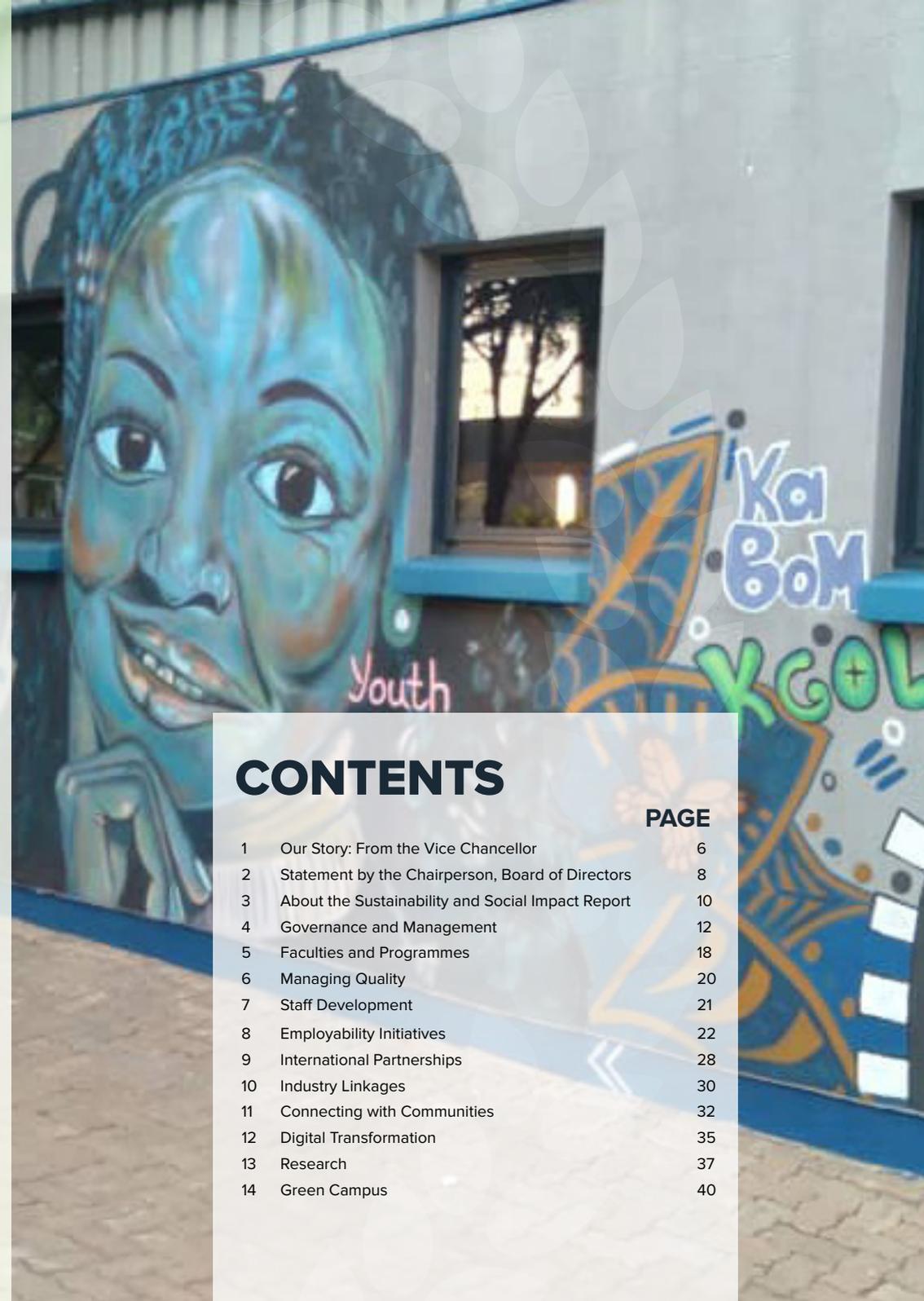
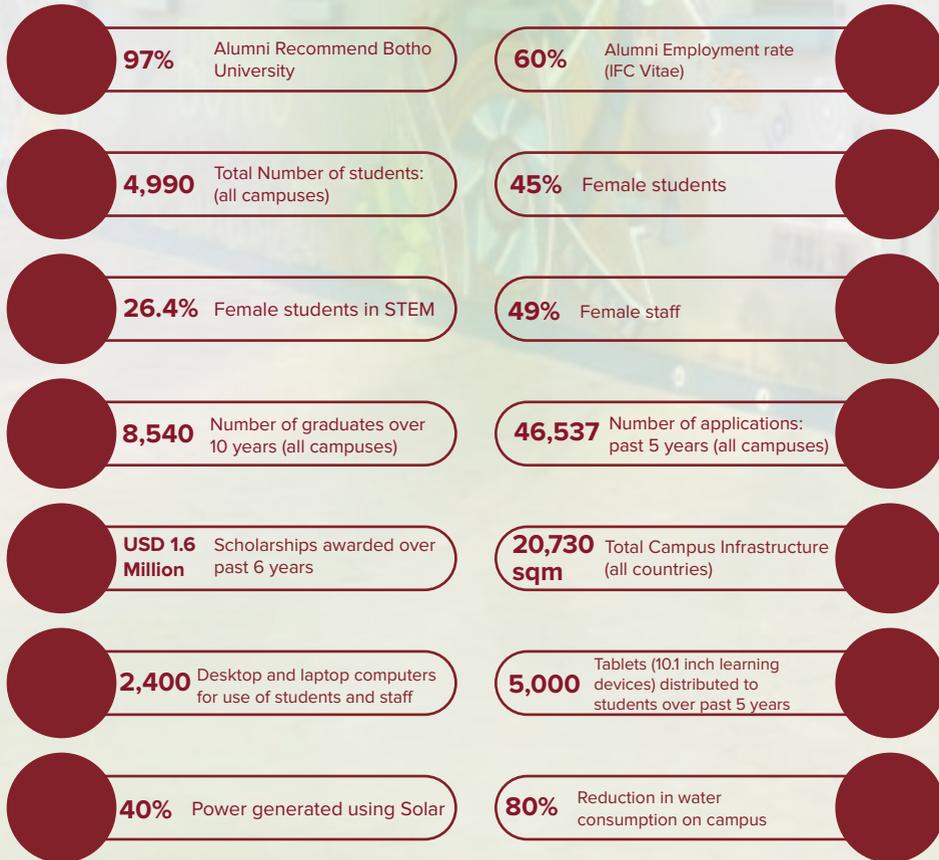


# BOTHO UNIVERSITY OVERVIEW

## BOTHO UNIVERSITY CONTINENTAL FOOTPRINT

- **BOTSWANA**
- **ESWATINI**
- **NAMIBIA**
- **LESOTHO**
- **GHANA**

## A GROWING BLENDED AND DISTANCE LEARNING CAMPUS



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## OUR VISION

Botho University aspires to be an integral player in building an economically diversified, fast growing, and prosperous Africa built on integrity, excellence, inclusiveness and financial viability.

# Botho University

## Sustainable Growth Strategy 2018 - 2022

## MISSION AND QUALITY POLICY

Botho University will produce well-rounded, entrepreneurial, and globally-employable graduates with the attitude, knowledge, skills and competencies to create value and drive productivity increases needed to catalyse sustainable economic growth. The University is committed to long-term stakeholder satisfaction through continuous quality improvement, financial viability, and a culture of integrity, excellence and inclusiveness in all its activities including its leadership, teaching, research, consulting, and community services.

## STRATEGIES FOR GROWTH AND SUSTAINABILITY

### Growth

1. Increase the breadth and depth of programme offerings to meet current and future industry needs
2. Widen presence across Africa while continuing to develop existing campuses

### Quality

3. Ensure strict compliance with relevant quality management standards and compliance requirements
4. Operate with a customer-centric service-mindset

### Stakeholder Development

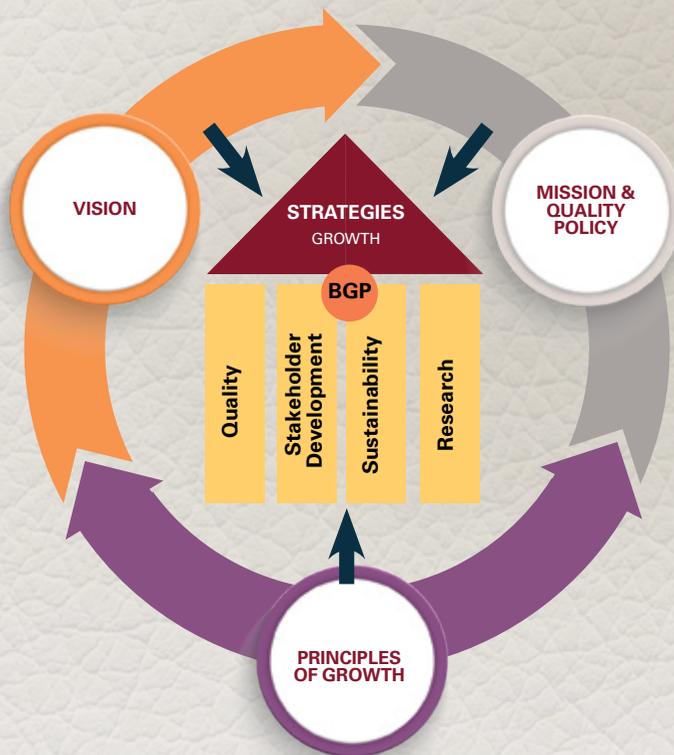
5. Develop competent and motivated staff who drive strategy implementation
6. Develop competent and entrepreneurial students who are appropriately placed soon after graduation
7. Increase University-alumni engagement
8. Engage with and help develop industry and the community

### Sustainability

9. Manage costs through operational efficiency
10. Minimize environmental impact of operations

### Research

11. Grow research capacity, output and impact



## PRINCIPLES OF GROWTH

Integrity

Excellence

Inclusiveness

Financial Viability

## BOTHO GRADUATE PROFILE

Knowledgeable, Hardworking, Articulate, Innovative & Entrepreneurial, Ethical, Positive & Confident, Collaborative, Critical-thinking, Socially Responsible, Environmentally Responsible.



# 1. OUR STORY: FROM THE VICE CHANCELLOR



**Dr. Sheela Raja Ram**  
Vice-Chancellor, Botho University

**Our story reflects many African stories, a humble beginning in 1997, in Botswana, as a computing training provider and then growing to become a multi-disciplinary University in 2013, now operating in five countries with a growing Blended and Distance Learning campus providing greater access to the wider African population.**

It is my pleasure to present to you this Botho University: 25th Anniversary Sustainability and Social Impact Report 2022. Our identity as a young private university in Africa focused on graduate employability is embodied in our name 'Botho', the concept of ubuntu, seen as the root of African philosophy, "umuntu ngumuntu ngabantu (motho ke motho ka batho)," essentially signifying human interdependence, a core foundational element of sustainability. Our story reflects many African stories, a humble beginning in 1997, in Botswana, as a computing training provider and then growing to become a multi-disciplinary University in 2013, now operating in five countries with a growing Blended and Distance Learning campus providing greater access to the wider African population. Botho University is a privately funded university that provides value to the governments and economies we serve by providing good quality, relevant programmes that support national human resource development agendas. This is the first time Botho University is publishing a Sustainability and Social Impact Report and we hope to make this a biennial publication.

This report is in many ways a self-evaluation that has made us realise that despite being a young privately funded African University, we are able to create impact in respect of 12 out of 17 Sustainable



Development Goals enumerated in the United Nations 2030 Agenda. It gives our people the confidence that as a modern university our work contributes to making our students and hence Africa economically strong. Of course, we can only contribute to the sustainable development of our communities by first becoming a sustainable institution ourselves. Our approach to our own sustainability is to become a more viable and resilient institution through increased efficiency, continuous technical improvement in terms of industry relevant curriculum, strong pedagogical focus, meaningful research, use of latest technology and improved student experiences. We have worked on nurturing an organisational culture whereby we develop new attitudes, behaviours

and a new set of values that help us build more sustainable practices. We are also continuing to work towards systemic improvement through academic, industry and community collaborations to identify global best practices towards the SDGs.

The International Finance Corporation (IFC) (World Bank Group) Vitae assessment in 2021 demonstrated the strides we have made in improving graduate employability. It is heartening when 87 % of students state that they came to Botho because they wanted to become entrepreneurs and when our employers give us feedback that they find our graduates work-ready and having digital skills. The Digital Maturity assessment conducted as part of the Digital for Tertiary Education Program (D4TEP) by IFC and Deloitte Consulting earlier this year shows that Botho University's digital maturity is comparable with the leading universities' digital maturity average derived from a sample of institutions considered as global leaders in digital transformation. During the pandemic we moved seamlessly to online teaching with all operational and governance activities going virtual as well. The Botho University International

**87%**  
STUDENTS CAME TO  
BU TO BECOME  
ENTREPRENEURS

Research Conference (BUIRC) was successfully hosted virtually for two years 2020 and 2021 with good participation, and a highly interactive Virtual Career Fair was also conducted with over 40 employers and over 250 students in Botswana.

Our 25-year journey of providing good quality vocational and higher education programmes in Africa would not be possible without the support of many global partner universities and organisations, individuals who have given us their time and expertise as Advisory Council members, employers and industry partners and various national governments that have encouraged us. On behalf of myself, the Board of Directors, the Academic Board, our staff, and students, I thank everyone for putting their faith in Botho University.

This Sustainability and Social Impact Report for the University means many things to those of us who work here. It is in some part a nostalgic journey, but most importantly it is a reality check to identify our strengths and weaknesses as we garner courage to move forward into the future with renewed energy, vibrance and innovation to deliver the impactful high-quality teaching and learning that Africa needs to realise its dream of becoming self-reliant.



The UN 2030 Agenda

## 2. STATEMENT BY THE CHAIRPERSON, BOARD OF DIRECTORS



**Mr. Jayaraman (Jay) Ramesh**  
Chairperson, Board of Directors, Botho University

The Botho University: 25th Anniversary Sustainability and Social Impact Report 2022 clearly demonstrates that the University is contributing to the three main components of sustainable development through the **economic and social development** of our stakeholders namely staff, students, alumni, and local communities, and by committing resources towards **environmental awareness and protection** as a sustainable university. I must congratulate the Botho University management team and all staff for their hard work, creativity and continued focus on building high quality education despite the economic volatility in our environment.

On behalf of the Board, I would like to re-emphasise

our pledge to continually plough back our resources towards building better educational programmes that help in transforming Africa by preparing young graduates with the knowledge, skills and competencies necessary to create value and the ability to drive this growth through a virtuous cycle of steady employment generation and continuous productivity increases. Looking forward to the next 25 years, Botho University will continue to strive towards establishing a culture of ethical professionalism, of respect for the environment and of dignity and respect for all people without any discrimination that can permeate to the rest of society through its graduates, its research work, and its consulting projects.



Exchange students from Sweden and Germany



Donation of food hampers at Gakgatla Village



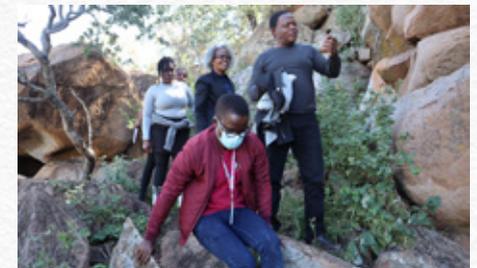
Electrical Engineering Lab



Traditional Dance Group



Sports at Botho University



Botho staff and students at Gakgatla Village

### 3. ABOUT THE SUSTAINABILITY AND SOCIAL IMPACT REPORT



**ROOF TOP SOLAR LAUNCH**

The world and Africa continue to battle the negative socio-economic global impact of the long-drawn pandemic, war, and inflation. In this scenario, the role of education as an enabler that allows individuals more choices to succeed cannot be emphasised more. The three major strategy plans over the past 15 years that have led Botho University to become a dynamic, agile and, modern African university have been guided by the relevant strategy plans of our key stakeholders, namely, the national vision documents of all the respective countries we operate in, the Southern African Development Community's Regional Indicative Strategic Development Plan (RISDP), African Union's Agenda 2063, and the United Nations 2030 Agenda for Sustainable Development. Every one of these documents gives immense importance to education and its ability to transform a society.

As a tertiary education provider Botho University needs to positively impact the economic and social wellbeing of our staff, students and alumni and their communities. While some of this impact is direct and visible, particularly when graduates find meaningful jobs or when staff experience personal growth, our impact is in many ways long term and difficult to measure. The real impact of our current initiatives may only be seen in the future - it takes time. Those that are familiar with us would

recognize that Botho University has witnessed so many areas of positive institutional change over the past 25 years; we evolved from a college to become a multidisciplinary University; we have expanded to many more countries in Africa; we are focusing on more student centric pedagogies; some of our programmes are one of a kind in the countries we operate; employers recognise our graduates as employable and entrepreneurial; our staff are qualified and capable of producing better research output; and we have a sustainable green campus in Botswana and are starting the construction of a new campus in Lesotho.

The Botho University theory of change essentially focuses on the following **outcomes**:

- Employable graduates who can become self-reliant citizens, job creators and are future ready.
- Qualified and knowledgeable staff who can deliver good quality pedagogy, impactful research, and quality support services to students.
- Economic and social well-being, and sustainability of our alumni and the communities connected to us.
- A relevant and sustainable University organisation.

This report along with the ongoing exercise towards the new strategy formulation for the period 2023-28 reiterates that the success of our projects will depend on how we plan, monitor, report and learn by staying focused on these intended outcomes and how we work with traceable pathways to impact to prove our contribution. Keeping in mind the limited resources in environments we operate in we recognize the following **pathways for impact**:

- Positive student and alumni experiences
- Building a strong academic community
- Managing our quality through self-regulation and continuous improvement
- Creating a learning community for sustainable best practices and research through active collaboration with international partners and industry
- Connecting and supporting local communities in a meaningful manner through impactful research and activities that lead to sustainability
- Minimizing the environmental impact of our operations

This report hence begins with an overview of Botho University, student numbers, our programmes, our campuses, and governance structures.

Sustainability and social impact areas are identified and aligned to our strategic objectives, using various indicators that we track on a regular basis in respect of the following functional areas:

- Managing Quality
- Staff Development
- Employability Initiatives
- International Partnerships
- Industry Linkages
- Connecting with Communities
- Digital Transformation
- Research
- Green Campus Infrastructure

This report has allowed us to not only reflect on our achievements but also look at ways to overcome the challenges inherent to our continental environment in producing graduates that can differentiate themselves from the rest and become leaders.

## 4. GOVERNANCE AND MANAGEMENT

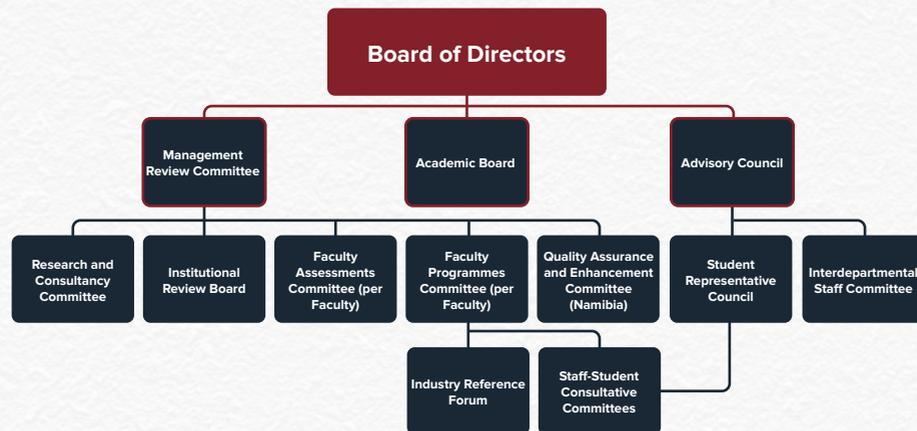
Botho University was established in Botswana in 1997 and has rapidly evolved over the years to become a leading multidisciplinary quality tertiary education provider. The University currently offers programmes through four faculties across its campuses in Botswana, Lesotho, Eswatini, Namibia and the Blended and Distance Learning campus, with a new campus being established in Ghana. Botho University is registered as a private education and training provider in all the countries we operate based on the higher education regulations and legal framework for institutions prevalent in each country. Programmes offered in various countries are accredited by the respective regulatory bodies namely, Botswana Qualifications Authority, Lesotho Council of

Higher Education, Namibia Qualifications Authority, Namibia Council of Higher Education and Eswatini Higher Education Council. We are in the process of getting our programmes accredited by Ghana Tertiary Education Council. The four Faculties of the University are:

- **Faculty of Business and Accounting**
- **Faculty of Engineering and Technology**
- **Faculty of Health and Education**
- **Faculty of Hospitality and Sustainable Tourism**

The overall governance of Botho University is represented by the governance structure as presented below:

### BOTHO UNIVERSITY GOVERNANCE STRUCTURE



The Board of Directors through its committees has the responsibility for establishing institutional policies, setting strategic direction, and overseeing management. The Board relies on all key matters for advice from the Advisory Council, and inputs on academic matters and quality from the Academic Board, and the Management Review Committee. The Advisory Council consists of members from the community and industry, and expert educators along with staff, and student representatives. The Advisory Council provides a forum for sharing of ideas, opportunities and best practices in education and acts as a channel of communication with the stakeholder community in general. The Academic Board consisting of the Pro Vice-Chancellor Academics and Quality and

the Deans of Faculties, Offices and various campuses is the primary body governing all academic matters of the University, responsible for analysing and ratifying the decisions of the Faculty Programmes Committee (FPC) and the Faculty Assessment Committee (FAC) of each Faculty as well as setting institution wide academic policies and regulations. The Management Review Committee manages the internal quality assessment to identify opportunities for improvement and the need for changes to the quality management systems, including policy, objectives, and alignment to the strategic direction of the University.

### NON-EXECUTIVE BOARD MEMBERS



**Mr. Jayaraman (Jay) Ramesh  
(Chairperson)**

B.Com (India), FCA (India), FCA (Botswana)

Jay is a Botho education group co-founder and non-executive chair with 36 years of expertise. He is currently a non-executive director of three BSE-listed companies. He was formerly the non-executive

Chairperson, Managing Partner, and Partner at Grant Thornton Botswana, Regional Leader for Africa, and member representing Africa, the Middle East, and Europe on Board of Governors Grant Thornton International, past President Botswana Institute of Chartered Accountants. He has consistently worked to enhance the accounting profession in Botswana through teaching and other positions.



**Mr. Raja Ram  
(Non-Executive Director)**

BSc (Zoology); FCA (India); FCA (Botswana)

Raja Ram co-founded Botho education group. In his 40-year career as an accountant and consultant, he has advised several large multinational companies. He was responsible for the growth of what is today Grant Thornton Botswana. He is a former President of Botswana Institute of Chartered Accountants and has represented the business sector on the High-Level Consultative Committees to the Government of Botswana. He is the former Chairperson of Bothale Cambridge International School and Botho University, Board of Directors.



**Mrs. Dorcas Kgosietsile  
(Non-Executive Director)**

BA Accounting and Statistics (UBS); MSc Management (Arthur. D. Little Management Education Institute)

Dorcas Kgosietsile was Botswana's Ambassador to India. She is a director of FSG Limited's six Botswana-incorporated entities, Choppies Ltd, and First National Bank Botswana (FNBB), listed on BSE. She was a director of Botswana Insurance Holdings Ltd (BIFM and BLIL). She has several years of expertise in business administration, investment research, and financial asset management from Botswana Development Corporation Ltd and as a consultant of Business Clinic (Pty) Ltd.



**Mrs. Kate Senye  
(Non-Executive Director)**

BA Economics and Accounting (UB); MA Development Policy and Administration (University of Wisconsin)

Kate has over 20 years of expertise as a development economist and investment analyst. Formerly the CEO of Southern Africa Media Development Fund (SAMDEF), currently the Co-founder and Managing Director of the Workforce Group Botswana, a subsidiary of Workforce Holdings Limited. She has project experience with the World Bank, USAID, WHO, SIDA, GTZ, UNICEF, and UNDP as an economist for the Botswana Government.

## 4. GOVERNANCE AND MANAGEMENT (Continued)

### NON-EXECUTIVE BOARD MEMBERS



**Mrs. Neo Bogatsu**  
**(Non-Executive Director)**

BCom Accounting (University of Botswana); FCCA (UK), FCA (Botswana)

Neo is the current CEO of Botswana Insurance Fund Management (BIFM). She has formerly worked in finance and business analytics at Barclays Bank of Botswana. Neo also serves on many boards in the financial services, property management and development, and education sectors.



**Mr. Lesang Magang**  
**(Non-Executive Director)**

LLB (Birmingham City University, UK)

Lesang is the Director of Phakalane Estates Group Companies, a major township and property development company in Botswana. Lesang is also a Director of RDC listed on the BSE, and is a Director at Botswana Investment and Trade Centre (BITC). A motivational speaker on youth development and entrepreneurship, he works on several sub-committees of boards.

### ACADEMIC BOARD MEMBERS

<b>Dr. Ivy Rose Mathew</b>	<b>Pro Vice Chancellor, Academics</b>
<b>Mrs. Aravinda Ram</b>	<b>Deputy Pro Vice Chancellor - Employability &amp; Technology</b>
<b>Prof. Robert Machera</b>	<b>Dean - Faculty of Business &amp; Accounting</b>
<b>Prof. Oliver Chikuta</b>	<b>Dean - Faculty of Hospitality &amp; Sustainable Tourism</b>
<b>Prof. Srinath Doss</b>	<b>Dean - Faculty of Engineering &amp; Technology</b>
<b>Dr. Thokgamo Boitshwarelo</b>	<b>Dean - Faculty of Health and Education</b>
<b>Mr. Amarendar Rao Thangeda</b>	<b>Dean - Office of Quality Management</b>
<b>Mrs. Marang Mutuna</b>	<b>Dean - Office of External Relations</b>
<b>Mr. Mosoma Kgotla</b>	<b>Dean - Office of Staff, Student and Outreach</b>
<b>Prof. Abhishek Ranjan</b>	<b>Dean - Lesotho Campus</b>
<b>Mr. Andima Tileinge</b>	<b>Dean - Namibia Campus</b>
<b>Mr. Viswanathan Sankaranarayanan</b>	<b>Assistant Dean - Eswatini Campus</b>
<b>Mrs. Subhashree Ravi</b>	<b>Assistant Dean - Internationalisation &amp; Distance Learning</b>

### ADVISORY COUNCIL: INDEPENDENT MEMBERS



**Professor Naomi Mmapelo Seboni - Botswana**  
**Advisory Council Chairperson**

Professor Seboni received a Bachelor of Education in Nursing from the University of Botswana and Swaziland (UBS) in 1981. Columbia University awarded her a master's degree in 1984. She worked at UBS for two years before starting her PhD in 1993. When she returned to UBS, she began teaching, research, and publishing, as well as professional and community service. Seboni served on the UB Alumni Development Trust, the Botho Advisory Council, and the Boitekanelo College Academic Council.



**Mr. Mohlabi Tsekoa - Botswana**  
**Advisory Council Member**

An educator with an MA in Management and Education from the University of Massachusetts in the USA. Mr Tsekoa has served in several leadership roles in Lesotho. He served as an Ambassador and Senior Secretary in many countries, including the United Kingdom, Ireland, Spain, and Portugal. He also worked as a Government Secretary and a Cabinet Minister.



**Professor Paul A.L. Evans - France**  
**Advisory Council Member**

Paul A.L. Evans is the Shell Chaired Professor of Human Resources and Organisational Development, Emeritus, at INSEAD in France. He is a recognized global authority on talent development and management, and his most recent book is *The Global Challenge: Managing People across Boundaries* (4th edition, 2023, Edward Elgar).



**Mr. Mocks Shikalepo Shivute - Namibia**  
**Advisory Council Member**

Shivute retired from the Namibian government after 28 years of service. He was the founding Editor-in-Chief of the Namibia Press Agency (Nampa) shortly after independence, then Permanent Secretary Namibia Ministry of Information and Broadcasting, Permanent Secretary National Planning Commission, Office of the President, and finally Executive Director of the Namibia National Council on Higher Education for eight (8) years. He holds an MA in Journalism and a Post-Graduate Diploma in Communication Studies.



**Mrs. Orefithetse Catherine Masire - Botswana**  
**Advisory Council Member**

Mrs. Masire is the founder and Managing Director at Career Diversity (Pty) Ltd. With over 20 years of HR expertise, she holds an MSc in Strategic Management from the University of Derby and a BSc in Business Administration/Human Resources Management from Auburn University. She currently serves as a non-executive member of Stanbic Bank, and Business Botswana's Executive Council.



**Mrs. Makotelo Teboho Motseko - Lesotho**  
**Advisory Council Chairperson**

Mrs. Motseko has a Bachelor of Science Education (B.Sc.Ed.) and a Master of Arts in Education from the National University of Lesotho and the University of Bath in the United Kingdom, respectively. She worked in education from 1993 until 2009, where she was a Deputy Rector for Administration before joining the Council on Higher Education. During her tenure as CEO of CHE, she created and implemented accreditation rules and audit criteria. She left CHE in 2020 to start her own company.

## 4. GOVERNANCE AND MANAGEMENT (Continued)

### BOTHO UNIVERSITY MANAGEMENT TEAM

Botho University management team is led by the Vice-Chancellor, Pro Vice-Chancellors, and Deputy Pro Vice-Chancellors who are responsible for faculties, non-academic offices and campuses that are led by Deans. Many members of the management team are also directors on the Board of Directors.



**Dr. Sheela Raja Ram**  
(Vice-Chancellor and Managing Director)

MSc (Physics) (IIT, Mumbai); EdD (University of Liverpool, UK)

Sheela brings over 41 years of industry experience having worked as a lecturer, a business consultant, and a successful technology entrepreneur. She is using her industry experience and higher education

internationalisation research experience to improve graduate employability at Botho University. She has been responsible for the development and implementation of three key strategic plans that have given Botho University an impeccable reputation for quality education delivery.



**Mr. Ravi Srinivasan**  
(Pro Vice-Chancellor of Internationalisation and Executive Director)

BCom (Madras University); Masters in Business Leadership (MBL) (UNISA)

Ravi has been responsible for the growth of Botho University in various countries in Africa including the Blended and Distance Learning campus. Ravi has 25 years of experience at Senior Management level with a proven track record in stakeholder management, strategic management, media planning, advertising, and brand promotion.



**Dr. Ivy Rose Mathew**  
(Pro Vice-Chancellor, Academics)

Masters in Computer Applications (India); PhD in Adult Education (University of Botswana); Certificate in Distance Education (Botswana Open University) and Project Management (International Project Leadership Academy, Canada)

Ivy has over 20 years of teaching and academic management experience in higher education in India and Botswana. Her research area is about student engagement in online learning. Under her leadership, Botho University successfully introduced Distance Learning, usage of Blackboard, new programmes such as the MED in Higher Education. She is also a member of ICDE, DEASA, FIRE and BITS.



**Mr. Ananth Ram**  
(Pro Vice-Chancellor, Strategy and Executive Director)

BA Integrated Sciences and Computing and Information Systems (Northwestern University, USA); MBA (INSEAD, France & Singapore); Senior Executive Program Africa from Harvard Business School (USA) and GIBS (South Africa)

Ananth's experience of over 20 years started as a software developer but has primarily been in education with a focus on academic administration, quality assurance and strategic planning. In addition to leading the University's strategy implementation and supporting Enko Botho International Secondary School, Ananth is also a business angel and Director of Angel Network Botswana.



**Dr. Priya Iyer**  
(Pro Vice-Chancellor of Finance & Employability and Executive Director)

BCom (Calicut University, India); FCA (India); FCA (Botswana); EdD (University of Liverpool, UK)

Priya is a Chartered Accountant by profession with over 25 years in senior management positions in consulting and corporate organisations. She is a Past President of the Botswana Institute of Chartered Accountants (BICA), is a member of the Professional Accounting Organisations Development Committee of International Federation of Accountants (IFAC) and has project experience with World Bank. Her research focus is Graduate Employability.



**Mr. Aditya Ram**  
(Pro Vice-Chancellor, Infrastructure and Executive Director)

BSc (Hons) in International Hospitality Management (Ecole Hôtelière de Lausanne, Switzerland); MSc Real Estate Development (Columbia University, USA)

Aditya is responsible for growing high quality campus infrastructure and has led strategic real estate investments both in Botswana and beyond, for over 15 years. He is an active angel investor through Angel Network Botswana and is passionate about developing a vibrant start-up environment in Africa. He currently is the President of the Global Entrepreneurs Organisation MEPA Bridge Chapter, Secretary of Angel Network Botswana and is the past chairperson of the Board of the American Business Council.



**Mr. Golekanye Setume**  
(Pro Vice-Chancellor, Communication)

Diploma in Secondary Education (Mathematics) University of Botswana; BEd (Mathematics) University of Botswana; MEd in Professional Development (Northern College, Scotland); MBA (Botho University)

Golekanye Setume has worked for 27 years in the public service and has been a Deputy Permanent Secretary and Executive Director at Permanent Secretary level in Government of Botswana. He is the current Chairman of Education Sector at Business Botswana, which role entails advocacy for the private education sector ranging from early childhood education to higher education and TVET.

## 5. FACULTIES AND PROGRAMMES



Botho University offers Certificate, Diploma, Bachelors, and Masters programmes across four faculties both in face to face and the Blended and Distance Learning mode. New PhD programmes will be offered soon awaiting regulatory clearance. Market surveys demonstrate that most Botho University programmes are within high demand disciplines and areas of study, bringing much needed human resource development in the countries we operate.

	Botswana	Lesotho	Namibia	Eswatini	BDLC
<b>FACULTY OF BUSINESS AND ACCOUNTING (FBA)</b>					
Master of Business Administration (MBA)					✓
Master of Commerce in Human Resource Management					✓
Bachelor of Commerce in Finance	✓				✓
Bachelor of Commerce in Accounting	✓				✓
Bachelor of Commerce in Risk Management	✓	✓			✓
Bachelor of Commerce in Investment & Banking	✓				✓
Bachelor of Business Administration in Business Management	✓				✓
Bachelor of Business Administration in Small Business Management	✓				✓
Bachelor of Commerce in Digital Marketing	✓				
Bachelor of Science in Accounting		✓	✓	✓	
Bachelor of Science in Business Management		✓	✓	✓	
Bachelor of Science in Finance		✓			
ACCA				✓	
CIMA	✓			✓	
Diploma in Retail Management			✓		
Diploma in Supply Chain Management			✓		
Certificate in New Venture Creation	✓				
<b>FACULTY OF HOSPITALITY AND SUSTAINABLE TOURISM (FHST)</b>					
Bachelor of Science (Hons) in Hospitality Management	✓				✓
Diploma in Events Management	✓				✓
Diploma in Travel Operations	✓				✓
Diploma in Cultural Tourism	✓				

	Botswana	Lesotho	Namibia	Eswatini	BDLC
<b>FACULTY OF ENGINEERING AND TECHNOLOGY (FET)</b>					
Master of Science in Computer Systems Management					✓
Bachelor of Science (Hons) in Computing	✓	✓	✓	✓	✓
Bachelor of Science (Hons) in Multimedia Systems	✓				✓
Bachelor of Science in Computer Networking	✓	✓			✓
Bachelor of Science (Hons) in Network Security and Computer Forensics	✓			✓	✓
Bachelor of Engineering (Hons) in Computer Engineering	✓				
Bachelor of Engineering (Hons) in Electrical Engineering	✓				
Bachelor of Science in Mobile Computing		✓	✓	✓	
Bachelor of Science in Data Science	✓				
Diploma in Computer Networking			✓		
Diploma in Software Engineering			✓		
Certificate Level 3 in Computer Hardware Maintenance and Networking	✓				
Certificate in Network Administration	✓				
Cisco Certified Network Associate - Routing & Switching (CCNA)	✓				
Certificate Level 3 in Desktop Publishing	✓				
Certificate Level 3 in Web Designing	✓				
Certificate Level 3 in Graphic Design and Animation	✓				
Certificate Level 3 in Database Administration	✓				
Certificate in Electrical Installation and Maintenance	✓				

	Botswana	Lesotho	Namibia	Eswatini	BDLC
<b>FACULTY OF HEALTH AND EDUCATION (FHE)</b>					
Master of Education in Higher Education					✓
Master of Education in Curriculum and Instruction					✓
Post Graduate Diploma in Higher Education (PGDHE)					✓
Bachelor of Science (Hons) in Health Information Management	✓	✓	✓	✓	✓
Bachelor of Education (Hons) in Primary Education					✓
Diploma in Occupational Health & Safety	✓				✓
Diploma in Health Information Management			✓		
Diploma in Health Informatics			✓		
Certificate in Child Care	✓				

\*BDLC: Blended and Distance Learning Campus

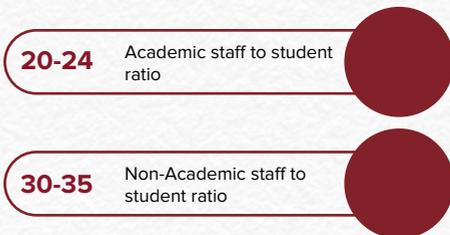
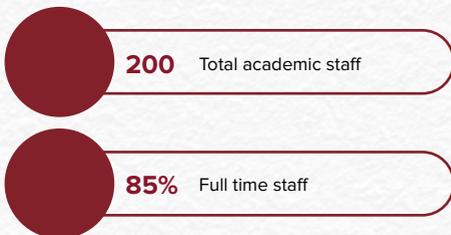


## 6. MANAGING QUALITY



Quality management at Botho University consists of two critical elements, namely continual improvement, and documentation and reporting (“Doing what you say and saying what you do”). Botho University has always given great importance to the quality of its people, products, systems, and processes. The institution is BOS ISO 9001:2015 certified since 2013 and participates in other quality assurance activities such as the African Quality Rating Mechanism promoted by the African Union. Another critical part of quality management is compliance to quality standards established by regulators in every country we operate in. Quality assurance includes feedback from students, as essential stakeholders, collected every semester using an online system, where the data is analysed and evaluated. This feedback

provides the student’s evaluation of quality of teaching and learning, content delivery, library, physical resources, and the student themselves, among other things. The Industry Reference Forum formed per discipline of study allows the University to regularly obtain constructive feedback about our programmes, support services and graduates from employers as part of continuous improvement of our work. We engaged with IFC (World Bank Group) in 2021, to assess our employability initiatives using Vitae, a data-driven approach that helps higher education institutions improve their graduate employability. Botho has also worked with IFC and Deloitte Consulting this year as part of their innovative Digital for Tertiary Education Program—D4TEP that supports universities towards digital transformation.



**African Quality Rating Mechanism (AQRM) rated our programmes as Good.**

## 7. STAFF DEVELOPMENT

Developing competent and motivated staff is a key objective of Botho University’s Sustainable Growth Strategy. The work from home (WFH) policy during this pandemic has opened a whole new world of remote working. With an average staff age of 42 years, we have a young staff complement with young families. Keeping in mind our aim to become a more family-friendly organisation we have implemented better parental leave policies including paternity leave that goes beyond the requirements of the law in most countries. We believe in equal opportunities and this belief translates to women forming 49% of all staff and 45% in leadership positions.

Botho University operates in Africa where scarcity of qualified staff is accompanied by fierce competition among higher education institutions for talent. The University has always encouraged staff in both academic and non-academic fields to further their qualifications and has put in place compassionate staff scholarship schemes. The scholarship scheme is also extended to staff families. Over the past 13 years, 309 staff members have benefitted from the scholarships for studying not only at the University but also at external institutions. Of these, 226 scholarships have been for post-graduate studies that include teaching qualifications and doctoral studies.



### NON-ACADEMIC STAFF ACHIEVEMENTS



**Ms. Phatsimo Mosimanegape**  
Senior Team Leader - Employability & Entrepreneurship Development

#### SELECTED FOR THE MANDELA WASHINGTON FELLOWSHIP FOR YOUNG AFRICAN LEADERS

As a recipient of the Mandela Washington Fellowship for Young African Leaders in 2020, Phatsimo was further selected for the Alumni Enrichment Experience (Institute) in the United States and participated in the Mandela Washington Fellowship for Young African Leaders Program from July to August 2022. She participated in the welcome week in Washington DC and sharpened her leadership skills at Georgia State University’s Andrew Young School of Policy Studies. The Mandela Washington Fellowship recognises young people who have established records of accomplishment in promoting innovation and positive impact in their organizations, institutions, communities, and countries.



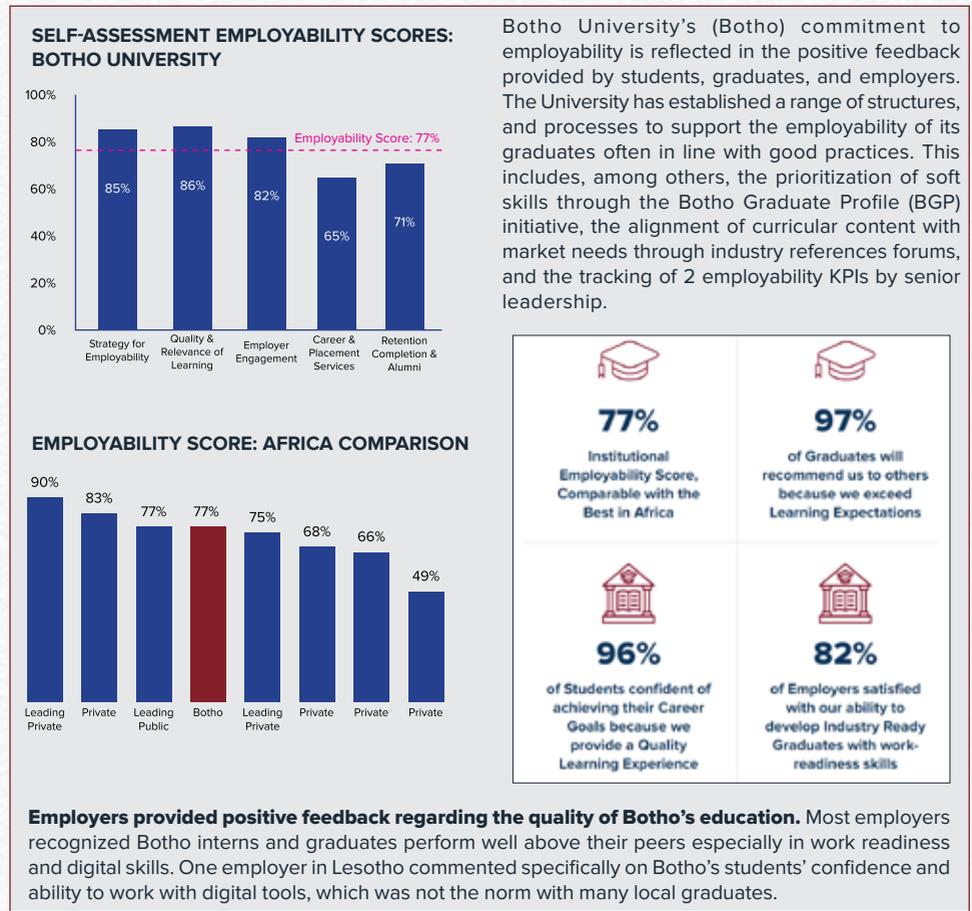
**Mrs. Nyalalani Eleck Majuta**  
Bachelor of Science (Honours) in Business Management

Nyalalani Eleck Majuta has seen Botho transformational story personally and as a Botho employee, she is currently working as an officer with Registry & Assessment. She started working at Botho as a young woman of 21 years and 25 years later she is now married with three kids. Using the staff sponsorship scheme she has now completed her degree in Business Management.

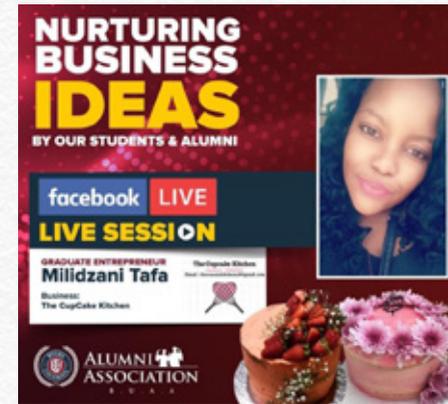
## 8. EMPLOYABILITY INITIATIVES

As an institution of higher education operating in Africa, we believe strongly that the primary impact we should make is to produce entrepreneurial and employable graduates who meet the urgent human resource needs that can make Africa self-reliant. Our efforts are channelled towards developing an ecosystem to nurture employability skills and create an entrepreneurial mindset that can lead to innovation. This effort consists of both academic and non-academic activities. The IFC (World

Bank Group) assessment of Botho's employability initiatives in 2021 provided valuable insights into our efforts and the University is already working on the recommendations. **The survey included 466 students, 840 alumni and six employers. Botho's employability score of 77% is above the 75% global average for private institutions assessed by IFC, and on par with several peer-comparators in Africa and MENA.**



Extract from the IFC Vitae 360 Assessment Report 2021



## 8. EMPLOYABILITY INITIATIVES (Continued)

### BOTHO GRADUATE PROFILE

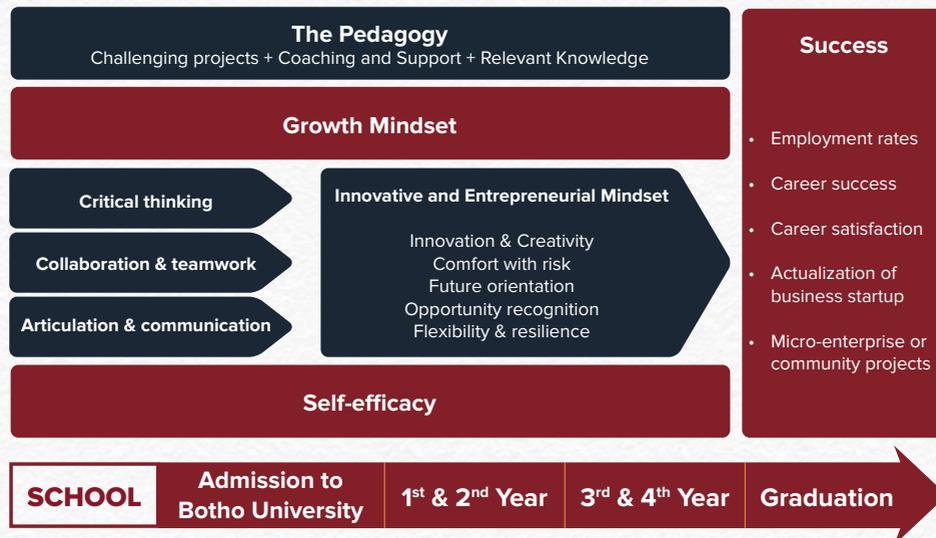
The Botho Graduate profile (BGP) that lists key employability traits may be seen as a blueprint that defines the graduate we aim to produce, and it is the central mission that guides our efforts. Developing employability traits is both a curricular and extra-curricular effort. In the past one year over 2500 hours of targeted training towards developing the various traits that form the Botho Graduate Profile (BGP) has benefitted 150 staff and over 600 students.

CAREER ATTRIBUTES	PERSONALITY ATTRIBUTES	SOCIAL ATTRIBUTES
<ul style="list-style-type: none"> <li>- Knowledgeable</li> <li>- Hardworking</li> <li>- Articulate</li> <li>- Innovative &amp; Entrepreneurial</li> </ul>	<ul style="list-style-type: none"> <li>- Ethical</li> <li>- Positive &amp; Confident</li> <li>- Collaborative</li> <li>- Critical thinking</li> </ul>	<ul style="list-style-type: none"> <li>- Socially responsible</li> <li>- Environmentally responsible</li> </ul>

### PEDAGOGY FOR ENTREPRENEURSHIP

The Botho team supported by Prof. Paul Evans (Professor Emeritus, INSEAD) used a series of workshops with staff members and students and a symposium (funded by INSEAD) attended by leading HR professionals and academics from the region, to identify key employability skills that the University needs to focus on to develop an entrepreneurial mindset. Academic teams have also been working on toolkits that can build these skills. All these efforts have led to the Botho Model of the Entrepreneurship Journey, thus, strengthening a more student centric teaching and learning at the University along with all the other initiatives that include internships and modules that teach entrepreneurship concepts as part of all undergraduate curriculum. Strong partnerships are being built with organisations like Wadhvani Foundation to provide good quality entrepreneurship training.

### THE BOTHO MODEL OF THE ENTREPRENEURIAL JOURNEY



**“87% Students and 83% Alumni Rank “to start my business” as an important reason for enrolling at Botho.” - (IFC Vitae)**

### INTERNSHIPS AS PART OF CURRICULUM

All Botho University undergraduate degree programmes regardless of discipline have a semester-long assessed internship that is mapped to the Botho Graduate Profile. While students are encouraged to find such internship positions to develop skills for job seeking, the University Student and Alumni Services Department (SAAD) helps facilitate connecting students to future employers through formal agreements and other engagements with employers. During the pandemic it became challenging to find internship positions and the Student and Alumni Services Department went out to seek virtual internships by collaborating with organisations like Africa Code Foundry, Virtual Internships, Next Step Connections and Clear Skincare. 111 students from Botswana and Lesotho to date have worked with companies all over the world and some have even found remote jobs.



**We thank all our employers for their contribution in nurturing employable graduates**

**Dr. Priya Iyer**  
PVC Finance & Employability



### PARTNERSHIP WITH AFRICA CODE FOUNDRY (AFC)

Botho University partnered with AFC, headquartered in Washington, USA against the backdrop of the pandemic to offer remote internships to deserving computing students as part of the AFC Engineering Residency program. 34 students have benefited. The success has resulted in AFC setting up their first company in Africa hosted on campus by Botho University, Lesotho, and recruitment of graduates from Lesotho and Botswana campus.



\* Excludes current cohort

### PARTNERSHIPS WITH VIRTUAL INTERNSHIPS

Botho University partnered with Virtual Internships in 2021 for providing credit based remote internships to its students. Up to date almost 63 students have worked with the company Virtual Internships finding internships. The below analytics show the success of the partnerships with stellar student feedback. The success of this partnership has resulted in Botho University being invited to numerous conferences by Virtual Internships such as BUTEX2021, EURIE2021 etc to share our experiences of combining technology with employability to offer their students global

## 8. EMPLOYABILITY INITIATIVES (Continued)

opportunities, a fairly novel concept in the parts of Africa we operate in.

As our virtual intern Leeroy Nyamandi who worked with a company in China mentioned: *“Virtual Internships has opened a window of possibilities for students like me who would otherwise only seek employment locally. However, our dreams and ambitions are much bigger and this opportunity given to me by Botho University has given them wings.”*



Source: Virtual Internship Case Study for Botho 2021

**PARTNERSHIP WITH WACE**  
Botho University became an institutional partner for WACE, the international body for advancing integrated and co-operative education in 2020. Since then, around 15 students from Botswana and Lesotho have participated across 3 global challenges with WACE and have provided impressive feedback on their experience. Botho University has also been invited to be a member of the Global Strategy Council for WACE. The WACE Global Challenge has also won the PIEoneer Awards in September 2022 in the Real Life Learning Award category, making it a highly respected and commended programme internationally.

**STUDENT REFLECTIONS**

*“Working with other students from different universities across the globe and getting the real life experience of a business was the best moment for the WACE challenge.”*

*“I manage to improve problem solving skills by understanding the task and solving it when I was given the task(problem)”*

*“It was indeed a learning experience as I got the opportunity to do a research that was going to be used in real life and to collaborate with other students from around the world. I was able to put the skills I get from school to use in real life experience.”*

*“Getting to interact with different people from different backgrounds and of ethnicity. Also finding out about different organisations that are making a change across the globe”*

*“If we can unite in our communities and ensure that the sustainable development goals are met, we will promote a sustainable future for all of us.”*

*“Botho University met us halfway by giving us a discount of 75 % over the standard participation fee needed to join the program.”*

### THE ENTREPRENEURSHIP LABORATORY (ELAB)



The Entrepreneurship Laboratory (ELab) was established in 2016 to help launch early stage student and alumni ventures. eLab helps identify, mentor, incubate, connect and support outstanding student-entrepreneurs and facilitate their success beyond Botho University, into the community. ELab provides dedicated space for residents to be able to work and develop their projects from ideas to taking it to the market. This has cemented the University within the entrepreneurship development ecosystem. The Botho University Community Initiative (BUCI) will also be used in future to attract external funders for student and alumni entrepreneurial ventures.



### CAREER DEVELOPMENT AND ALUMNI ENGAGEMENT

Career and personal development work begins early with Year 1 students and is carried forward through the duration of their programmes, offering psycho-social support, academic advising, Botho Graduate Profile (BGP) training, one on one career guidance sessions, development workshops, motivation sessions, entrepreneurship development and leadership programmes. Students are assisted in

seeking meaningful engagements with prospective employers. The Alumni Relations Unit aims to foster a lifelong relationship between the University and its graduates and to build strong networks with graduates, geared towards lifelong learning and jobs. Career fairs and other employer engagements provide the foundation of placement efforts. Botho graduates are regularly supported to find scholarships into postgraduate programmes in international universities. Over 4,500 alumni are reachable through an active Facebook page and other digital means allowing real time interactions for job placements and opportunities for further study and personal development.

**LINKZ**  
LINKZ is an annual talent contest held on campus, aimed at fostering learning excellence through healthy competition. While initially from 2008 LINKZ was designed as an ICT skills challenge, it has over the years evolved to bring out not only ICT skills but also entrepreneurial skills. In the past 11 years more than 2,000 students from local schools and tertiary institutions have participated.

**BOTHOHACKS**  
250 students from 13 Secondary Schools and 7 Tertiary institutions. BothoHacks was conducted as a two day Hackathon event in 2020, organized by Botho University in partnership with Clemson University funded by NSF (National Science Foundation, USA). A hackathon is best described as an “invention marathon”. Anyone who has an interest in technology can attend a hackathon to learn, build and share their creations in a relaxed and welcoming atmosphere. Over the course of the event, teams of up to 4 students work on an innovative technical project that will be demonstrated to judges at the end of the event. Mentors are available to help teams with their projects from the ideation phase to the final presentation.

## 9. INTERNATIONAL PARTNERSHIPS

Historically Botho University has grown on the back of many valuable international partnerships such as the University of Sunderland, UK Open University, Teesside University, Ohio University, Manipal University, to name a few. Currently, our strongest partnerships are with KTH Royal Institute of Technology from Sweden, and Baden-Wuerttemberg Cooperative State University (DHBW), Germany. We are also forging many Pan-African partnerships such as University of Venda in South Africa, and the Education Collaborative with Ashesi University, Ghana.

### KTH ROYAL INSTITUTE OF TECHNOLOGY, SWEDEN



KTH Royal Institute of Technology is a public research university with a focus on engineering and technology education and is the largest technical university in Sweden.

The partnership between Botho University and KTH Royal Institute of Technology began in 2017, with a project on **Challenge Driven Education (CDE)** implemented under the KTH Global Development Hub aimed at creating mutual innovation capacity in response to social challenges. Challenge Driven Education (CDE) is a pedagogy where students in teams collaborate with various societal actors to develop societal innovation capacity, thus becoming change agents for sustainable development. The partnership is focused on mutual capacity building, through training and staff exchanges, student mobility, joint research projects and international funding opportunities such as Erasmus. Learning from this partnership, we have implemented CDE courses namely, Innovation for Sustainable Development (ISD) offered by the Faculty of Engineering and Technology, and Ergonomics in Challenge Driven Education offered by Faculty of Health and Education. Seventeen (17) Botho University students have benefitted from travel to KTH, Sweden through the exchange programme.

### INNOVATION FOR SUSTAINABLE DEVELOPMENT (ISD)

The overall aim of this course is to prepare students to develop solutions to meet laid down United Nations Sustainable Development Goals (SDGs) by applying design thinking process in a challenge driven human-centered, solutions-focused, action-oriented manner to create innovative solutions. This module is co-taught by a multinational group of tutors and promotes multidisciplinary teamwork in a multinational cohort of students leading to a globally employable graduate. From July 2019, seven cohorts including two online cohorts of 162 students from Botswana, Lesotho, Kenya, Sweden, and Tanzania have benefitted. Students have collaborated with stakeholders such as, Botswana Tourism Organization, Sidilega Private Hospital, Local Enterprise Authority (LEA), Water Utilities Corporation (WUC), Climate Exploration Hub and Stepping Stone International resulting in projects such as Biogas Packaging, Solar Automated Water Dispenser, Covid-19 Monitoring App, an Appointment Booking System as examples.

#### STUDENT REFLECTIONS ON ISD MODULE

*"I have learnt that emotions can be an integral part of learning and that conflicting working styles across teammates do exist and that different national perspectives do drive innovation."*

*"Learning about sustainability has shaped my mindset and going forward I will definitely incorporate elements of sustainability in my daily work. As a jeweller and a seamstress, I would like to create meaningful pieces."*

*"The conflict had arisen within our group. We ended up arguing or pointing fingers to each other. As a group leader, I found the need that I should take one step back and motivate my group members and I saw each member growing in terms of being responsible for our group work."*

#### KTH EXCHANGE STUDENT REFLECTION

*"The exchange program took me out of my comfort zone, the reason being that the time we spent in Sweden was so short, that meant that I would not have enough time to make friends (long term) explore the whole of Sweden and its countless cities, but all this made me proactive as I had to cover up academically and still be adventurous."*

### BADEN-WUERTEMBERG COOPERATIVE STATE UNIVERSITY (DHBW), GERMANY



The partnership with DHBW, Germany was launched in November 2020, through the Faculty of Hospitality and Sustainable Tourism but has grown to involve other Faculties too. The project with Botho began with the development of a practical oriented yet technologically integrated Sustainable Tourism Module which will transform the way Sustainable Tourism is taught in the universities. The partnership involves student and staff exchanges as well as research-based engagement with local community-based sustainable tourism projects, whereby, students from both universities can strengthen their humanitarian traits and learn to appreciate other cultures, making them useful citizens in the global community. Recently the team from DHBW and Botho met with the Malaka Conservation Trust. The project was identified through Botho's partnership with the Botswana Tourism Organisation and the Department of Community Based Natural Resource Management (CBNRM). The Malaka community surrounds the Old Palapye monuments in central Botswana, a historic archaeological site whose significance to Botswana cannot be over-emphasized. This community-based tourism project has struggled due to lack of business, tourism, and hospitality technical knowledge. Working with the Goo Moremi Trust and other agencies the DHBW-Botho teams will support the Malaka Conservation Trust to build a business model. The intention is to provide students with a live laboratory (in the form of a community) where students can apply their knowledge of sustainable tourism development and help develop the community-based tourism project. Students from both Botho University and DHBW will be visiting the community as part of their

studies as well as for cultural exchanges. DHBW is a pioneer in work integrated learning and Botho has benefitted from their expertise in implementing work integrated learning or Dual Learning as part of the Bachelor of Science (Hons) in Hospitality Management programme.



DHBW- BU team visit to Mankgodhi village



University of Venda



Innocent Lethogela and Thati Phologa - KTH Student Exchange Programme

## 10. INDUSTRY LINKAGES

### INDUSTRY COLLABORATION AT BOTHO UNIVERSITY



At Botho University we have placed our relationship with industry at the centre of graduate employability as we not only supply local industry in each country with our graduates and interns, but also our alumni expand the industry. We feel very proud when our alumni also become employers of our graduates. Industry partners through the Industry Reference Forum (IRF) are involved very early from the curriculum development phase, later as guest lecturers, Dual Learning partners, partners for internships and as employers. Botho has always promoted industry certifications for students and has for many years established testing centres in Botswana and Lesotho. We are an authorized testing centre in partnership with PearsonVue, Prometric Academic, Prometric IT, and Kryterion, including examinations for TOEFL, GRE, PMI, CIMA, AAT, Cisco, Microsoft, Oracle, HP, VMware and many other leading global programmes. Botho has an agreement in place with IBM and is a Cisco Academy. Huawei has donated equipment worth BWP 300,000 to establish a Huawei Academy Testing Centre at the Botswana campus.

#### DUAL LEARNING AT BOTHO

The Faculty of Hospitality and Sustainable Tourism has recently implemented Dual Learning and our German partners DHBW are hand holding the faculty during this piloting. To date two batches of students have undergone their first semester with Protea Marriot Hotel. It is heartening to see many more hospitality partners willing to support Botho to implement Dual Learning.



**INDUSTRY - UNIVERSITY COLLABORATION FOR ENHANCING EMPLOYABILITY WEBINAR**

**375** PARTICIPANTS | **17** COUNTRIES

### LESOTHO EMPLOYER FEEDBACK



**70%**  
SATISFACTION WITH STUDENTS ON INTERNSHIP

**Ministry of Health Lesotho:** Students are eager and willing to learn new things and portraying positive attitude towards work assignments.

**89.5%**  
SATISFACTION

**Land and Survey Systems-Engineering Company, Lesotho:** Students were hard-workers, punctual and dedicated interns who always completed tasks given.

**Lesotho Electricity Company:** Botho interns showed that there is not much of a gap between a classroom and working environment meaning that Botho graduate can directly be employed after completion of their studies.

**80%**  
SATISFACTION WITH STUDENTS ON INTERNSHIP

**Local Government of Lesotho:** We value hosting Botho interns as they bring in new ways of doing things with positive attitude towards the work environment.

**91%**  
SATISFACTION

**Gem Institute, Lesotho:** Hard workers, dedicated and high level of commitment.

### BOTSWANA EMPLOYER FEEDBACK



The graduates are job ready and we find them easy to train. Once they are fully trained they have moved on to making telling contributions to our business which explains why most of the interns taken have moved on to secure permanent employment as assistant branch managers.



Botho graduates are full of energy, smart, open minded. Through the various courses we have adopted for our internship program I have seen a remarkable growth from the institution and the graduates.



What I appreciate is the extent to which Botho cares about the employability of its students. The Student and Alumni Affairs Department from the University sat down with the Choppies Team to discuss how better they could improve the onboarding of students on the internship program.



Botho interns have a good attitude, communicate well and are well behaved. BPC has lots of projects in the pipeline and we are willing to engage with Botho University to offer internships and even recruit the impressive ones. We would also like to extend our partnership with Botho University to other areas such as offering guest lecturers and also have a graduate recruitment programme that Botho students can apply for.

## 11. CONNECTING WITH COMMUNITIES

Botho University's strategy places stakeholder development as a central objective and the focus is on supporting the local communities by involving our staff and students through different initiatives both curricular and non-curricular. Curricular involvement of faculties and students happens through pedagogic approaches such as Challenge Driven Education and through community driven research. Non-curricular activities encourage students and staff to identify and participate in community development not only through donations but also training and education that benefit schools and other community organisations. The approach is to provide targeted support to certain identified groups so that we can monitor and evaluate our inputs and see visible positive impact over a period. As an institution we also provide scholarships to deserving students and support special needs students. The University has also contributed Maluti 100 000 to the Lesotho Chamber of Commerce & Industry COVID-19 Solidarity Fund and Pula 221,235 to the Botswana COVID-19 relief fund. At the start of the pandemic the Blended and Distance Learning campus conducted free training on teaching and learning online using digital tools and over 12,000 teachers and students across Africa have benefitted.

### SUPPORTING LOCAL COMMUNITIES THROUGH SCHOLARSHIPS

Botho University has traditionally provided scholarships of up to 100% of tuition fees for various categories of students. While in most of the countries that we operate there may be some form of Government sponsorship for tertiary education based on secondary school performance, this funding may not cover all students who aspire for university education. Botho University scholarships can be need based or merit based and are awarded selectively to deserving students. In the past 6 years Botho University has awarded 450 scholarships whose current dispensed value is 1.6 million USD across all campuses including the Blended and Distance Learning campus. 176 scholarships are for post-graduate programmes. These scholarships are awarded across all our campuses. Those benefiting from Botho University

Scholarships include students with low-income background, our alumni, persons working in the industry such as media and persons categorised as refugees.

### SPECIAL NEEDS STUDENT SUPPORT

Botho has worked towards expanding the type of support we offer to our students with special needs by not only having a dedicated support team including a Special Needs coordinator, 3 Teacher Aids, and an interpreter for the deaf and suitable equipment to assist students. We have supported around 75 students with various impairments such as visual, speech, hearing, physical impairment, chronic ailments and learning difficulties. Current cohort has 19 special needs students. Support is provided based on the need and could be in the form of visual aids, extra time during class and assessments, resting periods, personalized intervention including separate rooms for assessments. Regular training using relevant external organisations such as the Botswana Society for the Deaf are also conducted for staff to ensure they stay relevant and are able to offer adequate support. Botho University also offers off campus accommodation to students with special needs.

### KUBUNG PRIMARY SCHOOL

Kubung Primary School is situated in a small settlement called Kubung in the Kweneng area of Botswana, with a school population of between 250-400 students. Botho University is supporting the school since 2017 by providing extra tutorial sessions to students from Std 5 to Std 7, awarding prizes to performing students, developing the school library, and training for mathematics using the ABACUS math learning toolkit. A total of 75 tutorial sessions have been conducted by Botho University staff at the school and at the University using the various science laboratories. Over 160 children have benefitted from the tutorials that have a positive impact on learning as is evident from 2016-2021 with better academic performance of students and a reduction in absenteeism and drop-out rates.

### GAKGATLA VILLAGE

Botho University through its staff and students has been involved with the Gakgatla village in the Kweneng district of Botswana from 2017. The village has a population of about 211 with many disadvantaged children living with their grandparents. They have basic needs such as school uniforms, including shoes and electricity at homes. Botho University teams have been regularly assisting the village with clothes, food hampers, providing a photocopier, conducting eye tests for children, and creating awareness about the risks of teenage pregnancies. 200 Solar lamps provided to families in partnership with the charity 'Now for Them' has enabled children to study and do homework. Currently fund-raising efforts are ongoing for the much needed pre-school project.



As a Chief for the village of Gakgatla, I have been involved with Botho University, the Village Development Committee, and village youth on efforts directed towards uplifting the lives of the needy in our village. I can bear testimony to the continued direct and indirect assistance from Botho University. I cannot wait to see the Pre-school project up and running.

Mr. Lenyetse Moshapa  
Headman, Gakgatla village



School Children of Gakgatla Primary School happily show the solar Lamps donated by the NGO "Now for Them" in partnership with Botho University

### COMMUNITY ACTIVITIES IN LESOTHO

Botho University, Maseru campus has in the past three years served the local communities through volunteering work done by students and staff through service activities like cleaning, gardening, and providing donations for orphanages, old-age homes, and disabled people. A concerted effort has been made to support learning in the community through the provision of training for ICT skills, leadership skills, financial skills, programming languages and raising awareness on drug and substance abuse and teenage pregnancies to a targeted audience such as teachers and students in local schools, young detainees at the Lesotho Correctional Services and the Lesotho Juvenile Prison, street vendors, school librarians and members of the Lesotho Mounted Police Service among others.



Annual support to Hlokomela Banana initiative: Provision of sanitary pads to young school girls from disadvantaged families in Lesotho schools to ensure they attend school regularly.



ICT training for 70 teachers from 35 schools from various districts in Lesotho.



Ongoing project by the Faculty of Health and Education to develop a health records management system for the identified clinics near Botho University, Maseru to replace manual records.



Leadership training for 20 school headmasters in partnership with British Council

## 11. CONNECTING WITH COMMUNITIES (Continued)

### BOTHO UNIVERSITY COMMUNITY INITIATIVE

The Botho University Community Initiative (BUCI) is registered as a not for profit foundation that serves the local community, students and alumni by supporting student scholarships, graduate entrepreneurial ventures, community development projects and research that impacts the community. Botho University shall contribute to this foundation in addition to external fund raising.

**2656 library books donated to 54 schools and other libraries in Botswana and Lesotho over the past 5 years**



Tsodilo Heritage Challenge

**In partnership with the British Council and other community partners, 230 entrepreneurs were given training to enhance social entrepreneurship skills in Botswana.**

### CONNECTING STUDENTS TO COMMUNITIES

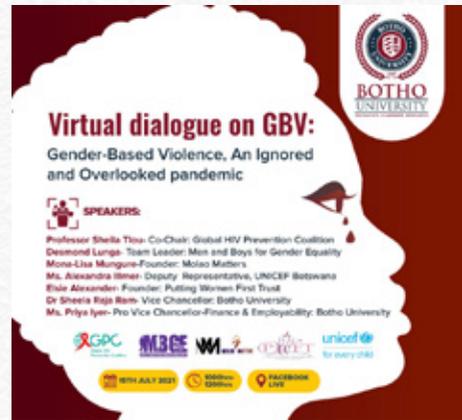
Our partnerships with community organisations such as The Desert Bush Walk has allowed Botho University Faculty of Hospitality and Sustainable Tourism students to learn from community and cultural heritage initiatives such as the Tsodilo Heritage Challenge, stakeholder engagement with the community in Rakops in the Boteti region as part of the Community based Tourism course, and the FNBB Kazungula Bridge Marathon.



Budding young writers Gobakwe Ramadi, Kitso Dada Kakambi and Keletso Dikao



Girls for Girls Leadership Session



Gender Based Violence Awareness

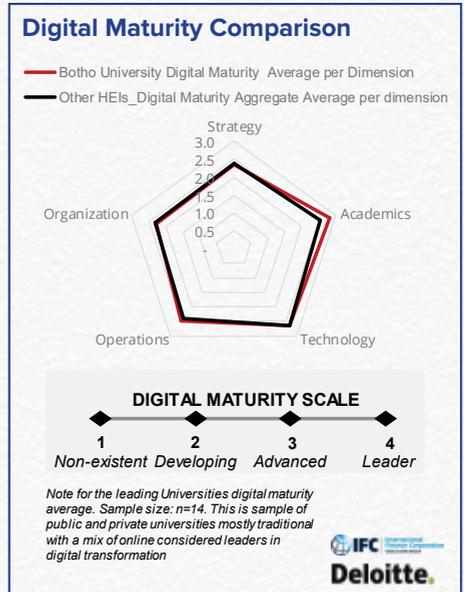
## 12. DIGITAL TRANSFORMATION

We recognize that digital transformation tools not only improve the quality of teaching and learning, through learning management systems, e-learning, and improved student engagement but also lead to better data management that helps scalability. Our investment into best of breed technology allows us to efficiently manage multinational operations and provide more self-service to students.

The Digital for Tertiary Education Program (D4TEP) project was conducted by IFC and Deloitte Consulting earlier this year to study and accelerate Botho's digital transformation so that we meet the evolving needs of our students and staff. Botho University is the first university in Africa to sign up for the D4TEP project with IFC. Mr Makhtar Diop, the IFC's Managing Director and Executive Vice President acknowledged Botho University and tweeted about us:



This Digital Strategy formulation included a Digital Maturity assessment and a Voice of Customer survey of 2,251 people to understand the opinion, preferences and needs of the different stakeholder groups regarding the university's digital tools.



### SOME HIGHLIGHTS FROM THE D4TEP REPORT

- The Botho ICT story is proven, making Botho a successful organization due to its early adaptation of digital technology in all its academic, non-academic, and administrative operations, almost all processes and functions are digitised.
- Digitization of University has proven to be very efficient and successful especially during this pandemic era.
- Every employee working in this organization is equipped with required skill sets to use technology in an effective manner for day-to-day operations.
- The institution has a clear strategy to prepare students for future careers, and it also has a strong network of potential employers in the public and private sector.
- Botho staff understand the need to minimise barriers, embracing inclusivity for all learners, no matter their economic background.

## 12. DIGITAL TRANSFORMATION (Continued)

- There is a strong culture and willingness to commit to new applications and view technology as a way to address issues/pain points.
- There is a strong desire to invest in analytics and business intelligence enhancing the ability of data-driven, proactive reporting and to have data on demand to react to queries
- Students considered Botho to be the best technology university in the country.

### UNIVERSITY LEADERSHIP BELIEFS ON DIGITISATION (D4TEP)

- The key stakeholder is always the student. The student experience is the thing, and we need to break it down....
- We want data and ratios - all the data! - at our fingertips. We want to do more with the data we have, both for ourselves and outward...
- You cannot replace people with systems, we complement the systems with good leadership and processes.



Botho nominated for Falling Walls: World Science Summit 2020 - Berlin Science Week



Botho Webinar on topical issues



Africa Code Academy hosted at Botho



Jewellery Design Lab



## 13. RESEARCH

There has been concerted effort to increase research output at the University by improving training not only to do research but also source valuable funding. Our international partnerships will increasingly support our researchers to focus on research towards sustainability and betterment of communities. Research at Botho is monitored through a Research Performance Index (RPI) whereby the research output is considered based on the individual's contribution through indexed Journal Publications, Book and Book Chapter Publications, Conference Presentation and Conference Proceedings, Research Related Training, Internal and External Research Funding obtained, Postgraduate Student supervision, Research Collaboration activities and Patents

registered. In the past 5 years we have seen an improvement in research output with 105 publications on indexed journals, 29 books and book chapters, 212 conference papers, 52 postgraduate supervision and 8 patents. The research projects carried out are internally funded by Botho University or funded by external agencies, where external funding of Pula 1.36 million was availed. Botho University International Research Conference (BUIRC) is an interdisciplinary annual research conference that was traditionally in the face to face mode but has become a virtual conference during the pandemic since 2020. In the past two years the conference has attracted over 1,300 participants from over 35 countries.



Electric Car: Botho\_E-Mobility and Future Energy Systems Initiative

### ELECTRIC CAR: BOTHO\_E-MOBILITY AND FUTURE ENERGY SYSTEMS INITIATIVE

The project, "Imparting Practical Engineering Skills to Students through Projects: An Electric Vehicle Concept" was launched under the Faculty of Engineering and Technology in 2020. Under the supervision of Prof Edward Chikuni, four students from the Faculty worked on this project to serve the ambition of sustainable mobility. The project was funded internally and is an educational project for study and research. The car is built using recycled material and designed to deliver zero-emission. The team is now focusing on converting this as a hybrid solar vehicle and supporting the green environment.

13. RESEARCH (Continued)



Our Research focus areas have been growing and currently cover the following areas: Engineering Education, Embedded Systems, Signals and Systems, Digital Signal Processing, Waste Water Management Using Nanotechnology, Water Resource Management, Grid Computing, Big Data, Embedded Systems, Robotics, E Learning Platforms, Micro and Macro Economic analysis, Green Technology, Sustainable Development, Graduate Employability and Pedagogy, Small Scale Industry and Entrepreneurship, Online Marketing, Pandemic resilient designs and innovations for Sustainability, Innovations in Health Education, Healthcare and Health Data Governance, Sustainable Tourism.

**FEMALE INTERNATIONAL RESEARCH - FIRE**

Botho University is a member of the FIRE research network, which consists of members from Germany, Southern Africa, and Eastern Africa. FIRE facilitates cooperative and interdisciplinary research through structured exchanges and is focusing on increasing the number of female researchers and their scientific output. Botho University MBA student and Senior Branch Manager at Access Bank, Ms Kehumile Otukile, visited DHBW, Heidenheim campus in Germany for her research on Digital Banking Platforms in German Banks - a comparative study with Botswana. The research visit was funded by the REK - Short-term Scholarship by Baden-Wuerttemberg Stiftung and the research network FIRE (Female International Research).



This book proposes a framework to enable Universities, which are leaders, catalysts, and innovators, to produce Green knowledge and innovation by reconfiguring traditional processes with eight Green processes: Green corporate governance, Green corporate culture, three pillars of sustainability, Green teaching, Green research, Green internal operations, Green community outreach, and Green reporting.

Book published by Dr. Shantha Indrajith Hikkaduwa Liyanage - Faculty of Business and Accounting, Botho University

**BU IRC**  
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CONFERENCE 2022

**10<sup>TH</sup> BOTHO UNIVERSITY  
INTERNATIONAL RESEARCH  
CONFERENCE**

**CONFERENCE THEME**  
**BEYOND THE HORIZON:**  
REIMAGINING A SUSTAINABLE FUTURE

**BU**

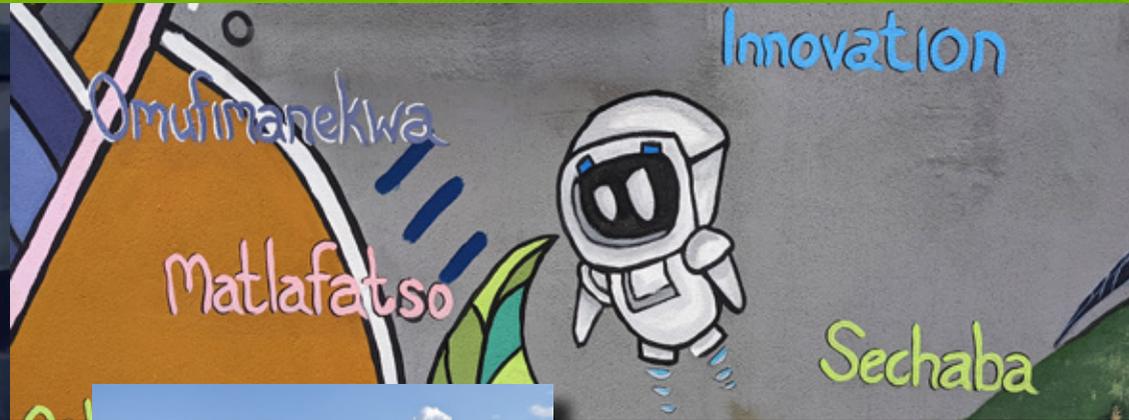
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**SUBTHEMES**

1. Developing Sustainable, Resilient and Agile Future Businesses
2. Towards Pandemics-resilient Designs and Innovations for Sustainability
3. Graduate Employability and Job Creation Through Entrepreneurship Pedagogy
4. Innovations in Health Education, Health Care and Health Data Governance
5. Sustainable Development Goals (SDGs), the Covid-19 Pandemic and the Future of Tourism, Hospitality and Leisure.



## 14. GREEN CAMPUS INFRASTRUCTURE



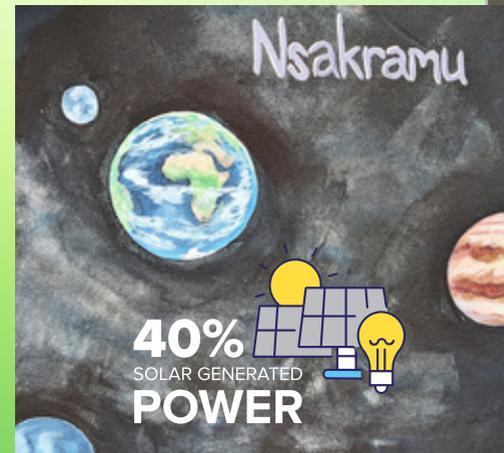
We started our life operating from rented premises in Botswana and it took us almost 10 years to move to our own campus in Gaborone in 2008. For a private higher education provider building our own infrastructure at commercial rates, without any soft funding is a major effort involving financial risks. In the next two years we hope to move into our own campus in Maseru, Lesotho. Currently, we have campus space of 20,730 sq metres across all campuses. The social and economic impact of our campus is seen in many ways as we become a meeting place for not only our staff and students but also the community around us through sports, arts, music, and community events.

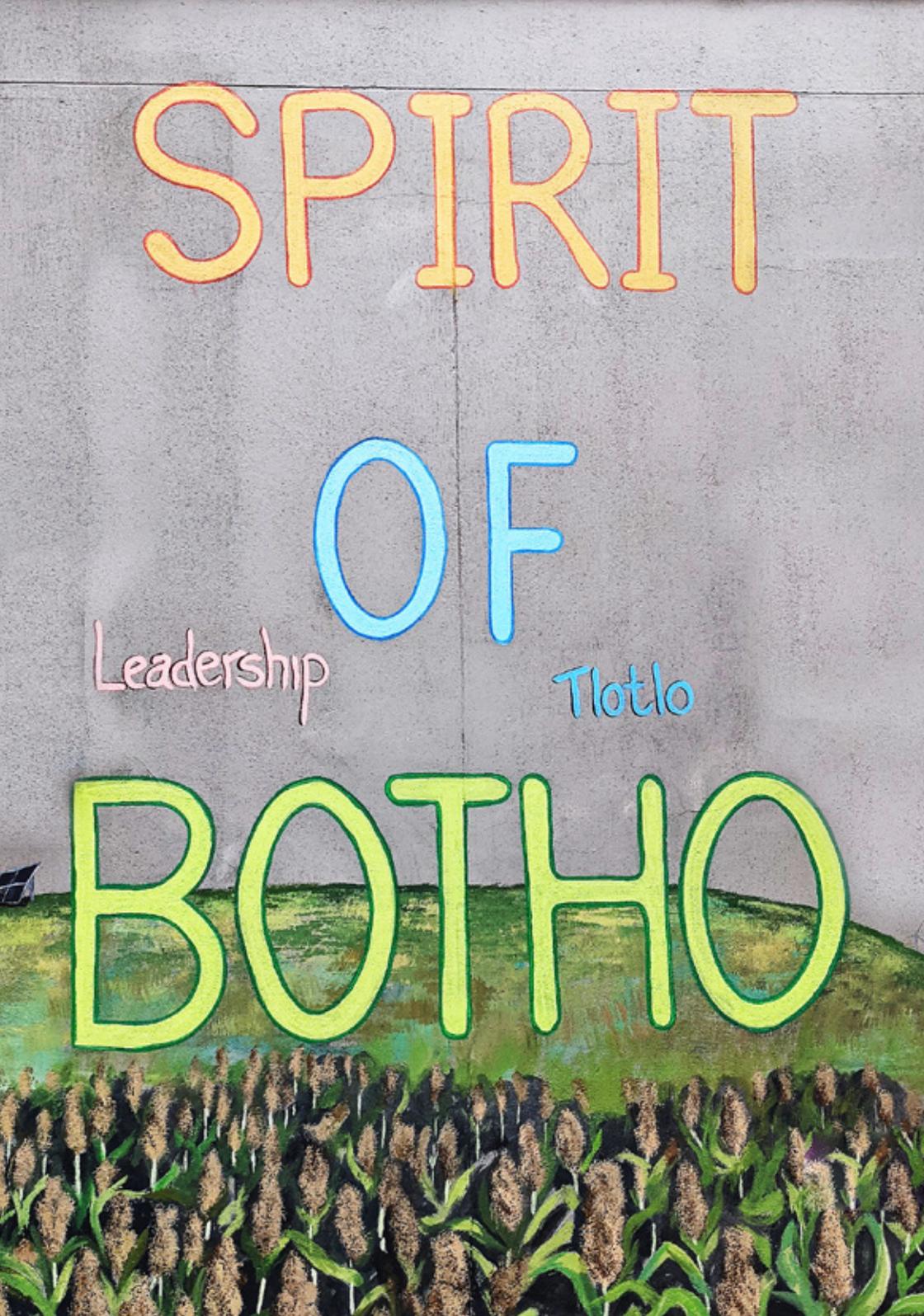
Environmental degradation and climate change are major risks that affect the long-term sustainability of the University and the industry and communities that it depends on. The University has thus consciously worked towards environmental sustainability as a key part of our Sustainable Growth Strategy 2018-22. An investment of over 6 million Pula has been made into reducing our impact on the planet through various initiatives at our Botswana campus:

- Installation of a 200Kwp (kilowatt peak) Rooftop PV System installed on roofs including carparks, **generating 40% of our power requirement.**

- **Reducing over 80% of our clean water demand** by moving to the latest water efficient taps and toilets.
- Converting to LED lights and installing energy management solutions.
- Reducing plastic usage by putting filtered drinking water on campus.

We have placed Sustainability as a Key Performance Indicator that monitors power consumption, water consumption and waste production. We plan to roll out further projects across our campuses and properties so that the green impact can be reaped not just in Gaborone but elsewhere too. Harnessing renewable resources is not a luxury but a necessity for Botho as the institution relies entirely on private resources and is not privileged by any governmental subsidies. Being a pioneer comes with many challenges as a large percentage of the materials must be imported including manpower for installation and training thus increasing the costs. The Solar project allows us to involve students of our Electrical Engineering programme in the planning, and installation of the panels and to conduct research in the field. We thank the Government of Botswana and Botswana Power Corporation for enabling solar installations to feed excess power back into the grid, thus increasing the viability of such projects.

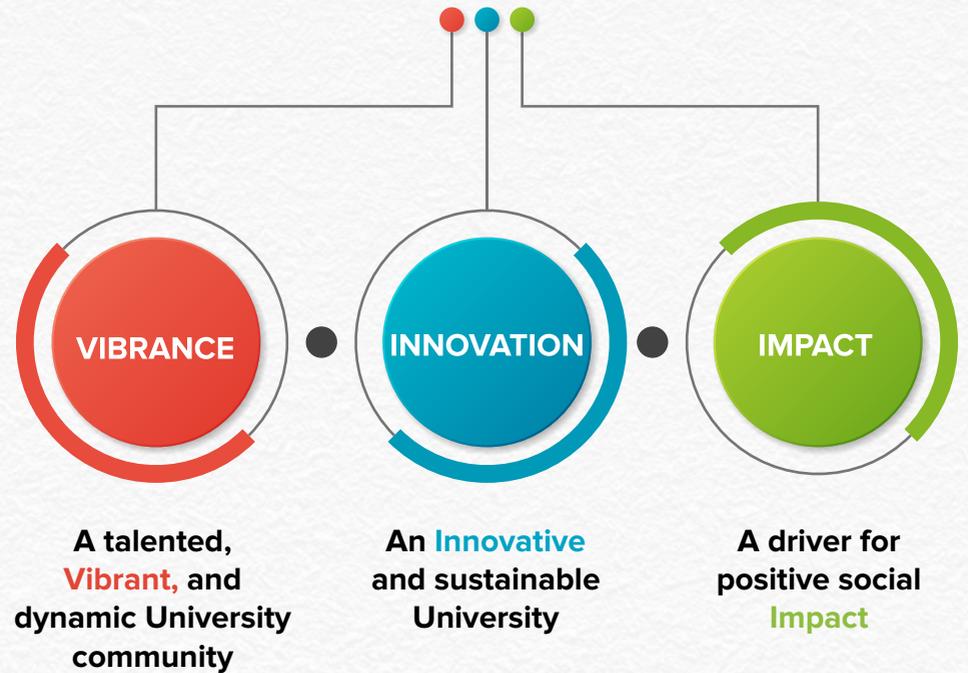




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## THE NEXT 25 YEARS...





BOTSWANA CAMPUS    LESOTHO CAMPUS    ESWATINI CAMPUS    NAMIBIA CAMPUS    GHANA CAMPUS    BOTswana CAMPUS



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