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PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: PROFESSOR NTHABASENG AUDREY OGUDE – DEAN AT THE MAMELODIE CAMPUS OF UNIVERSITY OF PRETORIA

SPEAKER	TRANSCRIPTION
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA	Joining us today in our Johannesburg studio is Professor Nthabiseng Audrey Ogude who is Dean at the Mamelodi Campus of the University of Pretoria. She serves on various boards and professional bodies in the education sector and is also the Incoming Vice President of the Pan African University. Academically Prof Ogude has specialised in Chemistry and is passionate about education, particularly broadening access to higher education and the throughput of qualifications for both the disadvantaged and female students. Welcome to the show Prof
PROF OGUDE	Thank you, thank you and thank you for inviting me.
DR. MALKA	It's an absolute pleasure to have you here.
PROF OGUDE	Thank you, thank you.
DR. MALKA	In 2016 you were appointed Dean of the Mamelodi Campus at the University of Pretoria; can you tell us a little bit more about the work that you do and the responsibilities that come with holding this position?
PROF OGUDE	Yes, thank you. As you know Mamelodi Campus is in a township you know and it's one of the campuses of the university which is very different from the rest in terms of location so we have what we call an Anchor Strategy. An Anchor Strategy is basically what it says, we are anchored in that community and what it means is the future of that community is inextricably linked with our own future as a university.
DR. MALKA	And I think that's one of the unique things that I found about the University of Pretoria, that it is community driven, what happens in the city, I remember being at main campus and talking about the efforts that happen; City of Tshwane and that close link, but please continue with Mamelodi.
PROF OGUDE	Yes, no thank you. So like I was saying it's...the future of Mamelodi is inextricably linked with our own future, so it provides us the opportunity to carry out our social responsiveness mandate through community engagement. So what that does also is with time we hope we can intervene such that we can stem the cycle of poverty in Mamelodi and in practical terms it means where do you intervene if you would like to stem the cycle of poverty? I think the obvious place to start with is education. So my role is broadening academic pathways and because I am a scientist and there's a need for scientists, we broaden educational pathways into science and technology fields. So what that means is we work with schools in the Mamelodi area in structured memorandum of understanding and we do academic enrichment. So we compliment the formal schooling system with out of school and after school activities. Conceptual development in chemistry, in physics, in mathematics, you know, our school system as you know has challenges so some of the children are failed by the school system and we are at the receiving end as universities, we find that students are you know inadequately prepared. So basically that's what I do and what is important is also to realise that the children that we bring onto campus,

	that come to afterschool activities, we have say 500 per week and over 30,000 per year actually walking on that campus; these children are embedded in their communities so there is a macro context to us broadening educational pathways. We can't remove a child out of their family setup and not address their family setup. The second part of our anchor strategy beyond intervening in the educational pathways is to bring our academic capital, bring all the researchers, all the students that are doing community based research and they address problems of poverty. So we look at who is the young youth...you know the youth in the home who could be a brother of this child who is coming to the university who may not be a nega...who may be a negative influence and we provide opportunities for out of school youth and also for the mothers, for women empowerment and we also address health issues, so it's a holistic programme.
DR. MALKA	It's a huge social impact....
PROF OGUDE	...yes....
DR. MALKA	...and have you...I don't know how long this strategy has been in place, but have you seen any evidence of young people starting out and evolving and transitioning through the system?
PROF OGUDE	I think this is the beauty of doing this work. We actually have a tracking system where we say you know if you start say with...we haven't been doing this for long enough, you know, thehas been in Mamelodi since 2008 but bringing together this into what we call the Mamelodi Collaborative which is this style teaching started in 2016, just after I took over and we have actually had narratives of students that started in Grade 10 and are now within the university environment and they tell us about their experiences and what their parents thought about, you know, them coming to afterschool programmes and so on. But just for a child to walk on a university campus, just to acquire, you know, that space is really, is really respected at Mamelodi University.
DR. MALKA	And being in an environment and being in an environment that you're not familiar with but when you go into an institution of learning you can feel it in the atmosphere, that it's different and I think that always offers a moment of inspiration and I could be one of those people...hope...
PROF OGUDE	An aspirational...the aspiration to see yourself as part of the university. One of the students when we interviewed him he said you know what, my father actually told me that when he's out with his friends he tells them that I go to university and he was only in grade 10 and you know what that did, he said my father says you dare not get less than 80% because I will have nothing to, you know, to tell my friends.
DR. MALKA	And it's pride.
PROF OGUDE	So it's pride; parental support.
DR. MALKA	It sounds fantastic and I really....
PROF OGUDE	...thank you so much....
DR. MALKA	...look forward to seeing how that programme develops.
PROF OGUDE	Wow, it's...ja, ja, no it's very fulfilling, let me put it that way.
DR. MALKA	And moving away from home, as it were, can you tell us about some of the more significant collaborations or research projects that you've got going with countries in the continent?
PROF OGUDE	Well our major collaboration is with an American university...
DR. MALKA	...yes?...
PROF OGUDE and what is fascinating about this relationship is we also need to understand that social inequity is not an African problem. is a neighbourhood with similarities to Mamelodi, it's not a

	<p>Mamelodi but it's a neighbourhood...a poor neighbourhood. So the future I think is through co-creation of knowledge, is through integrated you know development of materials and modules and of interventions, so we partnered initially with University inand recently we have partnered with Namibia and what we're doing mostly has been in the education space and we're developing a model for pre-university intervention and what that includes is besides the cognitive side of a human being which you often focus on, we need to develop the non-cognitive side, you know, Namibia there's an NGO called PAY (Physically Active Youth) so what they do is they compliment the academic you know enrichment with outside activities like swimming and so on and there's a lot of research which shows that being physically active actually has a bearing on academic you know involvement.</p>
DR. MALKA	<p>And this reminds me of a conversation I had with Sibongile Khumalo, the singer, and we were talking about education but also the role of the arts in education....</p>
PROF OGUDE	<p>...exactly....</p>
DR. MALKA	<p>...and you know we have this strong emphasis on you know our very analytical based subjects and she really went and explained you know from an arts point of view, if you are learning to listen to people you've got to be in time with each other; studying music how, you have a different cognitive ability of when you're looking for things in a different way and this totally speaks to what you are saying that we are ideally wanting to develop whole individuals that are not just thinkers but are social beings that understand the rest of their circumstances in society.</p>
PROF OGUDE	<p>Ja precisely I mean we....if I can just give you an example, we recently introduced a cycling club for girls in our afterschool programme, our maths and science programme and on first sight people will say okay what are they doing cycling? But you can teach them green energy there....</p>
DR. MALKA	<p>...altitudes, speed....</p>
PROF OGUDE	<p>...speed...you know you can teach them a number of concepts but they don't have to learn them in a formal classroom..</p>
DR. MALKA	<p>...it's applied....</p>
PROF OGUDE	<p>...it's applied, exactly, so you know I totally agree with Sibongile, you know, we can't compartmentalise human learning, human beings are whole and unfortunately we are socialised into our disciplines and we, you know, the world doesn't operate in those boxes...</p>
DR. MALKA	<p>Of course, I mean we're multidimensional.</p>
PROF OGUDE	<p>Exactly, exactly. Absolutely.</p>
DR. MALKA	<p>So Namibia is one link and another thing you have recently been appointed to be the Vice President of the Pan African University; can you tell us a bit more about that role, what it entails?</p>
PROF OGUDE	<p>Yes, maybe I should just explain what the Pan African University is...</p>
DR. MALKA	<p>...yes please....</p>
PROF OGUDE	<p>...it's a human capital development initiative. It's actually a continental flexi programme which was launched in 2011 by the African Union Council and the idea is to develop capacity; research capacity at the post graduate level. So it consists of five notes, which have been designated as you know research notes and they have expertise in those notes and there are five of them, there's one on governance and social sciences and humanities and it's in Central Africa, basic sciences in East Africa, life sciences in West Africa, Water and Energy in the north and space sciences still to be created in South Africa, hopefully in 2020. So the idea is to develop a critical mass of high quality researchers that can address, you know, continental problems</p>

	but also more importantly is to foster social integration. One unique thing about the PAU is the idea of language; those from Anglophone countries learn French, the Francophone learn English, so when somebody qualifies with a PhD and they never knew French, they are conversant with French.
DR. MALKA	Staying with the theme of Africanist; how do you think the responsibilities of universities are towards shaping the thinking of students as the continent's future socio-political and economic players?
PROF OGUDE	You know I think our biggest challenge is to develop socially engaged graduates. When I look at the inequality and if I use my own university, University of Pretoria, just moving from Hatfield to Mamelodi is a totally different world. We cannot sustain this and you know inequality has become a buzz word and I don't think many of us actually internalise it, you know, we can intellectualise it and exactly what we do is something else, but I think developing that civic responsibility and graduates that are intolerant to the inequality that we see every day and the students that study the Mamelodi Campus actually say we actually are struck by inequality every day and they come out of there after 12...they spend a year there, after a year they are changed people, most of them, both black and white students. So I really think that our biggest, biggest challenge is develop socially engaged graduates.
DR. MALKA	And looking at it from a women's point of view because we spoke general on one of the key issues of beginning to develop socially engaged students...
PROF OGUDE	...engaged students, ja...
DR.MALKA	...and how they can be active role players in society from that...
PROF OGUDE	...yes, yes...
DR.MALKA	...and I wondered in your view if you've also got a perspective from women in particular?
PROF OGUDE	Yes, you know, if...let me take our students in you know that commence their studies in Mamelodi, most of our Alumni actually come back and give back to the community and want...we've started a women in science you know programme with our Alumni, that's what I, you know, they come and do experiments over the weekend, you know, demystify science and all that and they mentor, you know, some of the young girls and I think that's what we as women really are obliged to do; giving back to those that are not in a fortunate position to be.
DR.MALKA	And when I look at your resume, you've got his fantastic track record in the sciences space, particularly with chemistry...
PROF OGUDE	(laughs)
DR. MALKA	...and let's face it when you were starting out science was a male dominated space....
PROF OGUDE	...yes, yes....
DR. MALKA	...what inspired you to study chemistry?
PROF OGUDE	It's still male dominated by the way. I was brought up in a patriarchal society but I had parents that had a vision. My mother was actually smuggled by her own father to go and learn somewhere because my maternal grandmother thought she was ready to get married and my father was a teacher, came from a very patriarchal home, but I think as he got into teaching he realised that women are also...can also. So I think it started from home; I was nurtured to value education before I even knew. I grew up in exile in Lesotho and I was fortunate to attend a school that was started by a woman and as a matter of policy all the teachers were women but it was a co-educational school. A phenomenon happened there in Lesotho where people went into exile and some of the women that, you know, were trained pre-apartheid found themselves in Lesotho, teachers

	and so on, so these were some of the women that started schools and started teaching. So when I opened my eyes my whole educational nearly was women. I went to high school, I had four female teachers, one in maths, one in English, one in biology, one in geography and chemistry – I loved science because I could relate with it from a female point of view and I had a brother who had done a BSC, let me also say that. So I grew up knowing about science but to be honest I didn't know anything about chemistry, until I won a prize, and I was given a book of this chemist Marie Curie whom you could have heard about....
DR. MALKA	...yes....
PROF OGUDE	...and I was fascinated by the fact that she could work with her husband in the laboratory and you know at puberty, when you are at high school, that's where you start getting ideas that you know females, you won't get married if you excel....
DR. MALKA	...identities....
PROF OGUDE	...identities, exactly. So I realised well here's a woman, I enjoyed that book, it was just...
DR. MALKA	...and I think she won two Nobel prizes.
PROF OGUDE	She won two Nobel prizes and the daughter also won a Nobel prize. So I thought here are two people that can bring up a child and although I didn't know much about chemistry this has always been at the back of my mind, so when I went to university my parents actually wanted me to do medicine, we didn't have career development, I didn't know you could have...you could be a scholar in chemistry so...but anyway, what happened then is I realised that I was a bit squeamish; I couldn't do medicine so I developed an interest in chemistry and that's how it happened.
DR. MALKA	That's a great story and it really...
PROF OGUDE	...thank you....
DR. MALKA	...speaks to role modelling and also on inspiration from the past....
PROF OGUDE	...yes....
DR. MALKA	...so reading through and seeing the likes of Marie Curie's. Stem subjects, so science, technology, engineering, mathematics have been cited as pivotal for jobs of the future but yet we continue to see various reports and you mentioned earlier that science is still predominantly male driven; women seem to be underrepresented in these disciplines which is obviously going to create a gap and disadvantages for job opportunities in the new world; what do you think we can do to address this, to encourage more women to study in this field?
PROF OGUDE	Shew you know the real...the real enemy is actually our patriarchal constraints. Let me give myself as an example; if I didn't have a supportive husband (because I used to work in the lab at night, over the weekend) so I do think that we've got to be much more sensitive to our institutional constraints and also family constraints. So policies I think we can put in place but I really think the choices that women do are also...I mean make are also important. If you really want to be a scientist and you know you're going to work in the lab, you've got to assert yourself in the marriage. Even before the marriage, to say here is who I think I am and I would like this kind of career; you start with your own partnerships with your husband and so on before we come to institutional constraints. So I really think that we need to continue to identify talent, we need to continue to role model, I think we're doing a lot. I'm not sure what it is that we are not doing but I think you know that the expectations of women are still for you to be in the home;...
DR.MALKA	...and that's a...

PROF OGUDE	...you still have to cook and give that and all that...
DR. MALKA	...that's a really important point that you've raised, is how do we accommodate the balance? How....
PROF OGUDE	...yes...
DR. MALKA	...do we go through and if we want a successful career how do we navigate between maintaining a home, looking after families, looking after children, looking after husbands and still get ahead in our career environment and I have often asked is there a one stop solution but no one has ever been able to give it to me....
PROF OGUDE	...no there is no one stop solution and you know we need to stop thinking that we have to look after husbands. I mean I really think the way we bring up our girls; I have brought up my girl to say your role is not to look after a husband; you look after each other....
DR. MALKA	...partnership...
PROF OGUDEpartnership, so I really think that the way we bring up our boys, the way that we bring up our girls to assert themselves in relationships and the way we say to boys... my son cooks, he's always cooked, he's always saw that the father cooks also. So I think role modelling in the home, role modelling in society, but we keep on entrenching these stereotypes of what a woman is, what a successful woman is, if you don't have...if you are not married you are not quite a successful woman. I think there's absolutely nothing wrong with feeling that you don't want to get married or have kids, but society makes you uncomfortable.
DR. MALKA	And I think you hit the nail on the head on these narrow definitions, limitations where society tries to box individuals into these pigeonholes as opposed to trying to understand that it's not mutually exclusive; I can....
PROF OGUDE	...exactly....
DR. MALKA	...fall into multiple clusters.
PROF OGUDE	But you need a lot of support networks to do that and they have to be synergistic support networks, you know, you've got to have a support network of home, in the work environment, I mean if I think of women who do civil engineering for example, if you go to a construction site which is still male dominated, they are used to taking instructions from a male. You go in there and you know it's an alienating environment, but the other women also don't expect you to be in an overall and you know putting on a helmet, that's not what an educated woman looks like to most of us...
DR. MALKA	...yes....
PROF OGUDE	...you know so I'll never forget this young lady who was doing a mining engineering degree at the University of Pretoria and they had what was a beauty contest of sorts but they gave them the leeway, one of the things that they had to do was dress anyway you want and she put on her overall and put on her helmet, with high heels and appeared on the stage. I mean how powerful is that? And I think it blew everybody's mind. She was proud.
DR. MALKA	She's a professional...
PROF OGUDE	...in her gown...
DR. MALKA	...but she's still feminine.
PROF OGUDE	Exactly, exactly.
DR. MALKA	And I think that's also been one of the challenges is that because there haven't been enough female role models in the past that women have almost adopted male behaviour because that was who their role models were and now that we're seeing more women come into different spaces and occupy positions of leadership, they're allowed to understand that I can bring their womaness into my role

PROF OGUDE	Ja look I also had male role models, it's also stereotypical to think that males cannot, you know provide, a role model to a woman....
DR. MALKA	...absolutely...
PROF OGUDE	...I've had wonderful role models and I think you know like I said my father was quite in touch with the fact that he has to teach the girls, but the society was still patriarchal. So I do think that role models are important but it's also the responsibility of males to nurture women. We need to nurture each other.
DR. MALKA	You are listening to 'Womanity – Women in Unity' on Channel Africa, the African Perspective, on frequency 9625 KHz, on the 31 meter band; also available on DSTV, channel 802. Today we're talking to Professor Nthabaseng Audrey Ogude who is Dean at the Mamelodi Campus of the University of Pretoria and the Incoming Vice President of the Pan African University. We would love to receive your comments on Twitter: @WomanityTalk.
DR. MALKA	Prof Ogude building female leadership capacity is important for the future of women, not only in South Africa, in the continent and I would say arguably the rest of the world; you've held several strategic positions in your career in the tertiary education space such as Vice Chancellor of Tshwane University of Technology, Vice Principal of the University of Pretoria, Deputy Vice Chancellor at Nelson Mandela Metropolitan University and University of Port Elizabeth. There are a handful of women in academic leadership and when I call to mind for me currently include....University of Pretoria's Cheryl de la Rey who unfortunately, is leaving at the end of the year; we've got Prof Mamokgethi Phakeng who's just taken up UCT, Prof Xoliswa Mtose, University of Zululand; in your opinion what needs to happen to ensure that more women make it to the top and whether this is in the university context or any other discipline.
PROF OGUDE	You know the university context leadership, academic leadership is very unique and the reason I'm saying it's unique is because you've got to go through the ranks of the academy. You've got to be a junior lecturer, you go to lectureship, so you've got to be an accomplished scholar in order to be an academic leader and as we've said already very few women are coming through the pipeline to occupy even academic positions, to start with, so those that go into leadership are even fewer and what needs to happen there, at least in my case, let me give myself as an example; I think there needs to be people that can recognise potential. I always say to young girls...females; exercise leadership in whatever sphere you are in. If you are a senior lecturer, exercise that leadership effectively; if you are head of department, exercise that leadership effectively because that is what will propel you to become a vice chancellor. You cannot....I never aspired to be a vice chancellor, other people should actually say you deserve to be a vice chancellor, that's what academic leadership should be about. So the...you know I benefited from people who saw you know potential in me and actually developed my higher education, you know, I got from University of South Africa now, it was called Unisa then, I got a management leadership placement you know in the University of Kansas where I shadowed a vice chancellor, so we need more of those shadowing. But what happens when you do go into academic leadership you actually can lose your academic career...
DR. MALKA	...yes....
PROF OGUDE	...so you need...you need you know you need more women to come, first of all into the academy, there aren't enough of them, they go into, you know their marriage situation may not even allow you a supporting environment, they start giving birth, then they cannot be promoted into professorship...

DR. MALKA	...and then you end up with a career gap....
PROF OGUDE	...then there's a career gap; you come back when you are probably 45, you know, you've already given birth and moving you know into a vice chancellor position is...I mean you really sacrifice a lot. Higher education is not easy now in South Africa, it's a very contested space and I do think that we need to give women opportunities and continue nurturing them into these positions but ultimately they have to make a choice. They have to make a choice.
DR. MALKA	And to be quite frank I think in any space getting to the top requires sacrifice.
PROF OGUDE	Its total...and you know you've got to be...you've got to believe in your cause. Why do you want to be a leader? I mean you don't want to be set up for failure and it can happen where you know people approach you just because you're a woman. I've refused circumstances where people say you know what we need a woman to be in this and this committee; that is not the way to do it, it's not the rationale...so I would rather, you know, a woman who says I'm sorry, I'm not ready, you are setting me up for failure. So there was pressure for many of us to go into academic leadership but at least we you know were developed for that.
DR. MALKA	You were equipped, you had...
PROF OGUDE	...yes....
DR. MALKA	...the shadowing components, so if I look at this, this is about an innate desire of an individual, of what they want to accomplish...
PROF OGUDE	...exactly...
DR. MALKA	...it's also contributed by sponsorship in terms of other people that you work with and say we believe in this person so you've got their buy-in and that advocacy, plus, there is the actual development, the nurturing, the shadowing elements....
PROF OGUDE	...exactly, the shadowing elements...
DR. MALKA	...that you spoke about. Now turning towards more of a personal perspective, one of the questions that I ask all my guests on this show who've made tremendous achievements in their respective fields of discipline is about the factors that they consider have contributed to their success. So often people speak about hard work, perseverance or a particular person in their life that influenced them; could you please share with us a few of the factors that you consider to have been drivers of your success?
PROF OGUDE	You know when I look back at the belief my teachers had in me, you know, if I move away from the home and if I can just recall an anecdote; I've talked about you know my high school teachers and all that, when I finished what we called Cambridge Overseas School Certificate then in Lesotho, which is matric, I got a position in a bank as a teller and that was prestigious and one of my clients was our headmaster and he came and stood at, you know, at my booth and said what are you doing here? You do not belong here and he gave me the confidence, this is not good enough for you, you deserve better and I actually asked the bank to remove me from the front you know booth because as a teller to go and work at the back because I was getting more and more of my teachers saying you do not belong in what was supposed to be a prestigious job. I could have well been attracted to staying there and not going to university, the money was good. So you need such people in your life to say this is not good enough for you...
DR. MALKA	...that push you...
PROF OGUDE	...that push you and you start saying okay I'm good enough, so I knew I was a good...but that is just one powerful thing that happened in my life besides my parents and so on and then when I got to university there...you know it was a very...I was taught chemistry by somebody who actually was

	discouraging us from chemistry but because of that initial, you know, impetus I got from high school I was able to say look, I'm not going to listen to a white man who says I should actually you know be in the kitchen and not in the chemistry lab. So you need to have that arsenal to say I'm good.
DR. MALKA	And it sounds like you had the positive motivation from the school teachers saying you don't belong here, you need to move ahead....
PROF OGUDE	...you need to move ahead, ja...
DR. MALKA	...then you had and I think negative can also be a driver of someone telling you no, you don't belong here and you proving him wrong....
PROF OGUDE	Exactly but you know the trajectory where you are when somebody says you do not belong here, it can kill, I mean it can...
DR. MALKA	...yes, of course, of course...
PROF OGUDE	...affect you negatively if you are much younger, your self-esteem can be affected. So you need that foundational knowledge to say you're good, you know, science is for women. By the way in Lesotho women used to perform better than men in science. I didn't know until I was 30 that women are not good at science. Many people don't believe it because of the you know the females, so I had a very supporting, reinforcing context throughout my life, where you know from the time I opened my eyes my parents would say education. You go to primary school you see all female, you go to high school you see a lot of female; not many people have that, you know, that fortune, but when I came back to South Africa from exile I realised I need to encourage more women, so I think mentoring, role modelling, encouraging them and that's what I do now.
DR. MALKA	Fantastic, it's...you're taking what you have and also being able to give back. Now lastly as we conclude this show, could you please share a few words of wisdom or inspiration that you would like to impart to young ladies listening to us on the continent?
PROF OGUDE	I would like to say to young girls the sooner you understood what your passion is, follow it and never, never be distracted and trust your journey. Science is not, you know, it's not a myth, you can do mathematics. I always tell the older ladies don't tell your daughters they cannot do maths or chemistry or physics but the young ones science is a lot of fun and I think women are the future. Another thing I always tell young people is; if you are still in your comfort zone you probably are not making a big difference. You need to have a high level of tolerance for uncertainty, that's when innovation comes out. So stay on your journey and you'll come through. Thank you.
DR. MALKA	Thank you so much I...wonderful words of wisdom and for people to get uncomfortable.
PROGRAMME END	