



## **DOCTOR OF PHILOSOPHY DEGREE**

**by research on Leadership in Africa's Development**

**Offered by**

**UNIVERSITY OF AFRICA (UoA)**

**Lusaka, Zambia**

**In collaboration with**

**BAREFOOT EDUCATION FOR AFRIKA TRUST (BEAT)**

**Harare, Zimbabwe**

### **1 Introduction**

The Doctor of Philosophy degree by research on Leadership in Africa's Development, is offered under the UoA General Academic Regulations for Doctor of Philosophy.

### **2 Aim of the Programme**

Although Africa has a great ancient history, its colonial and post-colonial history is just beginning to record successes in the crafting an advanced African society. The epistemological aim of the programme is subjecting contemporary leadership experiences to theory, thereby harnessing empirical and tacit knowledge into explicit knowledge based on the African experience. The program will enrol candidates selected from active African executives and eminent leaders who have excelled in the practical application of leadership skills over a considerable period of time, leading a significantly large number of people along with a sizeable mandate of resources. Candidates will be admitted from various spheres of society to include, but not restricted to business, government, non-profit sector and education. Candidates will complete their degree on the job and their current portfolio of activities and projects constitute the main content of case research and thesis write up. Candidates will be offered voluntary tuition on the special body of knowledge and theory on leadership in general and African philosophy and theory on leadership specifically.

By the time the students graduate they will have accomplished the following:

- Analyse, in depth, the leadership challenges that Africa faces; interrogate the desired features of an advanced African society and study the theory and application of various leadership approaches and how these have evolved over time and how they impact on Africa; and understand how to apply African Leadership philosophy for various applications in contemporary Africa.

- Identify components of the student's job responsibilities that constitute the empirical base for applying and testing a body of theory and or a model. Structure these into a coherent series of case studies or modules of analytical and written content all adding up to a dissertation.
- Collect and analyse primary data on leadership practices as the independent variable explaining development outcome as the dependent variable.
- Complete a series of presentations and intellectual dialogues, debates and seminars in support and defence of the body of work constituting the dissertation.

### **3 Duration of Program**

3 years on a part time basis

### **4 Entry Requirement**

To be considered for admission to the Doctor of Philosophy degree programme candidates should have:

- A Master's Degree or equivalent.
- No less than 5 years of experience at a senior executive level.
- Three contactable and acceptable references certifying the candidate's ability and suitability to undertake the programme.
- An acceptable pre-proposal of at least 3 pages.

### **5 Registration**

Registration will be open throughout the year but new applicants are encouraged to attend the first colloquium for the year.

All applications will be evaluated by the Dissertation Committee for admission to the program.

### **6 Structure of Programme**

**PART I:** Year 1:

- Semester 1: (6 months) will be for preparatory work and finalising research proposal
- Semester 2: (6 months) data collection
- the student is expected to publish at least one article in the first year

**PART II:** Year 2 and 3:

- Students are required to participate in colloquia once per semester (twice a year).
- Students are expected to publish at least one article a year, including conference papers, and must total at least 3 articles based on their research before defending their thesis.

### **7 Programme Delivery**

#### **a. Dissertation Committee**

A Dissertation Committee comprising of senior academics with experience in research on leadership will oversee all academic work by students. The Dissertation Committee recommend student supervisors to the Vice-Chancellor, and periodically review work of students as well as progress reports by supervisors and students.

#### **b. Supervision**

A supervisor with relevant subject matter experience and publications will be appointed for each student. Students will work with academic staff and attend a colloquium where they are exposed to readings on leadership theory, methodology, data management and analysis techniques, use of internet for research, and writing and presentation skills. Peer exchange and learning is also a main benefit of the colloquia. The primary deliverable after 6 months is a research proposal approved by Dissertation Committee. Students are expected to attend colloquia once a semester.

### **8 Assessment**

- The student is expected to submit a dissertation of no more than 100 000 words including annexes.
- The dissertation will be subject to external and internal examination according to the UoA Academic Regulations

### **9. Award of Philisophae Doctor Degree**

The PhD Degree shall be awarded by UoA in accordance with the general academic regulations on Marking Scheme and degree classification.