



THE AFRICAN CAPACITY
BUILDING FOUNDATION | FONDATION POUR LE RENFORCEMENT
DES CAPACITES EN AFRIQUE



Strengthening Institutional Capacity through Collaborative Partnerships: Lessons from WUA and Future Opportunities

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Background

Project duration and level of funding:

- Phase 1: 2007 – 2012 worth US\$2,5 million
- Phase 2: 2013 – 2014 worth US\$2,5 million

Project Goal:

- Improve the performance of WUA to become a world class university with academic programmes enabling women of all ages in general and adult women in particular to exploit their full potential in Africa's development processes.



Background

Project objectives:

1. To strengthen and develop academic curricula that has Africa wide and gender development relevance
2. To enhance the quality of the teaching and learning environment
3. To strengthen capacity in University leadership and management
4. To build collaborative initiatives with selected African universities
5. To transform the library into a 21st century information centre
6. To establish and provide scholarships based on merit and need

Achievements:

Objective 1 - To Strengthen and Develop Academic Curricula that has Africa wide and Gender Development Relevance

- Academic regulations developed
- Curriculum development
- Development of modules to facilitate the spread of WUA across Africa
- Development of the University prospectus
- Multi-stakeholder workshop for gender centre conceptualization and refurbishment and furniture for the Hope Fay Hotel and Conference centre to convert it into a gender centre



Achievements

Objective 2 - To Enhance the Quality of the Teaching and Learning Environment

9 staff members
enrolled for PhD

5 staff members
enrolled for Masters
degrees

Training of academic
staff in research
skills

Refurbishment of
classrooms

Purchase of ICT
equipment

Internet connection

Procurement of
teaching equipment
including computers
for the computer lab

Purchase of a
University bus and a
vehicle

Purchase of a
generator

Tracer studies in
Zambia and
Zimbabwe

Achievements

Objective 3 - To Strengthen Capacity in University Leadership and Management



PRODUCTION OF THE
2009 – 2011 STRATEGIC
PLAN



PRODUCTION OF THE
2012 – 2015 STRATEGIC
PLAN



STAFF TRAINING IN
RESULTS BASED
MANAGEMENT



STAFF TRAINED IN HR
PROCEDURES AND
CODE OF CONDUCT

Achievements Objective 4 - To Build Collaborative Initiatives with Selected African Universities

Study visit to Makerere University

Study visit to the University of Namibia

Study visit to the University of Zambia and an
MOU with UNZA

Study visit to South African Universities,
namely, Monash, Johannesburg, UNISA, Pretoria

One contact visit

Achievements: Objective 5 - To Transform the Library into a 21st Century Information Centre

Wireless connection

24 computers purchased

Access to E-resources

Mandarin library system installed

One staff member attached to Monash university

Four staff members attached to CUT

One heavy duty photocopier purchased

Library security system installed

Books purchased

Library furniture

**Achievements: Objective
5 –**

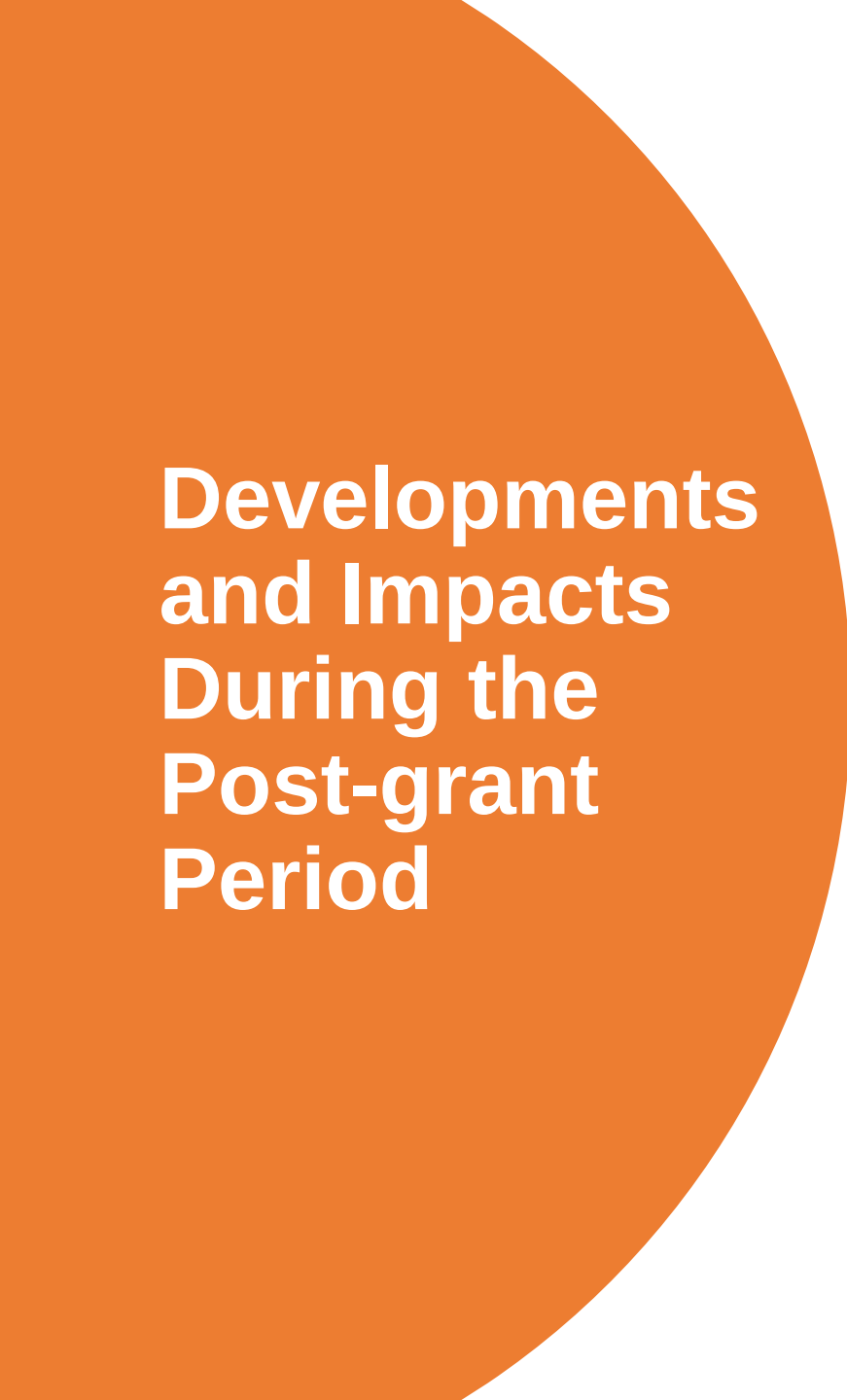
**To Establish and Provide
Scholarships Based on
Merit and Need**

24 regional
students awarded
scholarships

Over 200 tuition
only scholarships
awarded to local
students

Developments and Impacts During the Post-grant Period

- From 145 students to over 16,000 graduates in 2024
- 267 staff members
- 5 campuses in Zimbabwe (own premises in Harare and Marondera)
- 3 Faculties and 6 centres (GDC, RIPGC, SEM Centre, Language Centre, Fashions and Designs centre, ECD centre)
- Over 40 academic programmes at Diploma, Bachelors, Masters and PhD levels
- Visibility of the University in Africa and beyond with students from Zimbabwe, Malawi, Sudan, Zambia, Nigeria, Equatorial Guinea, Cote d'Ivoire, UAE, the UK
- Internationalisation of the University - International Programmes and Global Initiatives Directorate.
- Promotion of equity, diversity and inclusion at WUA

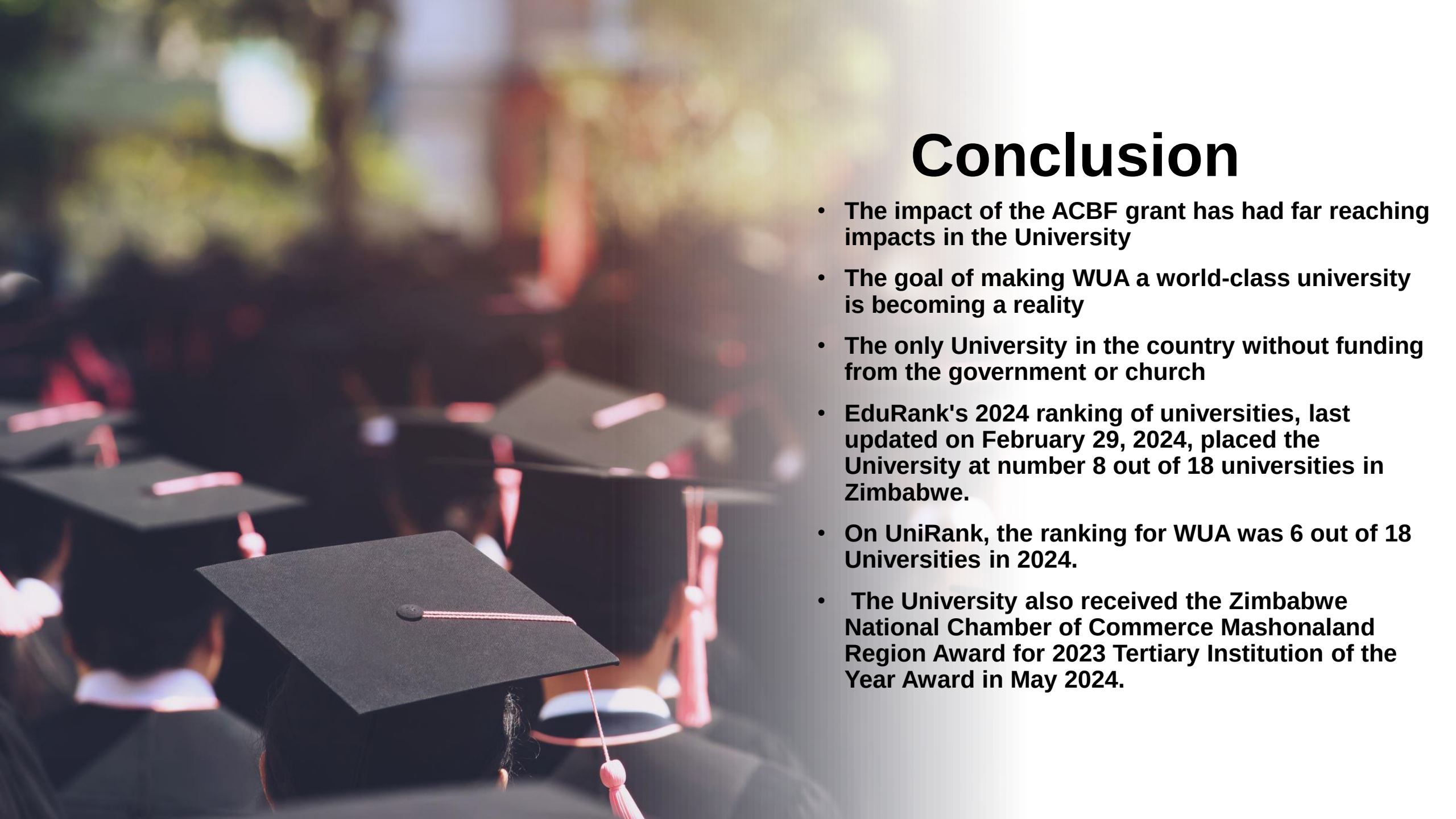
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Developments and Impacts During the Post-grant Period

- The Gender and Diversity Centre collaborating with CSOs, government, and the private sector
 - Hosts Association of African Universities Southern Africa Regional Office
 - Various collaborations with Universities and institutions abroad, including in the UK, China, Malawi though a lot could be done to spread WUA presence especially in Africa
 - Hosted a number of research fellows from other countries
- 
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Potential Areas of Collaboration between ACBF and WUA

- **Joint degree programmes with ACB Academy in the following areas:**
 - **Leadership**
 - **Agriculture**
 - **Entrepreneurship**
 - **Public Health**
 - **Gender equality and women's empowerment**
- **Short courses**
- **Consultancies, including in gender audits and gender-responsive programming**
- **Joint proposal development for resource mobilisation**
- **Community engagement**
- **Joint conferences, workshops, seminars, public lectures, guest lectures**



Conclusion

- The impact of the ACBF grant has had far reaching impacts in the University
- The goal of making WUA a world-class university is becoming a reality
- The only University in the country without funding from the government or church
- EduRank's 2024 ranking of universities, last updated on February 29, 2024, placed the University at number 8 out of 18 universities in Zimbabwe.
- On UniRank, the ranking for WUA was 6 out of 18 Universities in 2024.
- The University also received the Zimbabwe National Chamber of Commerce Mashonaland Region Award for 2023 Tertiary Institution of the Year Award in May 2024.