSIF in order to minimise the potential for interfering with the internal procedures of AHUs of managing this strategic African scholarship programme:

3.3.1 To pay HU tuition fees as approved by their respective Councils. However, to guard against overcharging, PASET should set ceilings for various clusters based on best practice unit cost reviews.

3.3.2 To consider adopting the payment of stipend to RSIF scholars monthly as approved by PASET organs through the HUs and should stop paying these quarterly.

3.3.3 To consider using the health insurance schemes of the HUs on a case by case basis instead of the current practice of paying a flat rate for all RSIF scholars. SUA is a typical example where health insurance costs US \$ 300 per annum compared to the rate paid by PASET of US \$ 1200 per annum. Any savings should be used for supplementing research funds.

3.3.4 To pay supervision incentives at rates approved by PASET to the HUs instead of paying directly to the supervisors to avoid interference with institutional incentive rates for supervision.

3.3.5 To consider increasing the budget of research grants for RSIF PhD scholarship recipients to US \$10,000 per annum as well as the flexibility of its release in order to fit with the specific research undertaken.

3.3.6 To make the international research attachment an option rather than making it a compulsory provision to ensure enhanced local capacity building and intellectual ownership.

3.3.7 To revisit the benefits of the policy of payment of the initial stipend disbursement while the RSIF scholars are still at home.