

Sowing Success



Results Report 2008/09

Who We Are

AWARD is a professional development program that strengthens the research and leadership skills of African women in agricultural science, empowering them to contribute more effectively to poverty alleviation and food security in sub-Saharan Africa.

AWARD is a project of the Gender & Diversity Program of the Consultative Group on International Agricultural Research (CGIAR).

Who We Serve

AWARD currently serves 120 women scientists working in agricultural research from Ethiopia, Ghana, Kenya, Malawi, Mozambique, Nigeria, Rwanda, Tanzania, Uganda, and Zambia.

The program also benefits many others, including AWARD Mentors and Mentees; partners in more than 100 national agricultural research institutions, universities, and organizations, as well as thousands of school children and community members across Africa who participated in role-modeling events held by AWARD Fellows.

Our Vision of Success

- Critical advances and innovations in agricultural development for Africa are led and enriched by the contributions of capable, confident, and influential African women.
- The agricultural research and development sector demonstrates increasing responsiveness to the needs and contributions of women.

Our Mission

To build an effective and transferable career-development program for women in agricultural research and development in sub-Saharan Africa.

Our Partners

AWARD is made possible by generous support from the Bill & Melinda Gates Foundation and the United States Agency for International Development, and is implemented in partnership with national, regional, and international organizations, including the 15 CGIAR centers worldwide. We are also grateful to the 120 women and men who volunteer their time as AWARD Mentors.

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Cover Photo: Dr. Josephine Songa, AWARD Fellow, pilot program



During their visit to Nairobi in August 2009, U.S. Secretary of State Hillary Rodham Clinton and Secretary of Agriculture Tom Vilsack met with AWARD agricultural scientists, including Dr. Lusike Wasilwa, Assistant director of the Horticulture and Industrial Crops Division at the Kenya Agricultural Research Institute (KARI) (with hat) and Miriam Otipa, a senior research scientist at KARI.

“The AWARD program is a great example. It supports women scientists working to improve farming here in Africa and to fight hunger and poverty. We need women represented in our laboratories, as well as our fields. I really congratulate the AWARD women for being pioneers.”

U.S. Secretary of State Hillary Rodham Clinton

“The outstanding achievements of the women of the AWARD program serve as a model and inspiration to women farmers all over Africa.”

U.S. Secretary of Agriculture Tom Vilsack



Sowing successful scientists

Director's message

As we celebrate our first two successful years, we are encouraged by the progress that AWARD's 120 fellows have made toward their professional goals. These women scientists represent 16 disciplines in agricultural research, but they share one passion: to help the poor and change the face of agriculture in Africa.

We have learned much since our pilot project that was conceived in an airport lounge. In 2004, I was waiting for a delayed flight at Heathrow with Peter Matlon, the former regional director of the Rockefeller Foundation. As he told me about a new food security initiative, I urged him to focus on and invest in African women agricultural researchers because the results would ultimately depend on them. Peter and I discussed how the majority of those who produce, process, and market Africa's food are women. However, agricultural research and higher education are disproportionately led by men: only one in four agricultural researchers is female. Female scientists, professors, and senior managers offer different insights and perspectives to help research

institutions address more fully the unique and pressing challenges of farmers in Africa. Their expertise is needed if we are to effectively address poverty and food insecurity. By the time our flight was called six hours later, Peter had invited me to submit a program proposal on behalf of the CGIAR Gender & Diversity (G&D) Program. He urged that any proposed program should go beyond just funding the gender programs of CGIAR centers. He argued that the lessons learned from these high-impact programs should be applied to national organizations so women scientists in those institutions could benefit.

In 2005, the Rockefeller Foundation provided funding for a three-year pilot program designed to develop the science capacity and leadership skills of 22 African women agricultural scientists in Kenya, Tanzania, and Uganda. At the end of the pilot project, approximately 80 percent of the women had published scientific papers, with an equivalent number successfully submitting proposals for research funding. Most impressively, one third of the scientists reported that they had started their own development initiatives in their rural home areas or in urban slums, mainly benefiting women and girls.

The pilot project's success revealed the pressing need for a longer-term project to develop and promote

the careers of African women agricultural scientists. Based on our pilot, in 2007 the Bill & Melinda Gates Foundation (BMGF) asked G&D to submit a proposal to scale it up. AWARD was born.

From the beginning, we recognized that the project's success depended on close collaboration with partners in the initial nine countries in which we planned to serve. In July 2008, AWARD was launched with a kick-off workshop in Accra, Ghana, including 50 stakeholders representing African leadership in agricultural R&D, universities, advanced science laboratories, CGIAR centers, an animal nutrition company, as well as members of our new Steering Committee and program officers from our donor agencies, BMGF, and the United States Agency for International Development (USAID). We are grateful for their enthusiastic support and critical input; many of these leaders joined AWARD as volunteer mentors for our 2008 fellows.

When we announced the first call for applications for 60 AWARD Fellowships in 2008, 713 women responded, and another 496 responded in 2009, once again demonstrating the need for AWARD.

AWARD is different by design. Firstly, AWARD does not offer a one-size-fits-all solution. We have developed fellowship packages tailored to the

Left: U.S. Secretary of State Hillary Rodham Clinton meets AWARD Mentor Dr. Lusike Wasilwa and AWARD Director Vicki Wilde. Right: Vicki Wilde with Kenyan Nobel laureate Dr. Wangari Maathai.



specific needs of women at different stages of their careers: those with bachelor's, master's, and doctoral degrees. AWARD helps nourish the talent pipeline in agricultural R&D at all three levels.

Secondly, AWARD does not apply an age limit. At least a third of the AWARD Fellows are 40 or older. With an average age of about 38 years, the majority of these high-potential women would be disqualified from most other programs. AWARD provides a tremendous opportunity for them to use their knowledge and years of life experience to make a difference.

Finally, AWARD is unique because we believe that meeting the challenges of smallholder farming requires innovation in many areas. Therefore, AWARD selects scientists from 16 agricultural science disciplines. All of our fellows work on pro-poor research—from promoting indigenous vegetables to plant breeding to postharvest processing. They serve in national research institutions, other agricultural development organizations, non-governmental organizations, or in the private sector.

The impact of AWARD's unique capacity-building model, directly involving African institutions and networks, men and women, in all its activities, is already in evidence. For each winning fellow, dozens more Africans are strengthened to varying

degrees, including mentors, junior researchers, R&D leaders, trainers, women's groups, and school children. News of promotions, publications, technical innovations, newly found inspiration and insight, and increased self-confidence reaches our desks almost daily.

We are proud that our AWARD Fellows attracted national and international attention over the past two years. We were especially honored by the visit of U.S. Secretary of State Hillary Rodham Clinton and U.S. Secretary of Agriculture Tom Vilsack in August 2009.

I trust you'll be inspired by the stories of the AWARD Fellows in this report. We are grateful to our donors and our many partner institutions. Their generosity and support is changing the lives of women scientists and the poor they serve across Africa. They recognize that only with the full involvement and leadership of women in agriculture will Africa succeed in its quest for food security and prosperity. There is no time to lose.

Vicki Wilde, Director

CGIAR Gender & Diversity Program and AWARD

THE AWARD DIFFERENCE

Unlike any other fellowship, AWARD delivers a well-tested, coordinated career-development package built on four cornerstones. Each AWARD Fellow benefits from:

Establishing Mentoring Partnerships

- Participation in a Mentoring Orientation Workshop to set career-development goals with her mentor
- One-to-one monthly mentoring by a senior scientist
- Opportunity to mentor a younger woman scientist

Building Science Skills

- Workshops and seminars on science writing and proposal writing
- Support to attend a science conference to present her research
- Opportunity to apply for a competitive research attachment at leading international universities and institutions
- Membership in a professional association
- Training on how to use electronic science libraries

Developing Leadership Capacity

- Participation in the internationally recognized CGIAR Women's Leadership and Management Course (post-master's and post-doctoral fellows) or the specially tailored AWARD leadership course for post-bachelor's fellows
- Support to host a community role-modeling event

Tracking Learning, Monitoring, and Evaluation

- Support to track changes in and reflect on career advancements, scientific outputs, influence within research institutions, and actions that respond effectively to smallholder priorities
- Providing feedback to AWARD about needs and priorities, thereby enhancing the project's adaptive, responsive management style

Women's Participation in Agricultural Research and Higher Education: Key Trends in Sub-Saharan Africa

Women farmers play a vital role in African agriculture, doing most of the work to produce, process, and market food. To better address their priorities and challenges, there is an urgent need to strengthen the voice of African women in the agricultural sciences. Women researchers, professors, and senior managers offer different insights and perspectives that would help research institutions more effectively address the unique and pressing challenges of Africa's farmers.

There is a shortage of detailed, gender-disaggregated data on science capacity in sub-Saharan Africa. Furthermore, datasets are not always comparable due to differing methodologies or coverage, or they focus on science and technology in general, rather than on agriculture specifically.

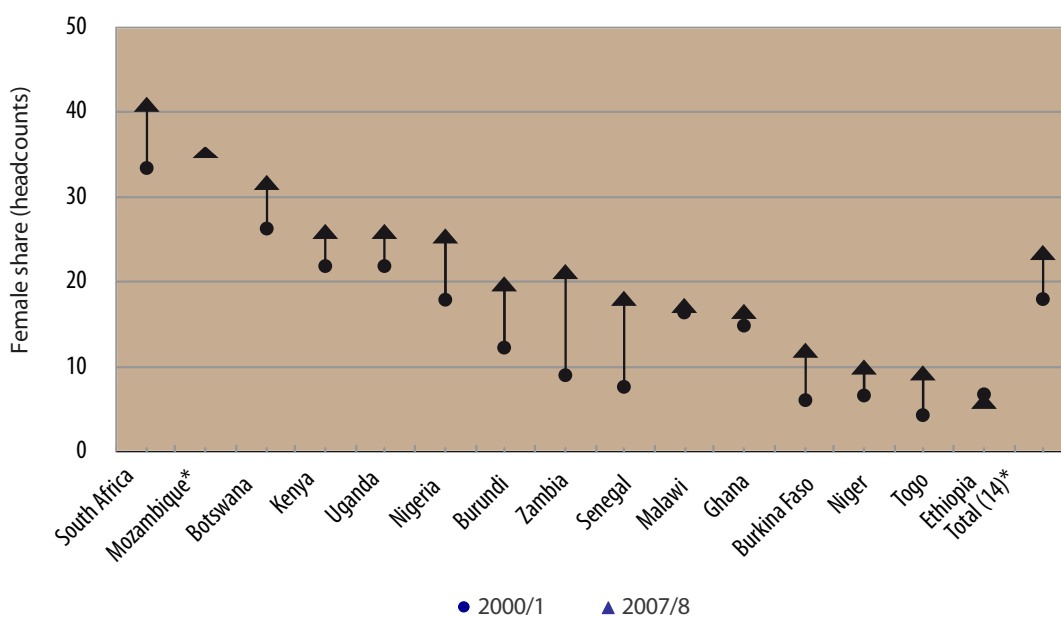
To address this information gap, AWARD partnered with the International Food Policy Research Institute's Agricultural Science and Technology Indicators (ASTI) initiative. A major benchmarking survey was conducted

in 2007/2008, covering 125 institutions engaged in agricultural research and higher education in 15 sub-Saharan African countries. This was the first study of its kind to present detailed human resource data on African women's participation in the agricultural sciences. The data serve as a baseline for AWARD's monitoring and evaluation activities, and will inform strategic decisions about future expansion into additional African countries.

Academic institutions and other organizations are also benefiting from the study, which was published in July 2009. ASTI/AWARD make available this country-specific data on the proportion of professional women employed in agriculture and female students enrolled in agricultural sciences; the level of qualifications held; and the proportions of women on all rungs of the career ladder.

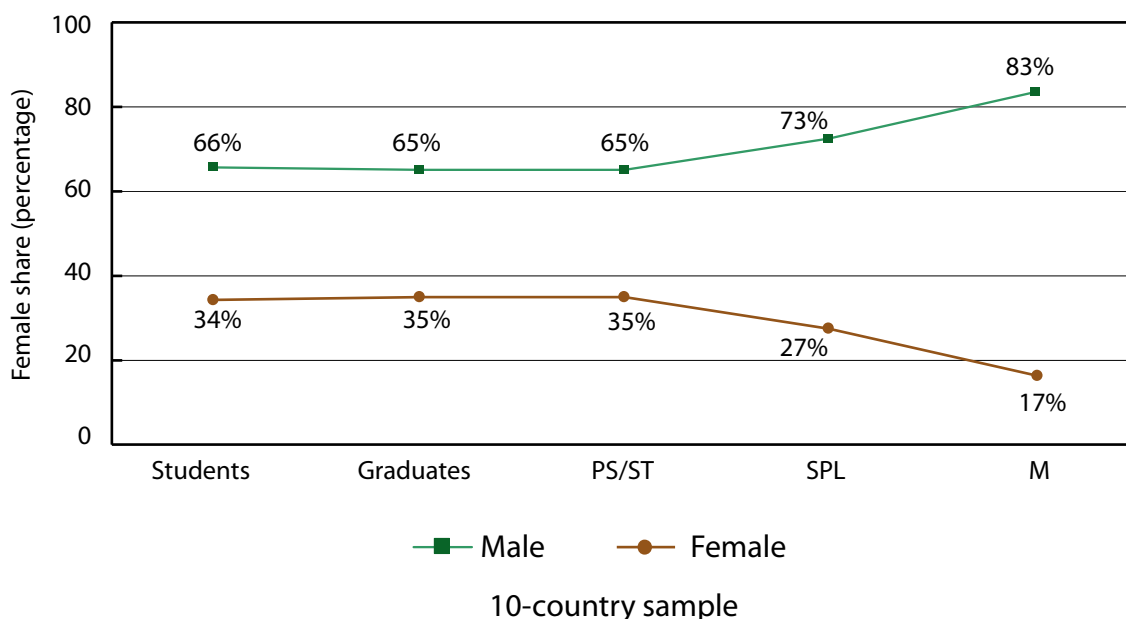
The report, brief, and country fact sheets are all available on www.asti.cgiar.org/gender-capacity.

Growth in shares of female professional staff, 2000/01 and 2007/08



Source: Calculated by authors based on survey responses.

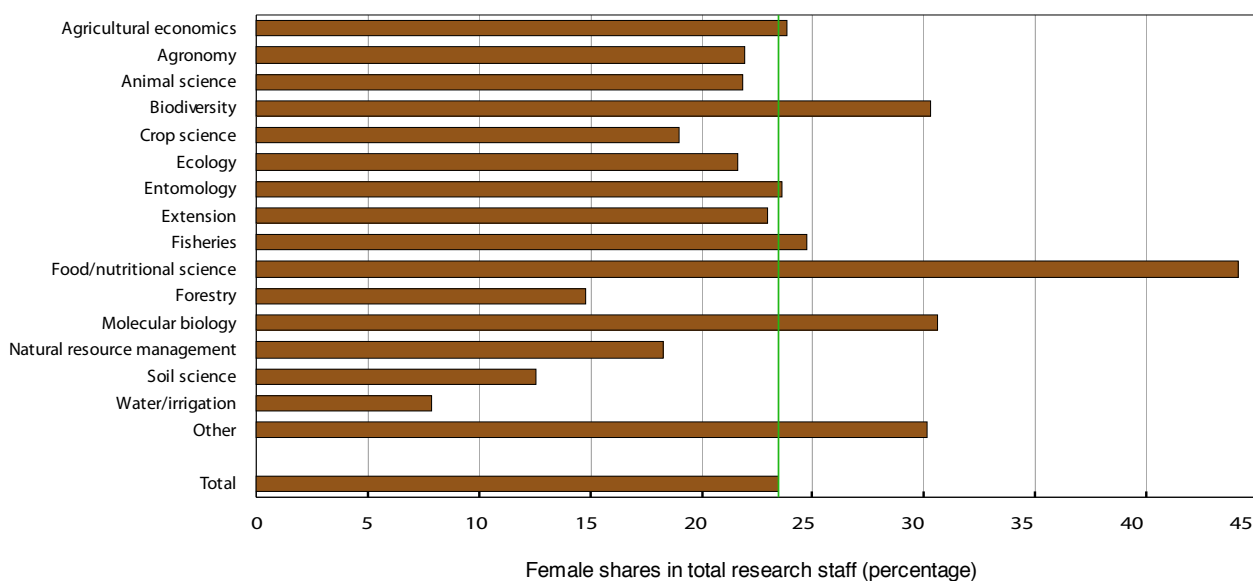
Gender-disaggregated shares of tertiary students and professional staff in agricultural sciences, 2007/08



Source: Calculated by authors based on survey responses.

Note: Burkina Faso, Burundi, Ethiopia, Niger, and Togo were excluded because data on student enrollments and graduations were either unavailable or incomplete. PS/TS indicates professional and technical support staff; SPL includes scientists, (assistant) professors, and (senior) lecturers not in management positions; and M indicates management and includes directors, deans, and department heads. When including all 15 countries, the female share in management positions is lower at 14 percent.

Distribution of female professional staff by discipline mix, 2007/08



Source: Calculated by authors based on survey responses.

Note: The green line indicates the average share of women participating across all fields of agricultural science (24 percent).



2009 AWARD Fellow Mary Njenga (left) and her mentor, Dr. Yvonne Pinto, say they have both profited from their mentoring relationship.

Sowing trust: Establishing mentoring partnerships

Mentoring is a proven and powerful driver for career development and particularly for retaining women in science. AWARD pairs each fellow with a senior scientist to support her career development.

Both male and female senior scientists serve as mentors. Left: Nigerian 2009 AWARD Fellow Alaba Jolaosho (right) and AWARD Mentor Professor Sunday Olufemi Onifade. Right: Ugandan 2009 AWARD Fellow Lucy Mulugo (left) and AWARD Mentor Dr. Gorettie Nabanoga.



Guidance, collaboration, and friendship: Mary Njenga and Dr. Yvonne Pinto

Mary Njenga is a PhD fellow at the World Agroforestry Centre and the University of Nairobi, Kenya. Her research examines the recycling of tree by-products to produce fuel briquettes for cooking and heating. This ambitious, talented young woman is committed to the care and protection of the environment, and to addressing gender policy in her field. Mary's dream is to be an all-round scientist developing technologies in natural-resource management using community-led innovations.

In 2009, Mary won an AWARD Fellowship and was matched with her mentor, Dr. Yvonne Pinto, Director of the Agricultural Learning and Impacts Network (ALINE) at the University of Sussex's Institute of Development Studies in Brighton, U.K. and the Acting Deputy Investigator at the Centre for Environmental Policy at Imperial College, London, U.K.

Although the two scientists live and work in different continents, they share a drive and determination that Dorothy Mukhebi, AWARD's Mentoring Coordinator, recognized immediately.

"Yvonne is an accomplished international scientist and I knew she would bring out the very best in Mary, who is an extremely gifted environmental researcher," says Dorothy. "Mary has a willingness to learn, and she's very hardworking."

Mary and Yvonne connected regularly by phone, email, and Skype, and in person when Yvonne traveled to Africa on business. They structured their mentorship around Mary's goals and objectives: to build her technical skills, develop her leadership and management capabilities, and broaden her networks. Mutual trust and support developed easily, and Yvonne has found Mary to be a natural self-starter. Yvonne has helped to build Mary's self-esteem so she can interact confidently on the international stage among other specialists. To expand her global network and contacts, Yvonne encouraged Mary to join the ALINE Farmer Voice. This network of researchers is interested in incorporating farmers' views in defining R&D priorities.

Yvonne has a clear sense of what her role as a mentor entails. She encourages and supports Mary's studies, while building her confidence. She provides Mary with information relevant to her field, and helps her to network and make strategic contacts. Mary says she has learned two basic principles from Yvonne: trust your judgment, and have the courage to be yourself. According to Yvonne, the mentoring-fellow relationship is a two-way street, and Mary's work and energy inspire her.

AWARD's mentoring partnerships are based on the fellows' concrete

objectives. In Mary's case, one of her objectives was to increase her publications. As an AWARD Fellow, and with Yvonne's support, she has authored one paper and coauthored two others. She has also authored a working paper, one book chapter, and has coauthored three others. Mary has presented two papers as author, one as a coauthor, and has presented a poster that was accepted at an international conference. She also produced a short film about her career path that illustrates the importance of having a life purpose to guide decision making and sharing lessons learned with youth. Mary used this as part of her role-modeling event held in her own community.

Yvonne is also coaching Mary to manage her career: how to develop a fund-raising strategy for her PhD program and future research, as well as learning how to say "no", and to manage her time effectively.

Mary and Yvonne established such a satisfying working relationship that they intend to stay in contact after the formal mentorship ends. It seems that their partnership contained all the best elements of a successful mentorship. Yvonne has listened, sometimes challenged, and offered direction and encouragement. In turn, Mary was open to requesting and accepting support.



AWARD Fellows with master's or doctoral degrees are expected to pass on the mentoring experience by serving as mentors themselves to junior women scientists. Above: Ghanaian 2008 AWARD Fellow Patricia Aboe (right) with her AWARD Mentee Matilda Ayim. Right: Ugandan 2009 AWARD Fellow Esther Wamono (left) and AWARD Mentor Dr. Joyce Kikafunda. Below: Zambian 2009 AWARD Fellow Lungowe Chisenga (right) and AWARD Mentor Dr. Christine Yamba Yamba.



"This program supports us so we can free ourselves and give our utmost contribution to agricultural research and development. I never want to be a passive observer again."

Esperança Rosita Elias Chamba, 2008 AWARD Fellow, Mozambique



Mentors support fellows in achieving their career goals. Left: 2009 AWARD Fellow Mary Ogubi Oyunga (right) and AWARD Mentor Dr. Jan Low. Right: 2009 AWARD Fellow Carolyn Tyhra Kumasi (right) and AWARD Mentor Dr. Samuel K. Oppong.

Mentoring: a brain to pick, an ear to listen, and a push in the right direction

One of the challenges for women scientists worldwide is a lack of role models. AWARD’s mentorship program enjoyed support in 2008/09 from 54 male and 57 female mentors from universities and research institutions in 10 countries. These senior scientists volunteer their valuable time, demonstrating their commitment to advancing the careers of women scientists. The program includes two years of mentoring for post-bachelor’s fellows and one year of mentoring for post-master’s and post-doctoral fellows. Its success is built on the hard work and matchmaking skills of Mentoring Coordinator Dorothy Mukhebi, and the commitment of the mentors and fellows themselves.

Fellows and mentors attend an initial Mentoring Orientation Workshop to establish their relationship and learn what makes a constructive, rich mentor-fellow relationship. The purpose of the workshop is to prepare fellows and their mentors for the mentorship period, formalize the relationship, and clarify expectations. The fellows set their long, medium, and short-term goals with their mentors. They then work out how the fellow can be supported to meet these goals, and how the mentoring arrangements will work.

Dorothy likens the mentoring relationship to a marriage. For it to work, both parties need to go into the relationship for the right reasons and be realistic about expectations. As in a marriage, the chemistry also has to be right.

The value of the mentoring program is recognized by AWARD Fellows, their mentors, and their institutions. Many mentors report that they have learned practical new skills about effective supervision and time management—skills they are now practicing within their own institutions. They say they have gained more from their mentoring experience than they ever anticipated.

AWARD invites both men and women to serve as mentors. In recognition of their voluntary service, female mentors benefit from attending the CGIAR Women’s Leadership and Management Course, or a science conference of their choice. Male mentors are supported to attend an international leadership course or science conference of their choice.

Fellows with master’s and doctoral degrees pass on the mentoring experience by serving as mentors themselves to junior women scientists. AWARD Fellows mentored 39 young scientists in 2008/09.

Attributes of an effective mentor:

- is committed to supporting his/her fellow
- contributes solid research experience
- is connected to research networks
- shares contacts and information
- provides advice and support as needed



Filomena dos Anjos, a senior lecturer and veterinarian at Eduardo Mondlane University in Maputo, Mozambique, says she increased the rigor of her research and improved its quality while conducting research on poultry feed during her research attachment with Novus International in St. Charles, Missouri, U.S.A.

Sowing competence: Building science skills

One of the keys to improving livelihoods in sub-Saharan Africa is to build and sustain a strong, effective talent pool in agricultural R&D. This requires building women's skills while strengthening institutions.

AWARD enables fellows to enhance their technical and research skills. Left: Kenyan 2008 AWARD Fellow Dr. Isabel Wagara. Right: Ghanaian 2009 AWARD Fellow Carolyn Tyhra Kumasi.



Filomena dos Anjos: a fruitful research attachment with Novus International



Filomena dos Anjos is one of 21 successful candidates who competed for an AWARD research attachment in 2009. Mena, as she is known to family and friends, is a senior lecturer and veterinarian at Eduardo Mondlane University in Maputo, Mozambique, and was placed at Novus International in St. Charles, Missouri. This world-class research institution, which is focused on performance through innovation, covered all costs for her nine-month attachment.

Novus proved to be the perfect placement for Mena. For the past 15 years, Mena has worked with rural poultry farmers in Mozambique to control Newcastle disease, one of the primary causes of poultry mortality, through vaccination campaigns. As poultry mortality reduced and flocks increased, the limited availability of feed became

a problem for farmers. Mena's challenge was to help farmers overcome the scarcity and high cost of feed. "I was interested in locally grown ingredients for poultry feed, and Novus shared this interest."

At Novus, Mena worked with scientists on an experiment that slowly increased the percentage of cowpeas and pigeon peas into a chicken's soybean diet, which includes vitamins, antioxidants, amino acids, and minerals produced by Novus.

Mena, 51, sees her work far from home as a possible life-changer for farmers in Africa. "If these peas work well, then I can imagine a whole market change," she says. "Right now, farmers grow peas only for personal consumption. We're not producing a quantity that can provide for the feed industry. I want to improve the quality of life for families in Mozambique, and this is one of the ways to do it."

Mena received strong support from Novus that helped her to improve her research protocol, and thus strengthen the research itself. The process of presenting her protocol to her colleagues and receiving feedback taught her a first key lesson: draw on the work of other researchers, and conduct a thorough literature review.

Mena's second and third lessons came from working in Novus's state-

of-the-art poultry nutrition division. In Mozambique, she had limited laboratory experience due to a lack of equipment and consumables, and needed to improve her basic laboratory skills to be able to better conduct research. Working in Novus laboratories as part of the research team taught her to become familiar and comfortable with the equipment, and to be adventurous with available technologies, increasing the rigor of the research and improving its quality.

Although it is too soon for Mena to know the full impact of her research attachment on her career, she strongly believes that the benefits and rewards from this experience will be felt at many levels. "The transfer of technology and skills to Eduardo Mondlane University is crucial. It will help to create an environment for conducting quality research and teaching," she says. "As a lecturer in animal nutrition, my goal is to be a professor in the same field within the next five years. I hope to get a PhD in animal nutrition, and to do more research in this field. I want to help attract more scholars to animal nutrition research. Being an AWARD Fellow has helped to enhance my self-confidence and expand my networks."

(With reports from a story by Doug Moore, St. Louis Post-Dispatch, April 17, 2010.)



2008 AWARD Fellow Dr. Sarah Mubiru believes that empowering women farmers in her native Uganda is critical to poverty reduction. As part of her research, she taught women to grow a variety of fodder grass that increases milk yield in dairy cattle.

“Poverty is one of the major causes of aflatoxin poisoning due to poor storage conditions that promote fungal growth, and people’s unwillingness to dispose of contaminated maize due to a lack of food. As a researcher, being an AWARD Fellow has opened so many doors for me to help poor farmers, especially women. I’m so glad that I am now in a position to be part of the problem solving.”

2008 AWARD Fellow Dr. Sheila Okoth, Senior lecturer, University of Nairobi, Kenya

“Give me a fish and you feed me for a day. Teach me to fish and you feed me for a lifetime.’ AWARD has taught me how to fish better.”

2009 AWARD Fellow Dr. Onome Davies, Senior lecturer, Rivers State University of Science and Technology, Nigeria

AWARD Fellows can compete for a research attachment at prestigious institutions. Left: Mozambican 2009 AWARD Fellow Maria Alexandra Jorge. Right: Malawian 2008 AWARD Fellow Victoria Ndolo on research attachment at the University of Stellenbosch.



Tackling poverty, food insecurity through research

AWARD's program to build fellows' science skills is key to fellows being equipped to realize their research potential, to bring their research to a wider audience, and for that research to be translated into applications benefiting women and other smallholder farmers.

Through a highly competitive, rigorous selection process, AWARD chooses scientists with demonstrated expertise and real commitment to research and policy that will benefit poor farmers. However, AWARD recognizes that most fellows need more training and experience in developing solid research proposals, sharpening their research skills, and presenting and publishing their findings. AWARD helps these women scientists to develop the skills they need to more effectively address poverty and food security.

AWARD offers a portfolio of tailored training courses and services.

Post-bachelor's fellows receive:

- the opportunity to attend a science conference
- two-year membership in a professional association of choice
- two years of Internet access

Post-master's and post-doctoral fellows receive:

- the opportunity to participate in AWARD's Research Proposal Writing Course or Science Writing, Communication, and Presentation Skills Course, including training on the use of electronic libraries
- the opportunity to attend a science conference

- two-year membership in a professional association of choice
- two years of Internet access
- a laptop with appropriate software installed
- the opportunity to compete for a four- to nine-month research attachment at an institution of excellence

Networked into their specialist science communities, equipped with the necessary skills training, and provided with access to the latest research, fellows have the tools necessary to:

- generate knowledge—conduct strong research
- publish—submit high-caliber papers to reputable scientific journals and conferences
- communicate—translate their research into feasible and affordable applications for women and other smallholder farmers

Each year, post-master's and post-doctoral fellows have the opportunity to compete for a research attachment providing advanced science training. Fellows are attached to centers of excellence for four to nine months in order to conduct research under the supervision of highly experienced and seasoned scientists. The chief objective of the research attachments is to help fellows build solid skills for producing the technological innovations and advances required for positive, sustainable impacts in agricultural R&D in Africa.

Host Institutions for 2008 Research Attachments

Biosciences eastern and central Africa (BecA), Kenya	1
Commonwealth Scientific and Industrial Research Organisation, Australia	1
International Center for Agricultural Research in the Dry Areas, Syria	1
International Center for Maize and Wheat Improvement Kenya/Uganda	1
International Center for Tropical Agriculture, Colombia	1
International Center for Tropical Agriculture, Uganda	0.5*
International Institute of Tropical Agriculture, Nigeria	0.5*
International Livestock Research Institute, Kenya	2
International Rice Research Institute, Philippines	1
International Water Management Institute, Ghana	1
Novus International, U.S.A.	1
Parco Tecnologico Padano, Italy	1
University of Pretoria, South Africa	3
University of Stellenbosch, South Africa	4
Total	19

*Note: One fellow divided her research attachment between two institutions. Two fellows did not take up the attachment awarded as they had accepted other opportunities.



2009 AWARD Fellow Aishatu Bashir Ardo is a pioneering leader. She was one of first women in her northern Nigeria region to be trained in artificial insemination of cattle. She is encouraging local cattle owners to cross-breed their animals, using her own demonstration herd as an example of success.

Sowing confidence: Developing leadership capacity

Academic prowess and scientific excellence are necessary but insufficient to advance women in their scientific careers. They also need the so-called “soft skills” of leadership, communication, and negotiation.

AWARD Fellows are empowered to become more capable, confident, and influential professionally. Left: Nigerian 2009 AWARD Fellow Lillian Okafor. Right: Rwandan 2009 AWARD Fellow Verena Ruzibuka.



Aishatu Bashir Ardo: a visionary cattle breeder who says “go big or go home”

Aishatu Bashir Ardo is a Nigerian animal scientist with a singular passion: cattle. This may not be surprising, given that Aishatu is Fulani—a West African ethnic group comprising mainly pastoralists. These nomadic herders are renowned for their dedication to their livestock; some Fulani even compose love songs to their cattle.

“For us, cattle have economic, social, and religious significance, but our animals’ productivity is very low due to poor genetic potential, lack of adequate feed and water, and poor management,” says Aishatu.

Aishatu plans to change that. She is not afraid to challenge centuries-old breeding practices in order to help increase milk production and improve food security in her impoverished region, where most people live on less than \$2 a day. And she is well on her way. Recently, this Muslim scientist became the first female artificial inseminator in her area, and probably in Nigeria.

Influencing cattle-breeding practices and introducing new techniques, such as artificial insemination (AI), has not been easy, says Aishatu, “But seeing is believing.” She demonstrates AI to skeptical local farmers using her own small herd.

“They mock my cross-bred cows, saying they are ugly and look like donkeys because they do not have humps like our traditional breeds. But when they see that my animals are producing much more milk, they stop joking and start listening.” A cross-bred cow can give up to 20 liters of milk a day, compared to 1.5 liters produced by the local breed.

Aishatu holds a Bachelor of Agriculture Technology (Animal Science) and Range Management from the Federal University of Technology in Yola—a notable accomplishment in northern Nigeria where only 20 percent of girls are enrolled in school. She currently works as a master trainer with the Association for the Promotion of Livestock Production in Sahel and Savannah in Garoua, Cameroon, introducing AI and training women farmers in improved fodder production.

Receiving the 2009 AWARD Fellowship has boosted Aishatu’s self-confidence and her vision, and AWARD’s leadership training is helping her to develop her natural ability. “I have no interest in being what they call a ‘smallholder.’ I say, ‘Go big or go home.’ This time next year, I plan to be milking 100 cross-bred cows.”

CGIAR Women’s Leadership and Management Course

At the end of this learning event offered by AWARD, participants are able to:

- use information gained from skill and style inventories to strengthen their leadership and managerial effectiveness
- use essential communication skills, i.e. feedback and facilitation, to enhance their leadership effectiveness
- build and sustain effective team performance
- manage interpersonal conflict constructively
- develop strategies to influence and build alliances for gender-responsive policies and practices
- use an increased awareness and understanding of gender implications in personal and professional development
- draw upon a network of colleagues for personal and professional support, guidance, and assistance
- apply course skills, knowledge, and tools to real work challenges



"You can make it out there, too," said 2008 AWARD Fellow Professor Waceke Wanjohi, Chair of the Department of Agricultural Science and Technology at Kenyatta University, who returned to her primary school in rural Molo, Kenya to encourage pupils and their parents, most of whom are farmers.

Inspiring youth to consider careers in agricultural science

AWARD is explicitly designed to help African women in agricultural science to increase their visibility and to empower them to serve as champions of rural women. Through AWARD's leadership training, fellows learn to navigate organizational gender issues, leverage team talents, manage conflicts, and use influence appropriately.

AWARD sponsors post-master's and post-doctoral fellows and female mentors to attend the CGIAR Women's Leadership and Management Course. Fellows with bachelor's degrees have the opportunity to attend a course specially designed for them. The impact of the leadership training on both the professional and personal

lives of fellows can be life-changing. As one course participant noted, "The saying, 'Women tend to think their work will speak for them' was my belief. Now I have the tools to speak for my work!"

AWARD Fellows practice their leadership skills and share their knowledge within the broader community by organizing a role-modeling event. It may take the form of a special university seminar, or an inspiring talk at a secondary school, community workshop, workplace, career fair, farmer's market, or other similar activity. This sharing enhances fellows' visibility while encouraging both girls and boys to think of agriculture research as a career option to address poverty and climate change.

Building African training capacity

Another important AWARD initiative is building African training capacity. Identifying and training high-caliber African trainers to conduct all courses offered by AWARD is an essential component of the project, and is consistent with its overall vision and goals. With support from USAID, AWARD has developed a Training of Trainers Course for selected regional trainers, with the goal of having a cadre of highly competent trainers both for its own training needs and for other organizations.

AWARD Milestones and Events

2007

August	Proposal submitted to Bill & Melinda Gates Foundation (BMGF)
October	Successful Women, Successful Science Conference, funded by Rockefeller Foundation, Bellagio Study and Conference Center, Italy
November	Grant from BMGF received
	Monitoring and Evaluation Workshop, Kenya
	Funding from USAID received, as part of support for Gender & Diversity Program
	Launch of film "Thema's Journey" at the CGIAR Annual General Meeting, Beijing, China

2008

February	Start of benchmarking study of current talent pool of African women in agricultural R&D commissioned from Agricultural Science and Technology Indicators (ASTI)
March	Steering Committee members selected
April	Recruitment of five team members completed
	Call for applications for 2008 AWARD Fellowships
July	AWARD Kick-off Workshop and first Steering Committee Meeting, Ghana
	First 60 AWARD Fellows selected from 713 applications from nine countries, representing 44 institutions
	Matching of 60 fellows and 60 mentors
August	AWARD Team Retreat and second Steering Committee Meeting, Kenya
September-October	Mentoring Orientation Workshops (3) for 2008 fellows and mentors in partnership with Philip Merry Consulting Group Pte Ltd (PMCG), Kenya
November	Screening of trainers for Women's Leadership and Management Course, Kenya
December	First CGIAR Women's Leadership and Management Course for post-masters and post-doctoral fellows and female mentors, facilitated by Training Resources Group (TRG), Kenya

2009

January	Call for applications for 2009 AWARD Fellowships, with addition of Rwanda
	Second and third CGIAR Women's Leadership and Management Course for post-master's and post-doctoral fellows and female mentors, facilitated by TRG, Kenya
	First call for proposals for research attachment competition for fellows with master's and doctoral degrees
March	International Foundation for Science (IFS) Training of Trainers Course, Ghana
	Country/Regional Mentoring Meetings: Ghana, Kenya, Nigeria, South Africa, Tanzania, Uganda
April	2008 AWARD Fellows select their mentees
	Leadership for Change Course for post-bachelor's fellows, facilitated by the African Women Leaders in Agriculture and Environment Network (AWLAE-NET), Kenya
May	AWARD/IFS Proposal Writing in Agricultural Research and Development for post-master's and post-doctoral fellows and mentors, Zambia
	AWARD/IFS Scientific Writing and Policy Development in Scientific Research for post-master's and post-doctoral fellows and mentors, Zambia
June	Third Steering Committee Meeting, Italy
	AWARD Monitoring and Evaluation Workshop, Italy
	2009 AWARD Fellows selected from 496 applications from 10 countries and 59 institutions
July	Mentoring Orientation Workshop for 2008 AWARD Fellows' Mentees in partnership with PMCG, Kenya
	Research attachment winners announced and host institutions established
	ASTI/AWARD survey results published
August	U.S. Secretary of State Hillary Rodham Clinton and Secretary of Agriculture Tom Vilsack meet AWARD Fellows, Kenya
September-October	Training of Trainers for CGIAR Women's Leadership and Management Course, Tanzania
	Screening of trainers for Mentoring Orientation Workshops, Kenya
	Mentoring Orientation Workshops (3) for 2009 fellows and mentors in partnership with PMCG, Kenya
October	Facilitation Skills Course in partnership with Community At Work, Kenya Director's fund-raising trip to U.K. to meet with foundations, corporations
November	AWARD Team Retreat, Kenya
December	Director's fund-raising trip to U.S.A to meet with foundations, corporations
	Call for proposals for research attachment competition for post-master's and post-doctoral 2009 AWARD Fellows



Building on our success

Chair's message

AWARD's exceptional success to date is not only the result of the hard work of the fellows and the AWARD team, but is also a measure of the need for such a program. It is gratifying to look back on the road traveled from the pilot program to the launch of AWARD and the development of this vibrant program. It is also a time for taking stock and ensuring that we maintain the focus and the quality that is building AWARD's reputation.

While this report records our progress and highlights some of the achievements of our fellows, it is also an opportunity to look forward to the activities planned for next year. The Steering Committee members are confident of AWARD's lasting impact on the future careers and the personal lives of fellows. Now we want to better demonstrate the impact of the program on the national institutions they represent and the range and quality of pro-poor research and policy.

In 2010, a new approach to monitoring and evaluation will be introduced. Our theory of change model will help us build robust systems of data

collection and analysis. Next year, for the first time, most of our workshops will be co-facilitated by professionals from our top-notch pool of African trainers.

Finally, AWARD will also focus on strengthening its communications with its fellows and partners. For example, we plan to launch our new website to help fellows and mentors to better interact.

I would like to thank our donors, team, partner institutions, and Steering Committee members for their outstanding dedication, and the AWARD Fellows and Mentors for the commitment they model and inspire. Together, we are changing the face of agricultural research and development in Africa—one woman at a time.

A handwritten signature in black ink that reads "S. Williams".

Stella Williams, Chair
AWARD Steering Committee

AWARD's Steering Committee plays a strategic role in selecting both the fellowship winners and the best proposals for research attachments. In addition, this hardworking, committed group of experts provides AWARD's management team with good guidance on a wide range of complex topics, such as country selection and fund-raising opportunities.



AWARD Steering Committee and Team: (Front row, left to right) Zenda Ofir, Pauline Bomett Odette, Jane Ininda, Margaret Kroma, James Kakooza, Dorothy Mukhebi (Middle row) Marion Kihori, Idah Sithole-Niang, Arwen Bailey, Meredith Soule, Marco Noordeloos (Back row) Samuel Oliver-Bruce (representing Papa Abdoulaye Seck), Vicki Wilde, Stella Willams, Peter Matlon, Haven D. Ley, Donald Onyoni. (Absent: Karen Homer, Judy Mann, Agnes Mwang'ombe, Sharon Ongadi, Papa Abdoulaye Seck, Florence Sipalla, Obadiah Wambua)

AWARD Steering Committee

Stella Williams, Chair
Representing West Africa

Agnes Mwang'ombe, Vice-Chair
Representing East Africa

Jane Ininda
Representing the Alliance
for a Green Revolution in Africa

Haven D. Ley
Representing Bill & Melinda Gates
Foundation

Judy Mann
Serving as External Advisor

Peter Matlon
Serving as Senior Advisor

Zenda Ofir
Expert Advisor to the Steering
Committee on Monitoring
and Evaluation

Papa Abdoulaye Seck
Representing CGIAR

Idah Sithole-Niang
Representing Southern Africa

Meredith Soule
Representing USAID

Vicki Wilde
Serving as Steering Committee
Secretary

AWARD Team

Vicki Wilde, Director
CGIAR Gender & Diversity Program
and AWARD

Pauline Bomett Odette
Leadership and Training
Coordinator

Arwen Bailey
Administrative Coordinator, G&D

Karen Homer
Communications Manager

James Kakooza
Monitoring and Evaluation
Coordinator

Marion Kihori
Senior Administrative and Travel
Coordinator

Margaret Kroma
Fellowship Manager and Science
Coordinator

Dorothy Mukhebi
Mentoring Coordinator

Marco Noordeloos
Executive Officer G&D/AWARD

Sharon Ongadi
Program Assistant, Monitoring
and Evaluation

Donald Onyoni
Finance and Contracts Manager

Florence Sipalla
Communications Officer

Helga Recke
Senior Advisor, Women in Science

Obadiah Wambua
Administrative Assistant

2008 AWARD Fellows

Fellow	Mentor	Fellow's Mentee
Ethiopia		
Shihine Tekle Estifanos , BSc (Agricultural Engineering) Assistant researcher I, Ethiopian Institute of Agricultural Research (EIAR)	Dr. Assegid Cherinet, Lecturer Hawassa University	(Note: Post-master's and post-doctoral fellows are required to mentor a younger scientist during the second year of the fellowship.)
Likyelesh Gugsu , PhD (Biological Sciences/Biotechnology) Head, Tef Research Section, EIAR	Dr. Kebebew Assefa, Director Debre Zeit Agricultural Research Center	Missa Demissie, Senior agronomist Holetta Research Center
Halima Hassen Mogesse , PhD (Animal and Livestock/Veterinary Sciences), Livestock research director and Poultry program coordinator Andassa Livestock Research Center, EIAR	Dr. Firew Tegegne, Director Land administration, Bahir Dar University	Belaynesh Kumsa Derebisa, Marketing process coordinator Ministry of Agriculture and Development
Adey Nigatu Mersha , MSc (Natural Resources Management) Assistant researcher II, South Agricultural Research Institute (SARI)	Lelsa Kena, Researcher SARI	Debir Legesse, Junior researcher SARI
Ghana		
Patricia Aboe , MSc (Animal and Livestock/Veterinary Sciences) Senior research scientist, Council for Scientific and Industrial Research (CSIR), Animal Research Institute	Professor Anna Barnes University of Ghana, Legon	Matilda Ayim, Research officer CSIR–Animal Research Institute
Angela Naa Atswei Adjetey , BSc (Animal and Livestock/Veterinary Sciences), MSc student Kwame Nkrumah University of Science and Technology (KNUST)	Dr. Oscar Olympio, Lecturer KNUST	
Sename Crystal Ahdor , BSc (Agronomy) Agricultural officer, Ministry of Food and Agriculture	Ruth Woode, Assistant director of agriculture Ministry of Food and Agriculture	
Mary Bandoh Nuako , BSc (Agronomy) Assistant research scientist, CSIR–Crops Research Institute	Dr. Collins Osei Kwabena, Principal research scientist CSIR–Crops Research Institute	
Grace Esi-Kyirem Bolfrey-Arku , PhD (Crop Science) Research scientist, CSIR–Crops Research Institute	Dr. Godwin Aflakpui, Chief research scientist CSIR–Crops Research Institute	Zippora Appiah Kubi, Pathology technologist CSIR–Crops Research Institute
Ivy Drafor , PhD (Agricultural Economics) Senior lecturer, Methodist University College	Dr. Daniel Bruce Sarpong, Head Department of Agricultural Economics, University of Ghana, Legon	
Stella Ennin , PhD (Agronomy) Head, Resource and Crop Management Division CSIR–Crops Research Institute	Professor Charles Quansah, Research coordinator Agribusiness in Sustainable Natural African Plant Products Department of Crop Science, KNUST	Patricia Pinamang Acheampong Assistant research scientist/Agricultural economist CSIR–Crops Research Institute
Christina Antwiwaa Nti , PhD (Food Science and Nutrition) Senior lecturer, University of Ghana, Legon	Dr. Wisdom Plahar, Director KNUST	Evelyn Serwah Ayeh, Assistant research scientist CSIR–Food Research Institute
Charity Osei-Amponsah , MSc (Agricultural Economics) Research officer and student, Institute of Economic Affairs	Professor Ernest Aryeetey, Vice-Chancellor University of Ghana	Mabel Emelda Quianoo, Teaching and research assistant University of Ghana
Kenya		
Dora Chao Kilalo , MSc (Crop Science) Assistant researcher University of Nairobi	Dr. Frida Mugo, Director Thuiya Development and Environment Consultants	Julia M. Mnyambo, Research assistant Faculty of Agriculture, College of Agriculture and Veterinary Sciences, University of Nairobi
Mabel Jendeka Mahasi , PhD (Biological Sciences/Biotechnology) Principal research scientist Kenya Agricultural Research Institute (KARI)—Njoro	Dr. Lusike Wasilwa, Assistant director Horticultural and Research Crops Division, KARI	Emily Atieno Masinde MSc Agronomy (Crop Protection) student Egerton University
Jesca Njeri Mbaka , MSc (Crop Science) Senior research officer, KARI–Thika	Dr. Lusike Wasilwa, Assistant director Horticultural and Research Crops Division, KARI	Juster Kathure Gitonga, Assistant research officer National Horticultural Research Centre, KARI
Violet Moraa Mogaka , BSc (Agricultural Economics) Student associate, University of Nairobi/World Agroforestry Centre	Dr. Miyuki Iiyama, Post-doctoral fellow World Agroforestry Centre	
Thecla Mutia , BSc (Natural Resources Management) Environmental scientist, Egerton University	Dr. Wilkister Moturi, Chair Department of Environmental Science, Egerton University	
Hedwig Nenkari , MSc (Extension Education) Program officer, National Agriculture and Livestock Extension Programme	Charity Kabutha, Lecturer University of Nairobi	Regina Kabutha, Livestock extensionist Mwala District, Eastern Kenya
Sheila Okoth , PhD (Agronomy) Senior lecturer, University of Nairobi	Professor Mary Abukutsa-Onyango Department of Nutrition Jomo Kenyatta University of Agriculture and Technology (JKUAT)	Judith Agot Odhiambo, Demonstrator School of Biological Sciences, University of Nairobi
Elizabeth Okwuosa , BSc (Crop Science), Research scientist, KARI–Muguga	Dr. Reuben M. Otsyula, Plant pathologist, KARI–Kakamega	
Sheila Cecily Ommeh , MSc (Animal and Livestock/Veterinary Sciences) PhD fellow, International Livestock Research Institute (ILRI)	Dr. Johnson Ouma, Deputy director Trypanosomiasis Research Centre, KARI	Cecilia Njeri Rumberia, MSc student JKUAT
Miriam Judith Otipa , MSc (Biological Sciences/Biotechnology) Research officer I, National Agricultural Research Laboratories, KARI	Dr. Joseph Mureithi, Deputy director Research and Technology, KARI	Elizabeth Auma Odoyo, Research officer II KARI
Isabel Wagara , PhD (Crop Science) Senior lecturer, Egerton University	Dr. Alice W. Kamau, Senior lecturer Egerton University	Hannah Achieng Oduor, Provincial crop protection officer Ministry of Agriculture
Hildah Wambani , BSc (Crop Science) Research scientist–Horticulture, KARI–Kitale	Dr. Margaret Mulaa, Chief research scientist KARI–Kitale	
Waceke Wanjohi , PhD (Crop Science) Senior lecturer, Department of Plant and Microbial Sciences Kenyatta University	Dr. Richard Jones, Assistant director East and Southern Africa International Crops Research Institute for the Semi-Arid Tropics (ICRISAT)	Njeri Njau, Graduate teacher Kerwa Secondary School
Malawi		
Liveness Jessica Banda , MSc (Animal and Livestock/Veterinary Sciences) Senior lecturer, Bunda College, University of Malawi	Professor Leonard A. Kamwanja, Pro-Vice Chancellor University of Malawi	Bettie Sindi Kawonga, District agricultural development officer, Ministry of Agriculture

Susan Chikagwa-Malunga , PhD (Animal and Livestock/Veterinary Sciences), Assistant director, Agricultural Research Services Lonyangwa Agricultural Research Station	Professor Joshua Mtimuni Animal Nutrition, Bunda College of Agriculture	Jean Sauti Phiri, Support services officer Agricultural Gender Roles Extension Ministry of Agriculture and Food Security
Emma Verah Kambewa , PhD (Aquaculture and Fisheries) Research economist, WorldFish Center, Malawi	Professor Ben Kaluwa University of Malawi	Loveness Msofi, Teacher Chinsapo Secondary School
Ruth Tupeshanie Magreta , BSc (Agricultural Economics) Research assistant and MSc student International Center for Tropical Agriculture (CIAT)	Dr. Shامية Zingore, Scientist Tropical Soil Biology and Fertility, CIAT	
Chikondi Pasani Manyungwa , BSc (Natural Resources Management) Fisheries officer, Department of Fisheries, Ministry of Agriculture	Clodina Chowa, Deputy director Agricultural Extension Methodologies and Systems	
Jean Tiyamika Mtethiwa , MSc (Water and Irrigation Management) Vice-Principal, Natural Resources College, University of Malawi	Dr. Kenneth A. Wiyo, Director, Centre for Agricultural Research and Development, Bunda College of Agriculture	Salome Mumba, Senior irrigation water management specialist, Ministry of Water and Irrigation Development
Victoria Ndolo , MSc (Food Science and Nutrition) Lecturer, University of Malawi	Dr. Agnes Mwangwela, Lecturer Bunda College of Agriculture	Margaret Mkambankhani, Assistant lecturer Chancellor College, Malawi
Mozambique		
Filomena Rosa Dos Anjos , MSc (Animal and Livestock/Veterinary Sciences), Senior lecturer, Eduardo Mondlane University	Dr. Christine Jansen van Rensburg, Lecturer University of Pretoria	Carmen Maria Lucas Pedro Garrine, Lecturer Ruminants Production, Eduardo Mondlane University
Sónia Maciel , MSc (Animal and Livestock/Veterinary Sciences), Specialist in reproduction, Agricultural Research Institute of Mozambique (IIAM)	Dr. Siboniso Moyo, Scientist and ILRI's Southern African Development Community representative, ILRI	Felicidade Margarida Macome, Post-graduate student Federal University of Bahia, Brazil
Isilda Nhantumbo , PhD (Natural Resources Management) Consultant, International Institute for Environment and Development	Professor Rashid M Hassan, Director, Centre for Environmental Economics and Policy in Africa, University of Pretoria	
Nigeria		
Olajumoke Alabi , PhD (Entomology) Lecturer, University of Ibadan	Dr. Adebayo A. Omoloye, Lecturer University of Ibadan	Ibe Rebecca Bolatito, Research officer I National Horticultural Research Institute
Ebele Chinelo Amaechina , MSc (Agricultural Economics) Lecturer II, University of Nigeria, Nsukka	Professor Ethelbert C. Nwagbo University of Nigeria, Nsukka	Ugwuoke Nkechinyere Emmanuela Post-graduate student, University of Nigeria, Nsukka
Emmanuella Eguagie , BSc (Crop Science), Research officer II Nigerian Institute for Oil Palm Research	Dr. Philip O. Oviasogie, Head Chemistry Division, Nigerian Institute for Oil Palm Research	
Joy Odimegwu , MSc (Biological Sciences/Biotechnology) PhD student, University of Lagos	Dr. Olukemi Odukoya, Associate professor Pharmacognosy, University of Lagos	Florence Nkemehule, Post-graduate student University of Lagos
Patience Opatu , MSc (Agricultural Economics) Lecturer II, University of Nigeria, Nsukka	Professor Noble Jackson Nweze University of Nigeria, Nsukka	Rosemary Okolo, MSc student/Graduate assistant University of Nigeria, Nsukka
Adeduntan Segun-Olasanmi , BSc (Agricultural Economics) Administrative officer and MSc student, Obafemi Awolowo University	Dr. Simisola M. Odeyinka, Professor Obafemi Awolowo University	
Tanzania		
Grace Chipungahelo , PhD (Agronomy) Head, Agronomy section, Mikochei Agricultural Research Institute	Dr. Ashura Luzi-Kihupi, Country coordinator AfricaRice	Elizabeth Mpayo, Agricultural research officer Mikochei Agricultural Research Institute
Susan Ikerra , PhD (Soil Science), Principal agricultural research officer I Mlingano Agricultural Research Institute	Dr. George Ley, Lead scientist Soils Research Program, Mlingano Agricultural Research Institute	Agnes Alex Ndunguru, Senior agricultural research officer Uyole Agricultural Research Institute
Imna Malele , PhD (Biological Sciences/Biotechnology), Principal livestock research scientist, Tsetse and Trypanosomiasis Research Institute	Professor Olipa D. Ngassapa, Dean and associate professor Muhimbili University of Health and Allied Sciences	Pauline P. Lukendakenda, Principal livestock field officer Livestock Research Centre
Mary Marandus , BSc (Agricultural Economics), Bank officer, CRBD Bank	Dr. Aichi Kitalyi, Country representative, World Agroforestry Centre	
Angela Clemence Mutashobya , BSc (Food Science and Nutrition) Project coordinator, World Vision Tanzania	Dr. Doris Kakuru, Lecturer Makerere University	
Mboka Mwanitu , BSc (Food Science and Nutrition) Project coordinator, Tanzania Milk Processors Association	Dr. Bernadetha Ndbakunze, Senior lecturer Sokoine University of Agriculture	
Uganda		
Margaret Aanyu , MSc (Aquaculture and Fisheries), Research officer National Fisheries Resources Research Institute (NaFIRRI)	A. Owori-Wadunde, Senior research officer Aquaculture Research and Development Centre (ARDC), NaFIRRI	Pauline Nakyewa, Aquaculture research assistant, Ngetta Zonal, Agricultural Research and Development Institute
Rose Basiita Komugisha , BSc (Aquaculture and Fisheries) Aquaculture scientist, ARDC, NaFIRRI	Dr. Gladys Bwanika, Lecturer ARDC, NaFIRRI	
Rosemirta Birungi Mukwaya , BSc (Agricultural Economics) Programs manager, Agency for Inter-regional Development	Dr. Jean Ndikumana, Senior scientist, Association for Strengthening Agricultural Research in Eastern and Central Africa (ASARECA)	
Joy Samantha Bongyereire , BSc (Extension Education) Project coordinator, Africa 2000 Network	Professor Zadoc Abel Ogutu, Lecturer Kenyatta University	
Florence Birungi Kyazze , PhD (Extension Education) Senior lecturer, Makerere University	Dr. Jenipher Bisikwa, Lecturer Makerere University	Christine Menya Kawuma, MSc student Makerere University
Sarah Lubanga Mubiru , PhD (Natural Resources Management) Research officer I National Livestock Resources Research Institute	Dr. Fina Opio, Head Staple Crops Programme, ASARECA	Eseeri Kisaakye, Graduate fellow/MSc student National Crop Resources Research Institute (NaCRRI) Namulonge
Pamela Paparu , MSc (Crop Science), Research officer NaCRRI, Namulonge	Dr. Richard Edema, Senior lecturer Makerere University	Namazzi Birabwa Sylvia, MSc student Makerere University
Sylvia Wanzala , BSc (Animal and Livestock/Veterinary Sciences) Teaching assistant and MSc student Faculty of Veterinary Medicine, Makerere University	Dr. Charles Mugoya, Program manager Agro-biodiversity and biotechnology ASARECA	
Zambia		
Rebecca Kiwanuka Lubinda , MSc (Agricultural Economics) Lecturer, University of Zambia	Dr. Gelson Tembo, Lecturer University of Zambia	Mukwiti Mwiinga, Lecturer III School of Agricultural Sciences, University of Zambia
Judith Ngalande Lungu , PhD (Animal and Livestock/Veterinary Sciences) Dean, School of Agricultural Sciences, University of Zambia	Dr. Enala Mwase, Lecturer University of Zambia	Mayoba Moono, Student University of Zambia
Gloria Phiri , BSc (Agricultural Economics), Research assistant Common Market for Eastern and Southern Africa (COMESA)	Shem Simuyemba, Trade policy advisor COMESA	

2009 AWARD Fellows

Fellow	Mentor
Ethiopia	
Yewelsew Abebe , PhD (Food Science and Nutrition), Associate Vice-President, Hawassa University	Dr. Tilahun Amede, Livestock scientist, Water and Nutrient Productivity, ILRI
Zelekawork Paulos Aklilu , MSc (Agricultural Economics) Research officer, Ethiopia Strategy Support Program	Dr. Mafa Chipeta, Sub-regional coordinator, Seed Savers Exchange/Food and Agriculture Organization and African Union—Economic Commission for Africa, Ethiopia
Tesfashbamlak Molla , MSc (Agronomy) Assistant researcher I, Werer Agricultural Research Center, EIAR	Dr. Teklu Tesfaye, Donor coordinator Agricultural Growth Program, World Bank, Ethiopia
Ghana	
Stella Asuming-Brempong , PhD (Agronomy), Senior research fellow, University of Ghana, Legon	Dr. Essie Tomfoah Blay, Scientist, Department of Wildlife and Range Management, KNUST
Carolyn Tyhra Kumasi , MSc (Natural Resources Management), PhD student, KNUST	Professor Samuel K. Oppong, Head, Department of Wildlife and Range Management, KNUST
Mavis Numafu , BSc (Natural Resources Management) Principal technical officer, CSIR—Crops Research Institute	Dr. Ebenezer Owusu-Sekyere, Senior research scientist CSIR—Forestry Research Institute
Miriam Otoo , MSc (Agricultural Economics) PhD student and graduate research assistant, Purdue University	Professor Joan Fulton Department of Agricultural Economics, Purdue University
Kenya	
Shahasi Yusuf Athman , PhD (Biological Sciences/Biotechnology) Project officer—Agriculture, Catholic Relief Services	Dr. Joyce Jefwa, Scientist Tropical Soil Biology and Fertility, Institute of the International Center for Tropical Agriculture
Everlyne Cherobon , BSc (Agricultural Economics) Project coordinator, Visionary Leadership and Mentoring Institute	Dr. Adrian Mukhebi, Chair and Ashoka fellow Kenya Agricultural Commodity Exchange
Angela Cherunya , BSc (Biological Sciences/Biotechnology), Researcher, KARI—Kitale	Dr. Margaret Mulaa, Chief research officer, KARI—Kitale
Anne Gichangi , BSc (Agricultural Economics) Research officer, KARI—Njoro	Dr. Margaret Ngigi, Senior lecturer Department of Agricultural Economics and Agribusiness Management, Egerton University
Florence Habwe , MSc (Food Science and Nutrition) Tutorial fellow, Maseno University	Professor Mary Abukutsa-Onyango, Department of Nutrition, JKUAT
Maryam Imbumi , BSc (Food Science and Nutrition) MSc student, Centre for Excellence for Nutrition, North-West University, South Africa	Dr. Retha van der Walt, Lecturer Morogo Research Programme, North-West University
Lucy Karanja , BSc (Biological Sciences/Biotechnology) Laboratory technician, Centre for Agriculture and Biosciences International	Dr. Charity Mutegi, Senior research officer National Dryland Farming Research Centre
Esther Kimani , BSc (Biological Sciences/Biotechnology), Research assistant, KARI—Njoro	Dr. Santie deVilliers, Scientist, ICRISAT
Joan Kithika , BSc (Natural Resources Management), Consultant, CORE Occupational Solutions	Dr. Ing Faith N. Karanja, Lecturer, University of Nairobi
Phoebe Mwaniki , BSc (Agronomy) Assistant researcher, Lagrotech Consultants	Dr. Alice W. Kamau, Senior lecturer Department of Crops, Horticulture, and Soil Sciences, Egerton University
Tabeel Nandokha , BSc (Agricultural Engineering), Research officer, KARI	Dr. Lusike Wasilwa, Assistant director, Horticultural and Research Crops, Division KARI
Mary Njenga , MSc (Natural Resources Management), Research officer, International Potato Center (CIP)	Dr. Yvonne Pinto, Global Development Strategy Consultant, Global Forum on Agricultural Research
Sarah Ayeri Ogalleh , MSc (Food Science and Nutrition) Project assistant, Centre for Training and Integrated Research in ASAL Development	Professor Mathew Chemelil Department of Agricultural Engineering, Egerton University
Mary Ogubi Oyunga , MSc (Food Science and Nutrition), Research officer, KARI	Dr. Jan Low, Leader, Sub-Saharan Africa, CIP
Beatrice Tuei , BSc (Animal and Livestock/Veterinary Sciences) District livestock officer, Ministry of Livestock Development	Dr. Ramni Jamnadass, Global Research and Project Leader World Agroforestry Centre
Ruth Wanyera , MSc (Biological Sciences/Biotechnology) Senior research officer, KARI—Njoro	Dr. Florence Olubayo, Chair and senior lecturer Department of Plant Science and Crop Protection, University of Nairobi
Malawi	
Felistus Patience Chipungu , PhD (Biological Sciences/Biotechnology) Commodity team leader, Chancellor College, University of Malawi	Dr. Eric Hetlason C. Chilembwe, Lecturer Bunda College of Agriculture
Msekiwa Matsimbe , BSc (Aquaculture and Fisheries) Program assistant, Bunda College, University of Malawi	Professor Emmanuel K. W. Kaunda, Vice-Principal Bunda College of Agriculture
Jarret Mhango , MSc (Forestry and agroforestry) Dean and senior lecturer, Mzuzu University	Professor Akinnifesi Festus, Principal tree scientist and regional coordinator Southern Africa Regional Programme, World Agroforestry Centre
Mozambique	
Esperança Rosita Elias Chamba , MSc (Animal and Livestock/Veterinary Sciences) Researcher and head of cooperation, IIAM	Dr. Almeida Siteo, Lecturer Faculty of Agronomy, Eduardo Mondlane University
Dácia Alzira de Augusto Correia , MSc (Animal and Livestock/Veterinary Sciences) Dean and senior lecturer, Eduardo Mondlane University	Dr. Célia Diniz, Country representative The Africa-American Institute
Maria Alexandra Jorge , PhD (Agronomy), Associate scientist, Bioversity International/ILRI	Dr. Jean Hanson, Operating project leader, ILRI
Carla Menezes , MSc (Animal and Livestock/Veterinary Sciences) Head of Nutrition, IIAM	Dr. Sónia Maciel, Specialist in Reproduction IIAM

Nigeria

Bola Petra Abdulsalam-Saghir , MSc (Extension Education) Lecturer II, University of Agriculture, Abeokuta	Professor Lateef O. Sanni, Cassava project coordinator Common Fund for Commodities, International Institute of Tropical Agriculture (IITA)
Pamela Akin-Idowu , MSc (Biological Sciences/Biotechnology) Research officer, National Horticultural Research Institute	Dr. Oyeronke A. Odunola, Senior lecturer Department of Chemistry, University of Ibadan
Aishatu Bashir Ardo , BSc (Animal and Livestock/Veterinary Sciences) Women's instructor, <i>Association pour la Promotion de l'élevage au Sahel et en Savane</i> , Cameroon	Dr. Yakubu H. Aliyara, Lecturer Federal University of Technology
Omolaola Betiku , MSc (Animal and Livestock/Veterinary Sciences) Junior research fellow, Obafemi Awolowo University	Dr. Simisola M. Odeyinka, Professor Department of Animal Science, Obafemi Awolowo University
Onome Davies , PhD (Aquaculture and Fisheries) Lecturer, Rivers State University of Science and Technology	Dr. Ebimini Joseph Ansa, Manager African Regional Aquaculture Centre
Mojisola Edema , PhD (Food Science and Nutrition) Senior lecturer, University of Agriculture, Abeokuta	Professor Sylvia Uzochukwu, Director Biotechnology Centre University of Agriculture, Abeokuta
Elsie Hamadina , PhD (Agronomy), Lecturer, University of Port Harcourt	Dr. Robert Asiedu, Director, IITA
Alaba Jolaosho , PhD (Agronomy) Associate professor, University of Agriculture, Abeokuta	Professor Sunday Olufemi Onifade, Deputy dean College of Animal Science and Livestock Production, University of Agriculture, Abeokuta
Justina Lawal , MSc (Agricultural Economics) Senior research officer, Cocoa Research Institute of Nigeria	Dr. Bolarin T. Omonona, Lecturer I Department of Agricultural Economics, University of Ibadan
Lilian Okafor , BSc (Animal and Livestock/ Veterinary Sciences) Assistant lecturer, University of Nigeria, Nsukka	Professor Daniel N. Ezeasor, Head Department of Veterinary Anatomy, University of Nigeria, Nsukka
Veronica Omenwa , BSc (Biological Sciences/Biotechnology) Research officer II, African Regional Aquaculture Centre	Dr. Olajunmoke Modupe Edun, Chief research officer and microbiologist Nigerian Institute for Oceanography and Marine Research
Oluyinka Osoniyi , BSc (Aquaculture and Fisheries), Post-graduate student, Obafemi Awolowo University	Professor Ofelia G. Omitogun, Lecturer, Department of Animal Sciences, Obafemi Awolowo University
Bolanle Otegbayo , PhD (Food Science and Nutrition) Lecturer I, Bowen University	Professor Deborah Olusola Omueti, Director Nutrition, Nigeria Heart Foundation

Rwanda

Eugenie Kayitesi , BSc (Food Science and Nutrition), MSc student, University of Pretoria	Dr. Riette H. L. de Kock, Senior lecturer, University of Pretoria
Verena Ruzibuka , BSc (Food Science and Nutrition) Intern, Rwanda Bureau of Standards	Dr. Hilda Vasanthakalamb, Head Department of Food Science and Technology, Kigali Institute of Science and Technology

Tanzania

Ruth Minja , PhD (Agronomy) Principal agricultural research officer, Mikocheni Agricultural Research Institute	Dr. Aichi Kitalyi, Country representative World Agroforestry Centre
Fortunata Msoffe , MSc (Natural Resources Management) Graduate fellow, University of Edinburgh/ILRI	Dr. Aissetou Yaye, Executive Secretary African Network for Agriculture, Agroforestry, and Natural Resources Education
Salome Mutayoba , PhD (Animal and Livestock/Veterinary Sciences) Associate professor, Sokoine University of Agriculture	Professor George Kifaro Animal Breeding, Faculty of Agriculture, Sokoine University of Agriculture

Uganda

Beatrice Akello , PhD (Biological Sciences/Biotechnology) Research officer, National Agricultural Research Organisation (NARO)	Dr. Emily Twinamasiko, Director Research and Coordination, NARO
Margaret Dhabangi , BSc (Biological Sciences/Biotechnology) Research technician, Uganda Industrial Research Institute	Dr. Dorothy Nakimbugwe, Senior lecturer Department of Food Science and Technology, Makerere University
Ruth Kabanyoro , PhD (Agronomy) Research officer I, NARO	Dr. Theresa Sengooba, Regional coordinator NARO/International Food Policy Research Institute
Monica Karuhanga-Berehao , PhD (Extension Education) Lecturer, Makerere University	Dr. Margaret Mangheni, Senior lecturer Department of Agricultural Extension and Education, Makerere University
Esther Lugwana , BSc (Extension Education), Research assistant, NaCRRI	Dr. Sarah Mubiru, Program assistant, ASARECA
Lucy Mulugo , MSc (Natural Resources Management), Teaching assistant, Makerere University	Dr. Gorette Nabanoga, Dean Faculty of Forestry and Nature Conservation, Makerere University
Sarah Mutonyi , BSc (Forestry and agroforestry), Agroforestry scientist, NARO	Dr. Gorette Nabanoga, Dean Faculty of Forestry and Nature Conservation, Makerere University
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Maureen Hamiyanze , BSc (Extension Education) Trainer Transformation Initiative, Pilgrim Wesleyan Church	Martin Sishekanu, Chief agricultural specialist Department of Agriculture
Rhoda Mofya-Mukuka , MSc (Agricultural Economics), PhD student, University of Kiel, Germany	Dr. Aslihan Arslan, Post-doctoral scholar, Kiel Institute for World Economics

FINANCIAL REVIEW 2008/09

AWARD Funding 2008 and 2009 (in US Dollars)	
Bill & Melinda Gates Foundation	7,898,464
Interest earned 2008 and 2009	123,755
USAID Research Attachments	599,124
USAID Training of African Trainers	199,649
Novus International	in kind
Total	8,820,992

In-kind contribution from Novus International supported a research attachment in the U.S.A. valued at \$36,287.

AWARD Expenditures 2008 and 2009 (in US Dollars)		
Implementation Category		Percentage of Expenditures
Mentoring	1,270,025	24%
Science and Research Attachments	1,151,200	21%
Leadership and Training of African Trainers	925,592	17%
Tracking, Learning, Monitoring, and Evaluation	802,762	15%
Communications	386,769	7%
Steering Committee, Office, Equipment, Overheads	829,644	15%
	5,365,992	100%
Balance	3,455,000	

Implementation expenditures include all fellowship services, as well as trainers, material, personnel, travel, room and board, and administration.

African Women in Agricultural Research and Development (AWARD)

A project of the Gender & Diversity Program

Consultative Group on International Agricultural Research

Hosted by the World Agroforestry Centre

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