
Author biographies

Dr Millicent Adjei is a seasoned higher education scholar practitioner with over 19 years of academic, research and varied professional experiences in higher education administration. She has expertise in campus internationalisation, diversity, equity and inclusion management, high impact access, and support interventions for first-generation students from socioeconomically disadvantaged backgrounds. As Director of Diversity and International Programs at Ashesi University, Ghana, she spearheads the University's internationalisation, and diversity, equity, and inclusion initiatives. In addition to her administrative role, Millicent holds an Adjunct Lecturer position with the Humanities and Social Sciences Department at Ashesi where she teaches a course in Leadership as Service. She is a qualitative researcher, and a student services practitioner. She uses indigenous theories and youth-centred methodologies to understand the post-secondary educational experiences of international, first-generation, underrepresented, and socioeconomically disadvantaged students and designs interventions to support and enhance their success. She holds a BSc degree in Business Administration from the University of Ghana Business School, an MA in Educational Policy and Administration from the University of Minnesota, and a PhD in Comparative and International Development in Education from the University of Minnesota. She is a Ford Foundation IFP Fellow and a board member of the Melton Foundation, a global citizen organisation working with youths across the world and passionate about innovation across cultures to solve today's multi-faceted global challenges. ORCID: 0000-0002-5061-7709.

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Ms Lizelle Apollis is passionate about leadership development and empowering individuals to achieve their full potential. She is currently employed as the Inclusivity and Access Support Officer at the Disability Unit at Stellenbosch University, South Africa. She is an Occupational Therapist by profession and has work experience in both the government and private sector. In 2020, she completed her master's degree in occupational therapy with her research focus on occupational balance. She holds other qualifications in NPO

management and is affiliated to NPOs in the Western Cape as she is passionate about community development. Lizelle is also registered with the Health Professions Council of South Africa (HPCSA), Occupational Therapy Association of South Africa (OTASA), she is WorkWell trained, and affiliated with the Higher Education Disability Services Association (HEDSA) and the Mobility Forum in Stellenbosch.

Dr Bekele Ayele is a senior lecturer at Kotebe Metropolitan University (KMU), Addis Ababa, Ethiopia. He obtained a PhD in higher education curriculum design and development, specialising in internationalisation of higher education curriculum. Currently, he is Dean of the School of Teacher Education at the College of Education and Behavioral Studies, KMU. He has been a lead researcher in internationalisation of academic policies and programmes: process and impact on public universities in sub-Saharan Africa. Moreover, he has developed the Ethiopian Higher Education Roadmap for 15 Years, 2018–2032. He has been mentoring at a Myanmar university and to ministry officials on ‘Connecting with the World: International Relations for Higher Education Institutions’ under the auspices of the Institute of International Education (IIE). He travels frequently for research workshops and as an external examiner of PhD students. He has a number of articles to his name in internationally reputable journals and is an editorial executive member of the *Journal of Students Affairs in Africa*. His research interests include teaching and learning in higher education, internationalisation of higher education curriculum, students affairs and services.

Dr Lisa Bardill Moscaritolo is the Vice-Provost for Student Life at the American University of Sharjah. Before moving to the United Arab Emirates, Lisa served as Associate Vice-President for Student Affairs and as Dean for Students at Pace University in New York for twelve years. Lisa has a doctorate in Leadership from Barry University in Miami. She was awarded with a distinguished alumni award from Barry University in 2018 and was selected as the national winner of a Jefferson Award for Outstanding Public Service in 2014. Lisa is an advocate for increasing the knowledge, research, and practices of student affairs and services globally and is a founding member and secretary-general for the International Student Affairs and Student Services (IASAS) organisation, chartered in Brussels, Belgium. She is a Professor for Purdue Global University and teaches graduate courses in management and leadership. She has served as a consultant for the American University of Beirut in February 2020 and was a keynote for the Philippines Association Practitioners in Student Affairs and Services in 2017 and 2020. Lisa serves as an international advisory board member of the *Journal for Student Affairs in Africa (JSSA)* and has a three-year appointment from the University College of Cork in Ireland Governing Body on the Student Experience Committee. Lisa has served on several writing teams on the internationalisation of student affairs/service practice and research and created the Global Summit for professionals and associations in student affairs and services and the Student Leader Global Summit. ORCID: 0000-0003-2809-0012.

Dr Taryn Bernard is a Senior Lecturer and is affiliated to the Department of General Linguistics, Faculty of Arts and Social Sciences, Stellenbosch University, South Africa. She has taught in the Department of General Linguistics and on the Faculty's Extended Degree Programme for ten years and, during this time, she has developed an interest in methods of critical applied linguistics. Her research largely aims to uncover the intricate links between social ideologies and language use, particularly within the South African context. ORCID: 0000-0001-5503-6260.

Mr Jaco Greeff Brink is Head of the Equality Unit, Centre for Student Counselling and Development at Stellenbosch University, South Africa. He has a master's degree in Psychology, and advanced training in Leadership and Strategic Health Communication from Johns Hopkins University. He is responsible for the management of the HIV and sexualities portfolio, an institutional gender non-violence programme, health and social justice teaching, mediation services and the unfair discrimination and harassment portfolio at the Equality Unit. Jaco has a special interest in understanding how we better engage our shared humanity to bridge equity gaps in society, and his research focus is on sexual health, sexualities, and gender-based violence in the South African context. ORCID: 0000-0003-1258-8369.

Dr Samia Chasi serves as Strategic Advisor to the International Education Association of South Africa (IEASA) and is a Research Fellow at the University of the Free State, South Africa. She is passionate about facilitating deeper understanding and connections between diverse people and institutions by creating spaces for critical engagement and constructive dialogue. Samia is a practitioner-scholar in higher education internationalisation with more than 20 years' experience in this field through positions in international offices of German and South African universities, an agency of the European Commission as well as representations of the German Academic Exchange Service (DAAD), Nuffic and the British Council in South Africa. Her main research interest lies in global South perspectives on higher education internationalisation, with a particular focus on South-North collaboration and partnerships. Samia holds a Doctor of Philosophy in Education from the University of the Witwatersrand, South Africa, a Master of Philosophy in Engineering Management from the University of Johannesburg, South Africa, and a Master of Arts in English, Russian and Sociology from the University of Rostock, Germany. ORCID: org/0000-0003-1896-0248.

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Dr Munita Dunn-Coetzee is the Director: Centre for Student Counselling and Development (CSCD), Stellenbosch University (SU), South Africa. She is a registered Counselling Psychologist and obtained her master's degree in Counselling Psychology at SU in 2001. She completed her doctoral degree, DDiac in Play Therapy, in 2004 at the University of South Africa. She was employed at Huguenot College, a TVET college, until 2010 where she was involved in academic support, lecturing and student affairs. Munita has acquired managerial experience in higher education during the past thirteen years of which ten years was within senior management within the Division of Student Affairs, providing her with extensive knowledge of student affairs matters. Being fond of research and studying, she obtained an MPhil in Higher Education in 2013, the focus being on social change within higher education. She has published nationally and internationally and has presented at several national and international conferences. ORCID: 0000-0002-6950-0420.

Ms Ilse Erasmus is a Disability Resource Officer at the Disability Unit of Stellenbosch University, South Africa. She holds a BA Honours in English Literature and a Higher Diploma in Education. Ilse ensures that the reading material of Stellenbosch University students and staff with print disabilities, e.g., blindness, low vision and dyslexia, is available in accessible formats. She is interested in developing novel approaches to text accessibility challenges, such as creating English-Biblical Hebrew, Afrikaans-Biblical Greek and other multilingual texts in braille, as well as interpreting visual texts like diagrams, graphs and charts for blind users. Ilse's involvement in creating accessible texts and finding the appropriate assistive technology for print disabled individuals developed in the course of her work as a teacher at Prinshof School for the Visually Impaired in Pretoria, South Africa.

Ms Christine Immenga is the Senior Coordinator of Student Governance within the Department of Student Affairs at the University of Cape Town, South Africa. She has been working in Student Affairs for the last ten years and holds a Bachelor of Social Science (Law, Politics & Classics) as well as an Honours in Classical Studies from the University of

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Ms Belinda Janeke is a Career Advisor with 21 years' work experience, of which three years are in academic advising and eight years in career development and advising. She specialises in career services with a focus on career development and work readiness programmes. Janeke laid the foundation for her extensive knowledge and experience in Career Advising with studies in corporate communication. In addition to a master's degree in Corporate Communication, Janeke is also a qualified Academic Advisor and is currently completing an honours degree in Industrial Psychology. She began her career in 2009 as an Orientation Officer at the University of the Free State (UFS), South Africa, and was soon promoted to advising and lecturing before being appointed as Head: Career Services (Student Affairs) in 2013. One of the many UFS projects that leans on Janeke's knowledge and skills is the online migration of their work readiness programme that includes CV writing and job interview skills. In addition to career advising, Janeke also has extensive experience in event hosting, public speaking, problemsolving and negotiation, and social media management. As part of her position at the UFS, she is required to perform needs analyses from which she must create, design, and present workshops for staff and students. ORCID: 0000-0001-8506-0640.

Dr Bernadette Judith Johnson is Director: Transformation and Employment Equity at the University of the Witwatersrand, South Africa. She has 20 years of experience in higher education, and the governmental and non-governmental sectors. Previously, she worked on the National Committee for the Next Generations of Black Scholars Programme known as the nGap Programme. She has also worked at the Public Administration Leadership and Management Academy (PALAMA), facilitating Strategic Planning, Strategic Leadership and Change Management to senior government officials in South Africa, Lesotho, Burundi, South Sudan and Rwanda. At the Southern Research and Innovation Managers Association (SARIMA) she was Research Manager. She supervises postgraduate students. Her research interests are transformation, community engagement and restructuring.

Ms Blessing Kanyumba is a Residence Advisor in the Department of Student Housing and Residence Life at the Durban University of Technology (DUT), South Africa. She holds a master's degree in Management Sciences specialising in Human Resources. In addition, Blessing is a PhD candidate and Lecturer in the Department of Human Resource Management at DUT. Her research interests include leadership development, succession planning, talent management, higher education, and gender studies. Previously, she was a Lecturer in the Department of General Education facilitating the Cornerstone Module, and a Writing Centre Tutor. She is currently co-supervising master's students in the Faculty of Management Sciences at DUT. ORCID: 0000-0001-8111-4234.

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Ms Pippa Louw is a Disability Resource Officer at the Disability Unit at Stellenbosch University, South Africa. During her 14 years at the Disability Unit, she has developed work protocols and facilitated strong relationships between the Unit and academic departments and services, including the Examinations Office. She was introduced to the world of accessible texts through her master's research in African Languages and the development of an isiXhosa text-to-speech system. She has also published in peer-reviewed journals on language and speech technologies. Applying these technologies to smooth the way for students with disabilities was therefore the ideal way to bring passion and purpose to her work.

Prof. Thierry M. Luescher is the Research Director for Post-schooling and Work in the Inclusive Economic Development Division of the Human Sciences Research Council (HSRC), Cape Town, and an affiliated Associate Professor in Higher Education Studies at the University of the Free State (UFS), Mangaung, South Africa. Before that, he was Assistant Director for Institutional Research at the UFS, a Senior Lecturer in Higher Education Studies and extraordinary Senior Lecturer in Political Studies at the University of the Western Cape, and a Senior Researcher in the Centre for Higher Education Transformation (CHET), Cape Town. He has a Postgraduate Diploma in Higher Education from the UFS and obtained his PhD in Political Studies from the University of Cape Town. Thierry is an NRF-rated researcher with expertise in higher education studies, policy and governance, the student experience, student politics, student affairs, and higher education development in Africa. He is a founder and editor of the *Journal of Student Affairs in Africa*, and member of the editorial boards of the *Journal of College Student Development*, *Makerere Journal of Higher Education* and *African Higher Education Dynamics*. Thierry recently edited the books *Student Politics in Africa: Representation and Activism* (with M. Klemenčič and

J.O. Jowi, 2016) and *Reflections of South African Student Leaders, 1994-2017* (with D. Webbstock and N. Bhengu, 2020). His publication list and links to open access downloads can be viewed at www.thierryluescher.net. ORCID: 0000-0002-6675-0512.

Dr Marcia Lyner-Cleophas is Head: Disability Unit, Centre for Student Counselling and Development, at Stellenbosch University, South Africa, as well as a practising educational psychologist since 2001. She holds a PhD in Psychology, where the focus was on inclusive and exclusionary disability practices from staff, and students with disabilities' perspectives at Stellenbosch University. She has a strong drive for individual and social justice, as well as for personal wellness. Her work has a strong focus on disability inclusion in the post-school sector. She is affiliated to the Higher Education Disability Services Association (HEDSA), ChangeAbility, AfriNEAD and the Stellenbosch Disability Network, as well as to the South African Depression and Anxiety Group (SADAG). ORCID: 0000-0003-1460-6313.

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Dr Charity Lengwe Meki Kombe is a Lecturer and Researcher at Mulungushi University, Kabwe, Zambia. She took up the position after completing a two-year post-doctoral research fellowship with the University of Pretoria (UP), South Africa. Prior to that, she worked for the Examinations Council of Zambia as Senior Research Officer

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Ms Meagan Minnaar is a Disability Resource Officer at the Disability Unit, Stellenbosch University, South Africa. Her work is to make scientific and law reading material accessible to students with print disabilities and to assist students in reaching their academic goals. She holds an MSc in Insect Physiology and her thesis centred on establishing how insect activity and thermal tolerance are affected by oxygen concentration. She previously worked in the field of insect physiology where her work involved fieldwork, lab work and data capturing. Her background in Biological Sciences has equipped her with the necessary fearlessness when approaching the adaptation of scientific material for print disabled students.

Ms Dingase E. Mtonga is a Lecturer in Civic Education, a Researcher, and a Coordinator of the Bachelor of Education in Primary Teaching Programme in the Faculty of Education at Mulungushi University, Zambia. She is also an Examiner in Civic Education Grade Twelve National Examinations. Prior to that, she was a teacher and taught all grades at Primary and Secondary levels in Zambia. She also was an Examiner in Social Studies Grade Nine National Examinations, and gave career guidance as a Student Counsellor at Munali Boys Secondary School in Lusaka, Zambia. She holds a master's degree in Civic Education, a bachelor's degree in Civic Education and Religious Studies from the University of Zambia, a Diploma in Secondary Teaching in Civics and Religious Education from Kwame Nkrumah University, and a Diploma in Primary Teaching from Chalimbana University, Zambia. Dingase has a keen interest in higher education student engagement in politics, civic and governance issues. She has a passion for students' social welfare and is an advocate for inclusivity in higher education. She is a Researcher with a fascination about the nexus between theory and empirical evidence in research and policy frameworks. She has presented papers at Graduate Women in Zambia, and Mulungushi University Conferences. ORCID: 0000-0002-9456-8830.

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Prof. Clever Ndebele is the Senior Director: Learning and Teaching at Walter Sisulu University (WSU), South Africa. He has extensive teaching experience in higher education with more than 10 years' experience at senior management level at several universities in South Africa. He has partaken in several national advisory initiatives: as a member of the National Advisory Committee on postgraduate supervision (NUFFIC funded), Advisory Board Member of the University of Cape Town: Centre for Improving Teaching and Learning, as a member of the HELTASA Executive Committee and of the first joint HELTASA/CHE National Excellence in Teaching and Learning Awards adjudication panel. He has participated in several (NRF) research projects on academic staff development in collaboration with other universities. He has also been involved in several Teaching Development Grant national collaborative projects, namely the development of a postgraduate diploma in higher education (PGDHE) for educational development practitioners, and of a PGDHE for academics. He is currently a member of the National Standards and Reviews Committee of the Council on Higher Education, a member of the Minister of Higher Education and Training's reference group on Extended Curriculum Programmes, and of the Executive Management Subcommittee of National Coordinating Committee (National Framework to Enhance University Teaching). Prof. Ndebele currently oversees academic staff development and student academic support, and coordinates the University Capacity Development Programme, the New Generation of Academics Programme, and Future Professors Programme at Walter Sisulu University. ORCID: 0000-0002-4258-4812.

Prof. Teboho Moja is Clinical Professor of Higher Education at New York University. She is also a Visiting Research Fellow, Centre for the Advancement of Scholarship at the University of Pretoria (South Africa), and an Extraordinary Professor at the Institute of Post-School Studies, University of the Western Cape (South Africa) Her teaching experience includes high school and university levels. Teboho has held key positions

at several South African universities, including being appointed Chair of the Council of the University of South Africa. She has held positions as Professor Extraordinaire at the University of Pretoria, the University of Johannesburg and the University of the Western Cape, and has been Visiting Professor at the University of Oslo (Norway) and the University of Tampere (Finland). She was instrumental in setting up the Centre for Higher Education Trust (CHET) in South Africa and is currently serving as Chair of its board. In addition, she has served on the boards of international bodies such as the UNESCO Institute for International Education Planning and the World Education Market. She has also served as Executive Director and Commissioner to the National Commission on Higher Education (1995–1996) appointed by President Mandela. Before joining New York University, Teboho served as a special advisor to two ministers of education in post-1994 South Africa. She has authored several articles on higher education reform issues in areas such as the governance of higher education, policy processes, and the impact of globalisation on higher education, and co-authored a book on educational change in South Africa. She is a founding member and Editor-in-chief of the *Journal of Student Affairs in Africa*. ORCID: 0000-0001-6343-3020.

Dr Annsilla Nyar is Director of the South African National Resource Centre for the First-Year Experience and Students in Transition (SANRC). Prior to this, she held several senior management positions, i.e. that of Senior Researcher at the Gauteng City-Region Observatory (GCRO), a partnership between Gauteng Provincial Government, the University of Johannesburg (UJ) and the University of the Witwatersrand (Wits), and Research Manager at Higher Education South Africa (HESA), now Universities South Africa (USAF). Annsilla holds a master's degree in Political Science from the University of KwaZulu-Natal (UKZN), and a PhD through the Department of Political Studies at Wits. Annsilla's key academic interest is in social justice and the politics of transition and transformation in South Africa. ORCID: 0000-0002-0535-505X.

Ms Nina N.A. Pels is the Assistant Director of Student Life & Engagement at Ashesi University, Ghana, where she supports students by helping them expand their opportunities and develop their interests outside the classroom. Prior to this, Nina joined Ashesi University in 2014 as the Executive Assistant to the Provost, helping to streamline academic affairs as the institution was seeking accreditation for its new engineering programmes scheduled to start in 2015. She later played a key role in growing diversity at the University as Senior Admissions Officer in charge of international recruitment. In 2017/18, she received the prestigious Commonwealth Shared Scholarship Award which allowed her to pursue her MA in International Education at Bath Spa University in the U.K. She concluded her master's, focusing her research on the liberal arts in the African context but, more importantly, from the perspective of students. Her work examined students' understanding of the liberal arts and its contributions to the African higher education ecosystem. She is a passionate advocate of student representation and participation in decision-making at all levels of education, because she believes it empowers learners to be active citizens for themselves and for their communities. ORCID: 0000-0003-4681-9073.

Dr Brett Perozzi is Vice-President for Student Affairs at Weber State University, U.S.A. He holds a PhD in Higher Education Administration from Indiana University and served as a faculty member in the higher education graduate programmes at Indiana, Colorado State and Arizona State, and founded the Higher Education Leadership programme at Weber State University. Brett has authored dozens of publications in journals, textbooks, monographs, and book chapters. He has published three books, two on the topic of international student affairs and services, and one on student employment during college. He is an active leader with the most comprehensive Student Affairs professional association in the world, NASPA – Student Affairs Administrators in Higher Education helping to coordinate and shape their global agenda by establishing a Global Advisory Board, culturally relevant educational programmes abroad, and advancing intercultural understanding amongst those doing Student Affairs and Services work globally. He has been invited to speak and present on higher education topics worldwide and is a founding member of the International Association of Student Affairs and Services. ORCID: 0000-0003-1378-8223.

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